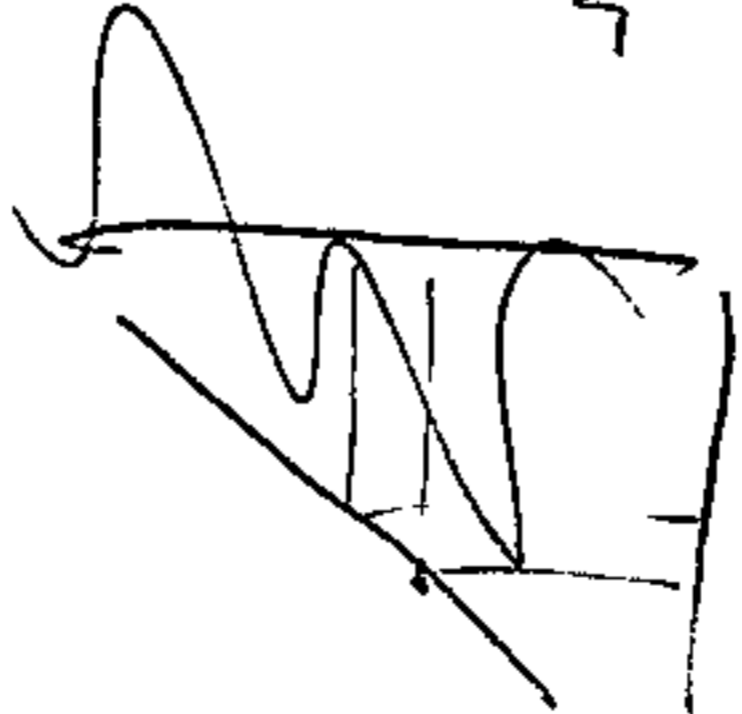


INDUSTRIAL RELATIONS — WORKERS' Org.

FOSATU

3 JUNE 1982 — 29 Sept, 1982

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Visit to PE

ODETTE SCROOBY, 18, Miss South Africa, paid her first official visit to Port Elizabeth today.

She is on a promotional tour for a motor firm and will also attend the inaugural ceremonies of the Port Elizabeth Technikon Old Students gatherings today and tomorrow.

Miss Scrooby, a bubbly brunette, provided a pleasant contrast to the bleak airport terminal when she arrived.

Asked if the excitement of being Miss South Africa had worn off yet, she answered with a smile and a glint in her eye "No, not at all. I'm loving every minute of it."

The new Miss South Africa is no stranger to beauty contests and claimed titles before winning the Miss South Africa contest.

She has given up modelling for a while to meet her many obligations as Miss South Africa. She has obligations to her sponsors and as an ambassador for South Africa.

She laughed off the idea that beauty contests were cattle shows.

"It's nonsense," she said "If that is so, then so are beaches where women wear skimpy costumes. Anyway, with the money involved, it's a way of getting ahead."

She plans to continue modelling after she has completed her year as Miss South Africa.

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e by Jack Cooper

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Ford to work 4-day week

Post Reporter

THE Ford Motor Company has announced that its three plants in Port Elizabeth will work a four-day week for the next three weeks.

According to a spokesman for Ford, the Neave, Cortina and truck plants will begin the new working schedules from Monday.

The move will affect about 5 000 workers.

The regional secretary of the National Automobile and Allied Workers Union (Naawu), Mr Les Kettleidas, said the union found the

Almost total shutdown at U'hage plant

By SANDRA SMITH

THERE was an almost total shutdown at the Volkswagen motor plant in Uitenhage yesterday and today, after 500 workers went on strike as a result of management's refusal to reinstate a dismissed paint shop steward.

The firm closed down most of its operations for three days last month when the paint shop workers went on strike after the shop steward, Mr D Kondile, was fired.

Since then, unsuccessful negotiations on the issue have been held between shop stewards and VW's management.

VW's public affairs manager, Mr Ruben Els, said a meeting between the managing director, Mr Peter Searle, and shop stewards was scheduled but was cancelled "in view of the paint shop workers' refusal to work."

He said the company had reiterated that it was prepared to discuss the matter further, once the workers had returned to work. VW was prepared to re-employ Mr Kondile as a "normal worker."

The general secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Freddy Sauls, said today shop stewards met the 500 workers yesterday.

They reported that a deadlock had been reached.

At the meeting, Mr Sauls said, a manager from the plant had come in and told the workers they had two minutes to return to work or he would close down the plant.

The workers then walked out and VW sent home 3 600 workers in the sections dependent on the paint shop.

Shop stewards had decided "as a result of management's intransigence", to hand the matter over to Naawu officials, Mr Sauls said.

Far more jobless in E Cape

Post Reporter

STATISTICS released by the Department of Manpower Utilisation show that 3 508 coloureds, Asiatics and whites were registered as unemployed in the Eastern Cape in May.

The figures represent an almost 40% increase in the registered unemployment figure for last May when 2 573 people were out of work.

Of those who still did not have jobs this year, 1 568 were coloured men and 788 coloured women.

In May last year 950 coloured men registered as unemployed after jobs were found for 190.

In Port Elizabeth there were 2 590 unemployed and in Uitenhage 714 in May this year. The figure for Port Elizabeth was 1 975 for May last year.

In the country areas 122 white women registered as unemployed and 232 in Port Elizabeth.

CHECKERS
South Africa's biggest supermarket chain. Just up your street.

Maggi Soups
assorted

29c
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Ricoffy | **Handy Andy**

Strike shuts VW plant

Argus 3/6/82

(140A) (VSR) (15) (192)

Argus Bureau
PORT ELIZABETH — Volkswagen motor plant in Uitenhage closed down most operations yesterday and today after 500 workers went on strike as a result of management's refusal to reinstate a dismissed shop steward.

The firm shut down most operations for three days last month when the paintshop workers went on strike after the shop steward, Mr D Kondile, was fired

Since their unsuccessful negotiations on the issue have been held between shop stewards and Volkswagen management

VW's public affairs manager, Mr Ruben Els, said a meeting between the managing director, Mr Peter Searle, and shop stewards scheduled to take place today, was cancelled "in view of the paintshop workers' refusal to work"

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(Contd on Page 3, col 7)

Argus 3/6/82
Plant shut
(Continued from Page 1)

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The workers then walked out and VW sent home 3 600 workers in the section dependent on the paintshop

Shop stewards had decided "as a result of management's intransigence" to hand the matter over to the union's officials, Mr Sauls said.

1981 04 1000

Putco, unions sign wage agreement

4/6/82
Star

Labour Reporter

The first wage agreement reached by the Putco bus company and two trade unions was signed in Johannesburg this week.

The agreement, which provides for increases in July and in January next year, was the first in a new system of annual agreements between the company and recognised unions.

Represented in the agreement were the Cusa-affiliated Transport and Allied Workers' Union and the Fosatu-affiliated Transport and General Workers' Union.

A workers' liaison committee was also involved in the wage talks. A Putco spokesman said it was not policy for the company to disclose the amount of wage increases.

In Durban about 800 workers at the Van Dyck carpet factory went on strike on Wednesday after demanding that management pay them out their pension contributions on demand.

There was similar unrest last year in the area over the pension issue.

Officials of the South African Allied Workers' Union (Saawu) were at the factory yesterday to discuss the issue with management. A company spokesman confirmed the dispute was pension-related, but would not comment further.

And at the strike-hit Success Pack vegetable packaging firm in Krugersdorp, the union has demanded the reinstatement of 38 workers who were recently dismissed.

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Stone Street & Hansen
Selcham
Craft Engineering
Vosa
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Mckennon Chairs

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Fosatu Annual Report Nov. 1980/81

Year	Membership		
	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			
			Total

METAL AND ALLIED WORKERS UNION

Sweet Workers Industrial Union (Natal)
 Sweet Workers Union
 Sugar Industry Employees Union
 South African Allied Workers Union (SAWU)
 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 Union (Natal)
 Garment Workers Union of South Africa
 Garment Workers Union (Western Province)
 General Workers Union

General Workers Union of South Africa

National Union of Clothing Workers
 National Union of Leather Workers
 National Union of Textile Workers

South African Allied Workers Union (SAWU)

S.A. Canvas & Ropeworkers Union
 S.A. Canvas & Ropeworkers Union (Cape)

Tailoring Workers, Dressmaking & Furriers Industrial Union

Tanning, Footwear and Allied Workers Union

Textile Workers Industrial Union

Textile Workers Union (Transvaal)
 Transvaal Leather and Allied Workers
 Trunk & Box Workers Industrial Union

Wood & Wood Products, including

National Union of Furniture
 Paper, Wood and Allied Workers
 South African Allied Workers

Paper & Paper Products, Printing

Amalgamated Engineering Union
 Media Workers Association of
 Paper, Wood & Allied Workers
 S.A. Boilermakers, Iron & Steelworkers

S.A. Electrical Workers Association
 S.A. Society of Journalists
 S.A. Typographical Union
 South African Allied Workers

4/6/82
 VW plant
 at standstill

Argus Bureau

PORT ELIZABETH

The giant Volkswagen plant in Uitenhage was at a standstill for the second successive day today when a strike by 500 paintshop workers forced the company to send home about 3 600 workers from other affected areas

The area secretary for the National Automobile and Allied Workers' Union (NAAWU), whose workers are involved in the action, Mr Makaya Sam, said the workers had decided to go back to work on Monday morning, but would only work if a dismissed shop steward had been fully reinstated

lders & Welders

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
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Textiles, Clothing, Leather and Footwear

African Garment Workers Union (Natal)
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 Garment Workers Industrial Union (Natal)
 Garment Workers Union of South Africa
 Garment Workers Union (Western Province)
 General Workers Union

General Workers Union of South Africa
 National Union of Clothing Workers
 National Union of Leather Workers

South African Allied Workers Union (SAAWU)
 S.A. Canvas & Ropeworkers Union

S.A. Canvas & Ropeworkers Union (Cape)

Tailoring Workers, Dressmaking & Furriers' Industrial Union

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 S.A. Typographical Union
 South African Allied Workers U

150 Sigma
 workers
 down tools
 5/6/82
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Welders & Welders

Labour Correspondent

ABOUT 150 workers in the parts and accessories department at the Sigma motor plant near Pretoria downed tools yesterday in protest against the dismissal of a union shop steward

A spokesman for Sigma said yesterday the workers had been suspended for a day and management hoped they would return on Monday

He said the dispute had not spread to other Sigma workers and had not affected the plant's assembly line

Spokesmen for the National Automobile and Allied Workers' Union, which is recognised by Sigma, could not be reached for comment yesterday

The Sigma spokesman said the dispute was sparked by the dismissal of Mr Johannes Mokgari, who is also a shop steward

Union

S.A.

Organising for victory

140A

NO ORGANISATION can grow powerful without clear leadership, the national annual general meeting of the Metal and Allied Workers' Union (IvI branch) was told last week.

The Metal and Allied Workers' Union (Maawu) meeting was told that its leadership is strongly based on the shop floor. Shop stewards play a vital role in that they provide the union's leadership and they make sure that leadership remains democratic. It is this leadership based on a strong shop floor organisation and structure which means that neither the employers nor the State can smash the union by removing or banning the national leadership officials.

Maawu's Transvaal branch is said to be putting as much effort as possible into building shop steward leadership and in making sure that shop stewards transfer the knowledge to the membership. Regular seminars have been held for the shop steward council on all issues affecting the union. A very important development has taken place in the Transvaal since last year. Management in many companies have agreed to release shop stewards for several days to attend training courses.

Maawu is said to be growing very fast and membership has grown by 200 percent in a year and in some areas like Wadeville in Germiston nearly every factory has joined. This is said to have led to big problems because many new factories are joining. Those organised have not been able to train shop stewards and to meet and plan with members. Many workers have joined without being clear what a union is sometimes workers join because they think the union will get the money without any struggle. Many problems have arisen from this as shop stewards and members are not experienced and so give management many chances.

BY SELLO RABOTHATA

Another problem is that often management gives recognition to shop stewards very quickly before they have experience. Then because the organisers have been busy these shop stewards are left to face management without planning and without experience. Shop stewards and members have sometimes become discouraged because of this. This shows clearly in the amount being paid in subscriptions to Maawu every month. It is less than last year and is still reportedly going down.

UNIFY

Maawu believes that this unity must be built on the unity of all workers and this unity must be a tight disciplined unit based on the same policies and aims.

Maawu believes that this unity must be built at shop floor level as well as among the national executive council and central committee members. However some of Maawu's members say MAAWU FIRST. Maawu reports that members must understand that even Maawu can win little if it is not part of a strong working class movement.

Between April 1981 and March 1982 recognition agreements were signed between Maawu and Fluoride Dresser South African and Henrek Fruehaut. The Henrek agreement covered both the Dreihock and Wadeville plants.

So far five recognition agreements have been signed with management during the past two years and all agreements include the right for shop stewards to negotiate on plant level wages and working conditions. There are also 40 informal semi-formal recognised shop steward committees operating at factory level.

Maawu says that it has become a major force in the Transvaal and that this year will be a hard year in that many companies are presently engaging in retrenching workers a situation which could get worse.

Organised workers have the means of making their claims count



What's the catch in the plan for the chain letter clan?

BY CHARLES MOGALE

IF you have not yet received a bitter-sweet letter from some anonymous acquaintance of yours there could be something very wrong with your address.

You are, however, not missing more than a few copies, and get it out of my mind.



**Return
to work
at VW
held up**

(140A) 7/6/82
E post

Post Reporter

STRIKING paint shop workers at the Volkswagen plant in Uitenhage were unable to resume work today when the company sent home 3 600 other workers because those in the paint shop did not take up their posts at the normal time

The 550 paint shop workers went on strike three days last week when management refused to reinstate a dismissed shop steward after lengthy negotiations

As a result VW sent home 3 600 workers in the body shop and final assembly sections

Today the paint shop workers decided at a meeting to resume work at 9am, but were unable to do so because other workers had been sent home, resulting in an almost total shut-down at the plant

They have decided to return to work tomorrow, and shop stewards will attempt to arrange a meeting between officials of the National Automobile and Allied Workers Union (Naawu) and VW's managing director, Mr Peter Searle

VW has said Mr Searle would not meet Naawu officials unless the paint shop workers returned

Sowetan

Worker back strike ends

8/6/67

140A

By Monk Nkomo
MR JOHANNES Mukhari, a shop steward at Sigma Motor Corporation in Pretoria, whose sacking last Thursday led to a strike by about 150 workers, has been reinstated.

In a statement released yesterday, a company spokesman said although there was evidence that Mr Mukhari had on several occasions threatened to contravene company regulations he had now been given "the benefit of the doubt" and has been reinstated without loss of pay or benefits.

The 150 workers who refused to return to work on Friday and were temporarily suspended, would however forfeit a day's earnings in accordance to the company's "stated policy of no work no pay", the spokesman added.

"Sigma's management conducted a review of the situation which gave rise to the refusal to work by 150 employees in our division last Friday in order to maintain the full documentation necessary, before a final decision was taken on the termination of the services of Mr Mukhari," said the spokesman. "This was a unilateral review in which we established that reasonable doubts exist whether the shop stewards actually refused to obey a lawful instruction," he continued.

The company's spokesman yesterday said that the work force was back to normal and the matter had been resolved.

ARGUS 8/6/82
Back to
work at
VW plant

Argus Bureau .

PORT ELIZABETH —
Production was back to normal at the Volkswagen plant in Uitenhage, following severe disruptions since last Wednesday.

The public affairs manager of Volkswagen, Mr Ruben Els, said today that 550 paint shop workers, who had paralysed production for three successive work days by their strike, returned to work at the usual time today.

On the days concerned, management sent home about 3 600 other workers in affected departments

Representatives of the National Automobile and Allied Workers' Union (NAAWU) were to meet today with top management, including the managing director, Mr Peter Searle, about the dispute

Star 8/6/82



Court to rule in metal dispute

140B

The Industrial Court is to rule on the long running industrial dispute between 13 metalworkers and their former employer, the Flekser metal firm in Wadeville

The case had to pass through the official dispute-settling channels before being referred to the court

A meeting of the metal industries' industrial council ended in deadlock last week and, according to a council spokesman, the dispute has been referred

The workers, all members of Fosatus Metal and Allied Workers' Union, have accused the company of a number of unfair labour practices

DISMISSAL

They claim the dismissal of three workers in March and the firing and selective re-engagement of the 240-strong black workforce during the strike which followed was unfair.

The workers have also alleged that management refused to negotiate with a representative union

Flekser is understood to believe that the union did not have majority support at the time of the strike. It has also said the three workers were dismissed after disciplinary action following a refusal to work

The immediate object of the suit is to secure the reinstatement of the applicants, but legal sources say a favourable judgment in the action could pave the way for the re-hiring of about 40 workers who lost their jobs after the strike

Paint shop workers back on job

STRIKING paint shop workers at the Volkswagen plant in Uitenhage returned to work today pending the outcome of a meeting between union officials and management on the reinstatement of a dismissed shop steward

The 550 workers went on strike on three days last week when management refused to reinstate the shop steward, Mr D Kondile, except as a normal worker

Production was brought to a near standstill when VW sent home 3 600 work-

ers in sections dependent on the paint shop
Yesterday the paint shop workers decided after a meeting to return to work at 9am, but were unable to do so as 3 600 workers had already been sent home

They returned today to await the outcome of a meeting between VW's managing director, Mr Peter Searle, and officials of the National Automobile and Allied Workers Union (Naawu)

After today's talks, a VW spokesman said negotiations would continue, probably this week

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ILWOP

Post Reporter E Post 8/1/82

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11/2/82 140A 8/6/82
Talks to resume today in VW paint shop strike

By STEVEN FRIEDMAN
 Labour Correspondent

A STRIKE in the paint shop at Volkswagen's giant Uitenhage plant which stopped the assembly line for four days — and for the fourth time this year — is to end today

Although only the 500 paint shop workers took part, the assembly line cannot operate without the paint shop and the strike meant that Volkswagen had to send more than 3 000 other workers home

About 3 600 workers have been off work since Wednesday

The strike is a sequel to one last month in which paint shop workers downed tools in protest against the dismissal of a shop steward of the National Union of Automobile and Allied Workers. Workers returned pending further negotiations

A spokesman for Volkswagen said yesterday management had decided after talks that the dismissal was justified. But it had decided to take back the dismissed man on condition he was no longer a shop steward

This decision was taken because it was "a compromise between our view and that of the workers"

But workers had rejected it and downed tools last Wednesday

Volkswagen's managing director, Mr Peter Searle, had agreed to meet a Naawu and worker delegation yesterday but only if shop workers returned

"But they did not and the meeting was

therefore cancelled. We are not prepared to negotiate while workers are on strike" the spokesman said

However, later yesterday workers agreed to return to work and will meet Mr Searle and other members of top management today to discuss the issue

A Naawu spokesman, Mr Les Kettleidas said workers had agreed to return "only because this is the only way we can resume negotiations — this does not mean they accept the decision"

He said the union "completely rejects" management's decision to allow the worker to return as long as he ceased to be a shop steward

"This is totally unacceptable. He was elected to that position by his fellow-workers and they are the only ones who can decide whether he ceases to be a shop steward. It has nothing to do with management"

The union had investigated the dismissal and believed there were no grounds for dismissing the steward, he said

● The strike by about 150 parts and accessories department workers at the Sigma plant in Pretoria — also over the dismissal of a Naawu shop steward — ended yesterday after the dismissed man was reinstated

A company spokesman said Sigma had undertaken a review of the firing and found that "reasonable doubt" existed as to whether the worker had refused to obey an order

ARGUS 9/6/82

1409

Trade unions pay tribute to Mavi

Labour Reporter
TRADE unions today paid tribute to Joe Mavi, president of the Black Municipality Workers' Union, killed in a car accident in the Free State yesterday.

South African Trade Unions
All are members of the local Solidarity Committee, set up after the summit conference of independent unions in Lanza last year.

but to the working class movement as a whole

"He was a leader who rose from the ranks of some of the most oppressed workers in South Africa — the municipal workers

but he was never deflected from his aim of building up a confidence and strength of workers in their organisations. He will long be remembered for his outstanding courage," they said.

The unions are the African Food and Canning Workers' Union, the Food and Canning Workers' Union, the General Workers' Union, the Cape Town Municipal Workers' Association, the Media Workers Association of South Africa (Western Cape region) and the Federation of

In a joint statement they said they were shocked to hear of Mr Mavi's death. They described him as a "talented and committed trade unionist".

INSPIRED

"His death is a loss not only to the municipal workers in Johannesburg,

"He inspired his fellow workers with vision and dedication and rose to lead them in the heroic struggle of 1980 which was put down with such brutality by the Johannesburg City Council and the police.

"The State has dealt him many heavy blows,

The unions urged members of the Black Municipality Workers' Union to "take heart in spite of their great loss and look to the future.

"We assure them of our support. Their struggle is our struggle," the statement said.

Nats preparing for more defections?

Political Staff
THE Government appears to be preparing for possible defections from the National Party in the Provincial executive committees.

sky, MEC in charge of hospital services for the Transvaal, had been considering his position in the National Party.

Dr Latsky, however, quashed the speculation when he remained firmly in the party when the joint caucus meeting of the National Party was held in Cape Town on Saturday.

A Bill amending the Constitution Act, which was withdrawn last week, has been re-introduced with an added section giving Provincial Councils the power to remove any member of a Provincial executive committee, apart from the Administrator, by resolution of the council.

In terms of the existing law, once elected, a member of a Provincial executive committee could not be thrown out by the councils until the next election.

The Bill also specifically prohibits any debate on such a resolution.

The Provincial Council system operates differently from the central Government in selecting its executive.

The elected leader of the caucus of the majority party in Parliament is automatically appointed Prime Minister by the State President.

In turn, the Prime Minister chooses his executive.

The Prime Minister can change his Cabinet at any time he wishes.

The Provincial executives are elected by the full Provincial Councils after a general election and hold office until the next general election.

SA link hits art show

Argus Bureau
LONDON. — The North London district of Camden council plans to ban a major exhibition on British mining in art because it is partly sponsored by Barclays Bank.

the bank's interest in South Africa.

An Arts Council official said "It is rather unfortunate as it is a very important exhibition. At this stage it will be a great problem to find an alternative venue in London."

The council objects to

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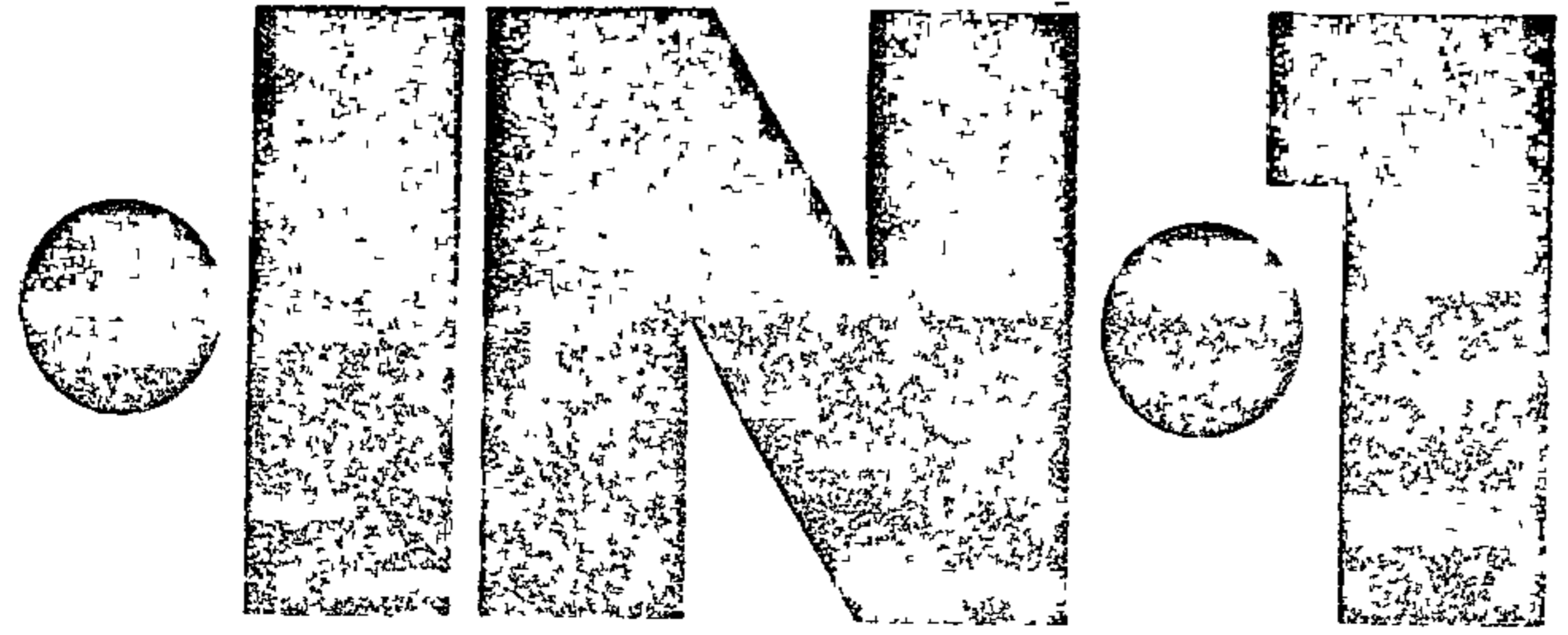
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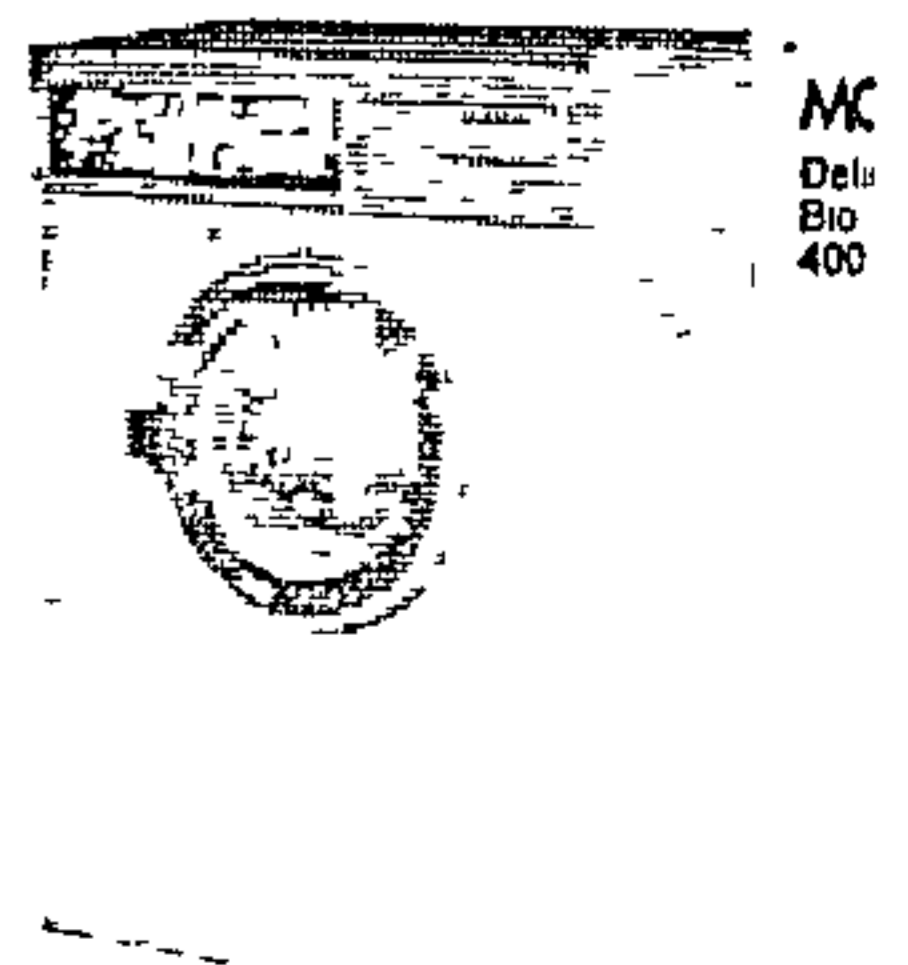
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TO SOUTH AFRICA
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THE WASHING
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Strike *Sowetan* forces *9/6-82* union *140A* in *1982*

By MZIKAYISE

EDOM

MORE than 700 workers at the Dunlop factory near Benoni yesterday morning refused to begin working after the management had allegedly refused to recognise their union.

Day shift workers refused to start work at 7am and were later joined by the night shift staff in the company's canteen, where they had grouped. The workers said they would only go back to work on condition that management agreed to recognise their union. The Chemical Workers Industrial Union, which is affiliated to Fosatu

Two months ago the union had applied to the company's management for recognition and, after the management had failed to recognise the union yesterday, workers decided to go on strike.

The workers claimed that they had contacted the management many times over this issue, but every time they had received no positive answer.

Late yesterday, union representatives met with management and the workers only decided to go back to work at about 11am, after management had promised to recognise their union, on condition that the union had at least 50 percent membership of the workers employed by the company.

A spokesman for the union said yesterday they had applied to Dunlop management about two months ago for recognition but they were only informed last week that their application for recognition had been rejected on the ground that the union did not have majority membership in the firm.

The spokesman said "Management's stand not to recognise the union later resulted in yesterday's strike. The management had demanded that at least we should have a membership of 375 workers at the firm before our union could be recognised. This, the union has done, and after yesterday's meeting management agreed to recognise the union."

**Canadian
interest
in
KwaZulu
labour row**

Mercury Reporter

CANADIAN trade unions showed 'considerable interest' in the Fosatu-affiliated National Union of Textile Workers labour problems with the KwaZulu Shoe Company, a subsidiary of the Canadian-based multinational Bata, Mr Alec Erwin, union organiser, said yesterday

He said this on his return from the Canadian Labour Congress held in Winnipeg

Mr Erwin said he had discussed with Canadian unions the recognition dispute that the local union was having with the KwaZulu Shoe Company in Loskop which sparked off two strikes by the entire workforce earlier this year — one stoppage lasting for nearly a month

He said the congress's international affairs director, Mr John Harker, had already raised the issue with the Canadian Government

Mercury 11/6/82

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SA unions
star expelled
4/6/82
by metal
federation

Own Correspondent

ROME — Two South African trade unions have been expelled from the International Metalworkers Federation (IMF) despite a dramatic fight to stave off the move which will have world-wide repercussions.

Another two were admonished and given a year to comply to what one neutral delegate called "the rules"

EXPELLED

Two Turkish trade unions were also expelled from the organisation during its three-day meeting in Rome's posh Cavalieri Hilton hotel

The expelled South African labour organisations, both with either white or coloured memberships, are the Amalgamated Engineering Union and the South African Electrical Workers' Association (Saewa).

The two allowed to stay in — "as long as they change their status" — are the Radio, Television and Allied Workers' Union and the Engineering Industrial Workers' Union. Both have predominantly coloured membership.

APARTHEID

A high ranking executive of the Italian Metal Workers' Union said "In other words, the two South African unions who have been let off for the time being must take speedy action to get rid of apartheid inside their organisations"

The unions who made the expulsion request for all four labour organisations are the Metal and Allied Workers' Union and the National Automobile and Allied Workers' Union

Both largely black movements are affiliated to the Federation of South African Trade Unions

ARGUS 11/6/82 (140A) (125) (128) (150)

Two SA unions expelled

Argus Correspondent
ROME — Two South African trade unions have been expelled from the International Metalworkers Federation (IMF) in spite of a dramatic fight to stave off the move which will have world-wide repercussions.

The expelled unions, both with either white or coloured membership, are the Amalgamated Engineering Union and the South African Electrical Workers' Association (SAEWA).

The unions which made

the expulsion request are the Metal and Allied Workers' Union and the National Automobile and Allied Workers' Union, both largely black movements affiliated to the Federation of South African Trade Unions (Fosatu).

Another two, the Radio, Television and Allied Workers' Union and the Engineering Industrial Workers' Union, were "admonished" — and given a year to comply to what one neutral delegate, an Italian, called

"the rules". Both have predominantly coloured membership.

Mr Gigi Pannoza, a high-ranking executive of the Italian Metalworkers' Union, told me "In other words, the two South African unions which have been let off for the time being must take speedy action to get rid of apartheid inside their organisations."

He described the discussion during the closed door meeting of the IMI's central committee as "extremely acrimonious".

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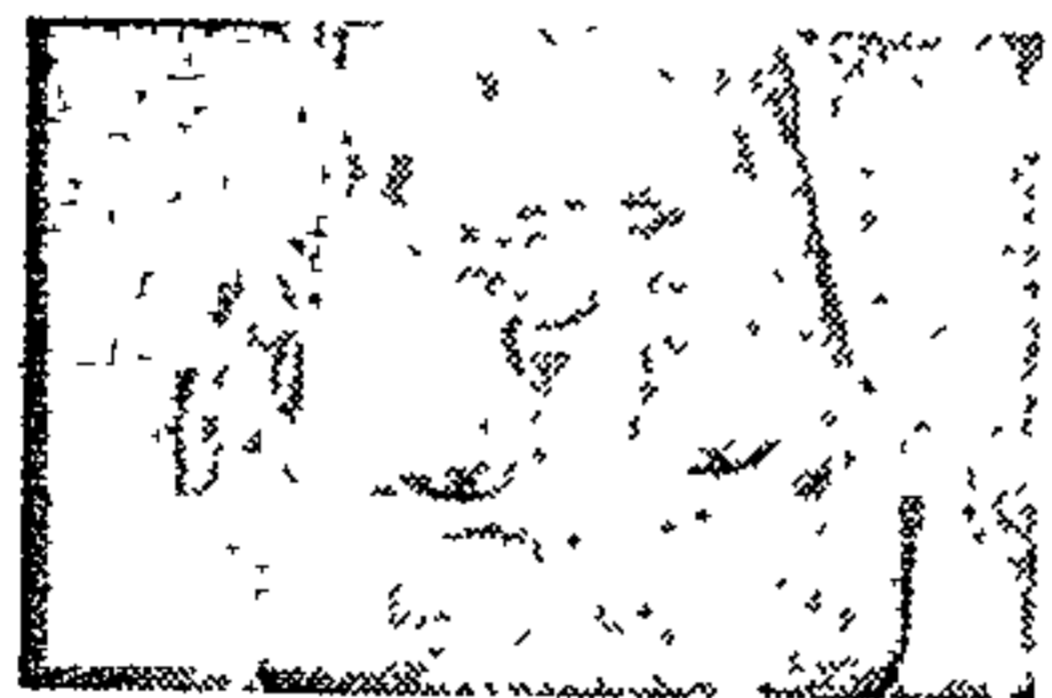
of power on what the public may or may not be told," said Mr Dalling.

At present the overwhelming majority of newspapers voluntarily subjected themselves to the authority of the News-Paper Press Union (NPU) — a non-statutory body which, through its Press Council, exercised discipline over its members.

Mr Dalling also objected to the fact that

Napoleon approach?

Mr Dave Dalling



'Why this pocket

Assembly yesterday

Mr Dalling strongly criticised the Bill when he spoke during the second reading debate.

He said it provided basically for enforcing all newspapers to submit themselves to one disciplinary authority, enabling the Minister of Internal Affairs summarily to close down newspapers which did not comply, and for opening the way to the establishment of some form of media body which would be sanctioned by the Government.

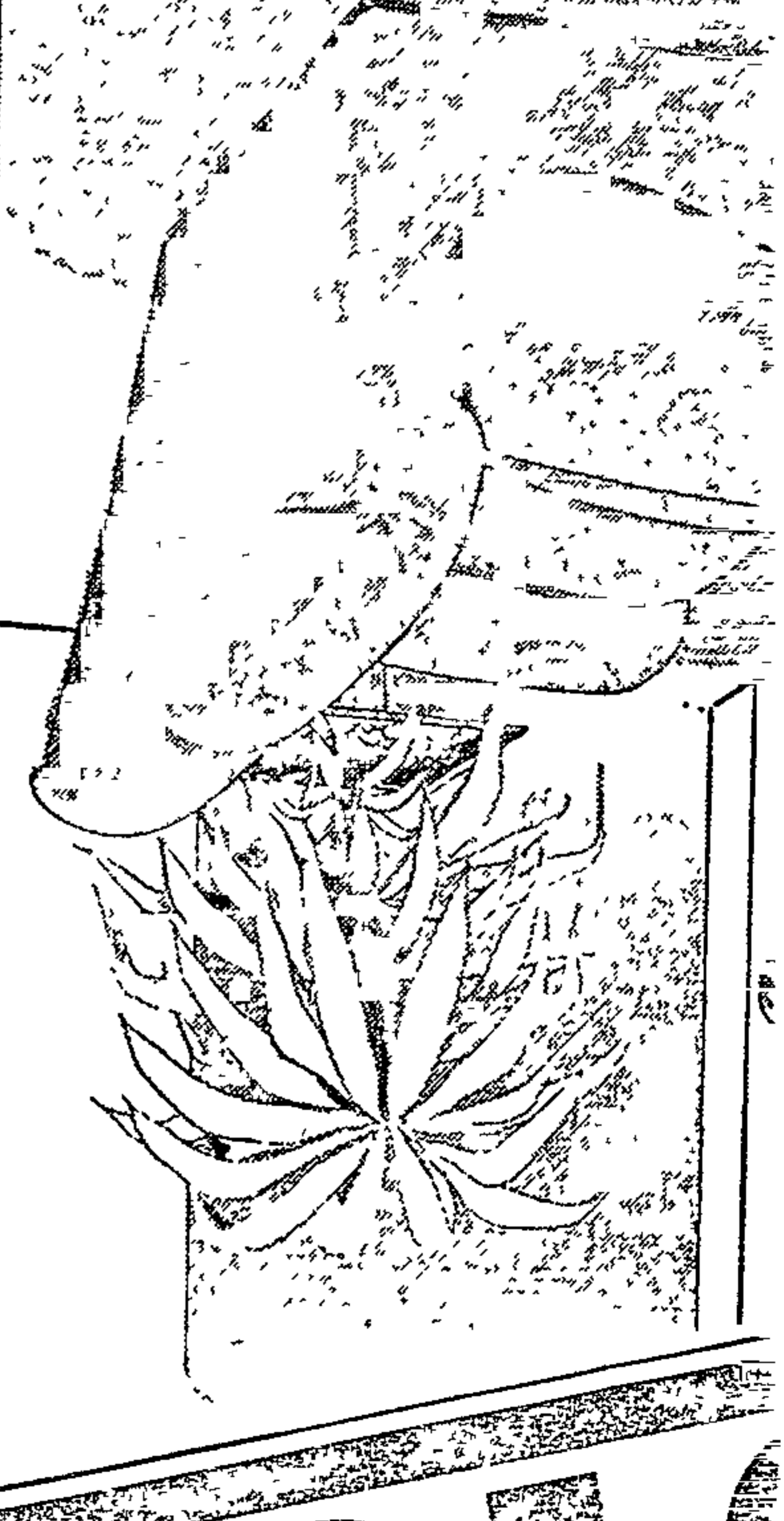
"It is an attempt to tame those media which are critical of the Government. It is an undignified move to tighten the reins in hand."

Mr Dalling said this report had been well used by the Government in its dealings with the NPU. Several meetings between the Government and the NPU had been held in recent months, presenting an "unedifying spectacle" of newspaper men appearing as "unitedly" presenting themselves to Parliament — "with-out the agreement of the NPU, and without consultation with the NPU."

Mr Dalling also objected to the fact that

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Shock as top SA unions are ousted

By STEVEN FRIEDMAN
Labour Correspondent

TWO major white-led metal unions have been expelled from the powerful International Metalworkers' Federation — a move which is likely to send shock-waves through the metal industries, which employ nearly 500 000 workers

Employer sources believe the expulsions — at a meeting in Rome this week — are a serious blow to attempts to negotiate a mutually-agreed bargaining system for all races in the industries

"The implications are very serious", an industry source said yesterday

One effect could be an attempt by established unions on the metal industrial council to question the right of Fosatu unions — who initiated the expulsion moves — to obtain automatic deduction of union dues from employers.

The two unions which have been expelled are the SA Electrical Workers Association (Saewa) and the Amalgamated Engineering Union

The SAEWA's general secretary, Mr Ben Nicholson, is also director of the Confederation of Metal and Building Unions, a powerful alliance of metal unions on the industrial council

The expulsions came in response to charges by two Fosatu unions, the Metal and

Allied Workers Union (Mawu) and National Automobile and Allied Workers Union (Naawu), that the unions were "racist" and had tried to impede the Fosatu unions' efforts

Two other unions were "accused" by the Fosatu unions, Tucsas' Engineering Industrial Workers Union and Radio Television and Allied Workers Union

They were not expelled, but were given a year to "change their status" and "get rid of apartheid inside their organisations"

The expulsions come at a time when the Steel and Engineering Industries Federation (Seifsa) is holding talks with both established and emerging unions on a new bargaining system for the industry

The established unions — including the two which have been expelled — take part in the industries' official industrial council But unions such as Fosatu's Mawu — representing mainly black workers who have taken part in the wave of wage strikes on the East Rand — have so far refused to join

The talks are aimed at producing a bargaining system which both union groups, as well as Seifsa, can support

But any changes to the system agreed to between Seifsa and Mawu also need the approval of the established unions and employers believe this will be made very difficult by the Rome expulsions

"There is likely to be so much bad blood that it may be impossible to get all groups to agree on anything," an employer source said yesterday

ELECTION A 32

CANDIDATE MUST enter in

(1) the number of each question answered (in the order in which it has answered), leave columns (2) and (3) blank

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12	1
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NOTE CAREFULLY

1. The answers only on the right hand pages will be marked. The left hand pages may be used for rough work, but no credit will be given for such work
2. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
3. 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.
4. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used

WARNING

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

Richards Bay

coal workers

down tools

Mercury Reporter

BETWEEN 400 and 500 workers downed tools at the Richards Bay Coal Terminal Co Ltd's loading facility yesterday afternoon in support of their demand for the immediate refunding of their pension fund contributions

According to a spokesman for the Fosatu-affiliated Transport and General Workers' Union, which claims to represent about 400 of the workers, reports of Minister of Finance Owen Horwood's address to the Association of Pension and Provident Fund's annual meeting sparked off the pension unrest.

In his address Mr Horwood said that plans for the

... pension was not being revived

According to Mr Mike Dunn, managing director of the company, about 400 workers downed tools after the management had refused their demands for the refunding of their pension fund contributions

'The management has reiterated to its black employees that membership of the company's integrated fund is a condition of service for all employees,' he said

He added that the stoppage had been orderly, and that operations were being fully maintained by 'existing staff'

The spokesman for the Transport and General Workers' Union said, however, that operations were at a standstill because the company's total black workforce of 500 was involved

He said that workers claimed they were not on strike but only staging a work stoppage until the management had reviewed their decision

SA metal
unions may
revive IMF
alliance

By Drew Forrest

The South African co-ordinating council of the International Metalworkers Federation (IMF) may be resurrected now that two local affiliates have been expelled from the giant international workers' organisation

The general secretary of Fosatu's National Automobile and Allied Workers Union (NAAWU) Mr Freddie Sauls, said remaining IMF affiliates would hold a planning meeting in about a month "to look at whether closer co-operation is now possible"

The meeting would take place after consultation between the delegates to last week's IMF conference in Rome and their union executives, Mr Sauls said

The local co-ordinating council of the IMF collapsed in 1980 amid bitter recriminations

At the Rome conference, the IMF central committee ousted two South African metal unions with white membership, the SA Electrical Workers Association and the Amalgamated Engineering Union

The decision was prompted by a request by Naawu and another Fosatu affiliate for the expulsion of four local unions. The target unions were accused of racial exclusiveness

Two other local IMF members with coloured membership, the Engineering Industrial Workers Union and the Radio, TV, Electronic and Allied Workers Union, were given 12 months to mend their ways or face expulsion

"Now that the air is cleared, there is a chance of the co-ordinating council being resurrected," Mr Sauls said

Commenting on the expulsions, Mr Sauls said he "regretted that it had to come to this," but that circumstances had left the IMF no alternative

16/6/82
Sauls

40A

128-134

Argus 17/6/62
2 000 strikers given ultimatum

1409 Argus Correspondent
 DURBAN — More than 2 000 striking workers at two factories at Richard's Bay were today given an ultimatum to end their work stoppage and return to work by tomorrow. In a notice, management told more than 1 700 striking workers at Alusaf that if they failed to resume normal shifts by tomorrow they would be considered to have terminated their services. A similar ultimatum was issued to about 450 workers at the nearby Richard's Bay coal terminal where workers have downed tools this week demanding a refund of R2 an hour. Alusaf management also offered an annual pay rise of 30 cents an hour bringing the minimum wage rate to R1.36 an hour. Workers have asked for a minimum of R2 an hour.

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Striking workers injured in clashes

EIGHT workers from the Alusaf factory in Richards Bay were taken to hospital following clashes with police at the plant last night, an official of the Fosatu-affiliated Metal and Allied Workers' Union said yesterday.

The official, who described the condition of two of the workers as 'critical' said the incident followed police attempts to disperse about 1 000 striking workers.

Soon after the management gave the striking workers an ultimatum to return to work in five minutes police moved in with dogs and tear gas to disperse them. In the ensuing clash a number of workers were injured, the official said.

A senior police spokesman confirmed that police were called in to disperse the striking workers.

2 000 Richards Bay strikers face axe

By STEVEN FRIEDMAN
Labour Correspondent

LABOUR UNREST at three major plants, involving about 2 600 workers, continued to grip Richards Bay yesterday — and workers at two strike-hit plants face ultimatums to return to work today or be fired

At Richards Bay Coal Terminal about 400 dockers have been on strike for three days in reaction to a recent speech on pensions by the Minister of Finance, Mr Owen Horwood

At Alusaf about 1 700 workers continued their two-day strike in support of demands to quit the metal industries' pension fund and for a R2 an hour wage. At both plants management says workers must return today or be fired

Workers met yesterday to decide whether to return to work

And at Triomf Fertilisers a canteen boycott by about 550 workers in support

of wage demands entered its second day

A Metal and Allied Workers Union organiser, Miss Junerose Nala, said there had been no repetition of Tuesday's incidents in which police allegedly broke up a meeting and several workers were hospitalised

But she said police remained active in the area and claimed they had prevented a meeting taking place at the workers' compound yesterday

Miss Nala also said police were out in force at Alusaf before the strike

The Rand Daily Mail's Durban correspondent reports that police have denied union and worker allegations and say that they are keeping a low profile

At Triomf unionists say the canteen boycott is prompted by management's refusal to negotiate wages with Fosatu's Chemical Industrial Workers Union "as it undertook to do"

A company spokesman confirmed the boycott and added that it was not harming the company

He said the company had negotiated a pay agreement with CWIU in January and had wanted this to last the year. But the union signed the agreement for six months only, he said, and demanded the right to re-open talks in mid-year

When it did this, Triomf turned down its proposals "because we don't give mid-year rises and because of the state of the industry," he said

At Richards Bay Coal Terminal, union sources said workers had been given until today to return or be sacked

At Alusaf Miss Nala said a similar ultimatum had been issued to workers. She said management had promised to do something about the pensions but had done nothing

Company spokesmen could not be contacted yesterday

But managing director, Mr D E J van Vuuren, has said workers have been told their fears — they will only be able to receive their pension contributions when they retire — are unfounded

RDM
18/6/82
140A

Alusaf issues dismissal ultimatum to 1600 strikers

Star
18/6/82

~~152~~
~~46~~
~~232~~
~~232~~
~~140A~~

By Drew Forrest

About 1600 workers on strike at the Alusaf aluminium smelting plant in Richards Bay face dismissal today if they are not back at work at their normal shift times.

The strike began on Tuesday night. It centres on demands for an

immediate payout of contributions to the metal industries' group pension fund and a pay claim.

About 500 workers at the Richards Bay Coal Terminal nearby, who struck earlier in the week over pensions, have already lost their jobs.

Alusaf's managing director, Mr Danie van Vuuren, said the company's hands were tied on the pension issue. "We are negotiating to withdraw from the metal industries' fund — but it takes time," he said.

Alusaf employees had been told of the recent change in the fund's rules, in terms of which contributions could be recovered six months after workers left the industry, but they were not interested, Mr van Vuuren said.

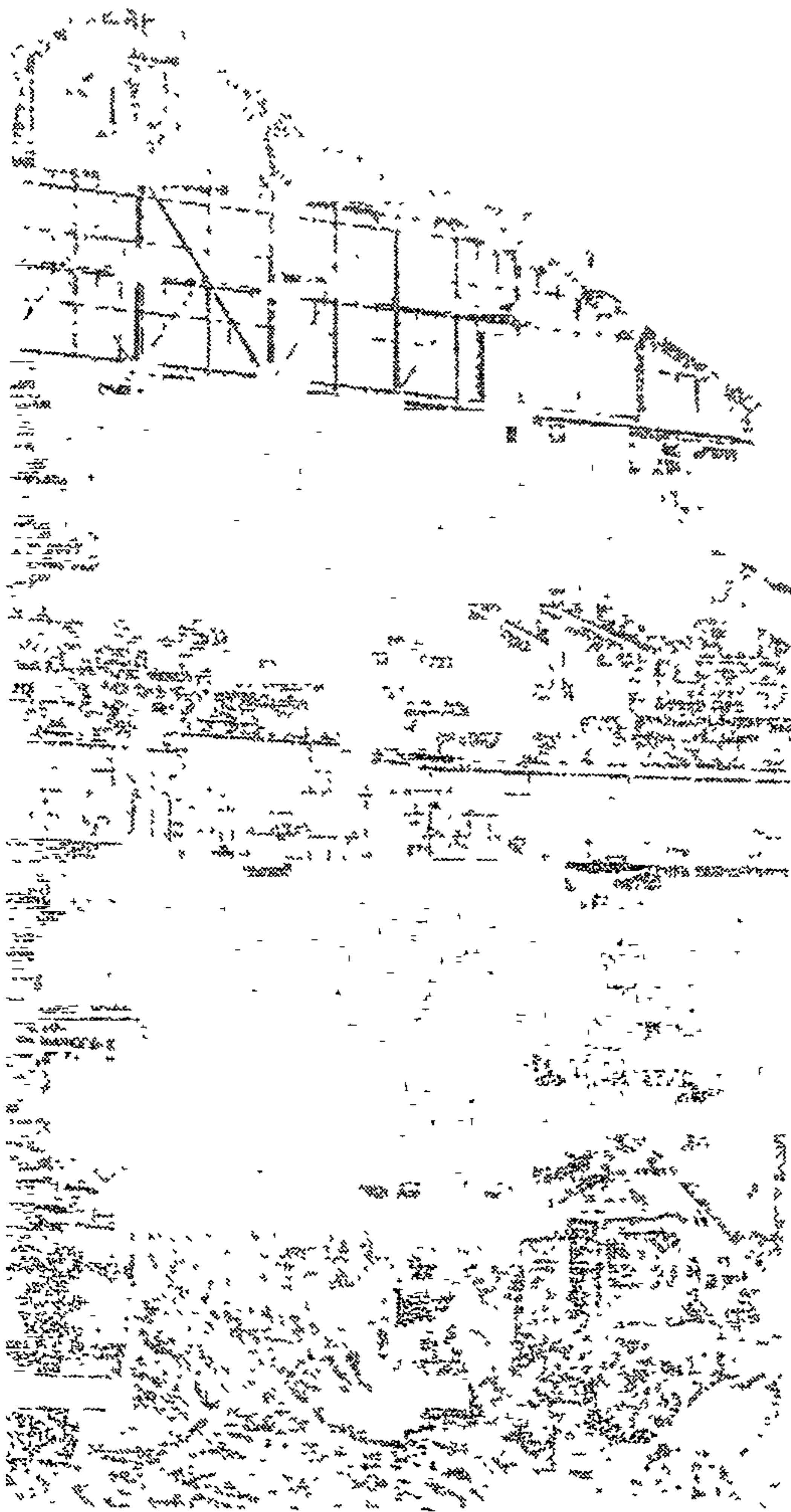
Management had reiterated its view in discussions yesterday with an in-house committee dominated by members of the Metal and Allied Workers Union (Mawu).

Mawu has alleged eight workers were taken to hospital, two in a critical condition after police cleared strikers from Alusaf premises on Tuesday night.

Mr van Vuuren said about 60 workers of a total black workforce of 1700 had returned to work. The rest had been told to man their posts today or be dismissed.

Production had been maintained at normal levels by administrative and maintenance staff, he said.

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Police warn about
picking up hitch-hikers

Richards Bay ^{Mercury} strikers plan to ignore 'deadline' ^{18/6/82} ^{140A}

Mercury Reporter MORE than 2 000 striking Richards Bay workers yesterday said they would not return to work today in spite of the deadlines set by management of both Alusaf and Richards Bay Coal Terminal, say union sources

In a pamphlet distributed in Esikhawini township Alusaf workers were informed that if they did not return to work by normal shift today they would be considered to have dismissed themselves

Richards Bay Coal Terminal's managing director Mr Mike Dunn, said although workers had dismissed themselves when they walked off the plant on Tuesday he told worker representatives that if they returned today they would be reinstated

About 1 700 Alusaf workers stopped work and held

a sit in on factory premises on Tuesday night demanding that their pension money be transferred from the Seifsa pension fund to the company's fund and demanded that their wages be put up to R2 an hour

A spokesman for the Fosatu-affiliated Metal and Allied Workers' Union said yesterday that Alusaf workers, who had downed their shop stewards to approach the trustees of both the Seifsa fund and the company's pension fund in order to address them

He said the workers were prepared to return to work when the pension issue was sorted out and then continue wage negotiations

Meanwhile, Richards Bay Coal Terminal workers have said they would not return to work until it was certain they would get back their pension money

Workers boycott canteen over pay ^{140A} ^{18/6/82} ^{Mercury}

Mercury Reporter ^{18/6/82} ^{increase} THE entire black workforce of the Triomf plant at Richards Bay is boycotting the company's canteen in protest at the management's reluctance to negotiate half-yearly wage increases

The action follows the Fosatu-affiliated Chemical Workers Industrial Union calling a dispute with Triomf after they refused to begin wage negotiations as provided for in the recognition agreement signed with the company last year according to union sources

The firm's factory manager, Mr DJ Macleod said yesterday they had had a meeting with the union on June 10 when approached for a mid-year wage

'Regretfully we refused to give an increase as the fertiliser industry was not yet certain what its profits would be this year in light of present price developments' he said

A spokesman for the union said the workers in striving towards the household effective level of R350 a month as a step towards Fosatu's living wage demand of R2 an hour had demanded an increase of R100

He said a letter had been sent to the management informing them of the dispute, declared in terms of the recognition agreement and that an application was being made for a conciliation board

S A not 'genuine' says ILO report

Mercury Reporter THE International Labour Organisation (ILO) has criticised South Africa severely for not making 'far-reaching labour legislation changes had been made which extended freedom of association to all

2207
140A
Mercury
452

Ban on public meetings at Mtunzini

Mercury Reporter 19/6/82

ALL public meetings have been banned over the weekend in the district of Mtunzini, which includes Esikhawini township where more than 2 000 striking workers have been meeting daily since the stoppages at Alusaf and Richards Bay Coal Terminal began earlier this week.

Mtunzini's magistrate, Mr F H Swanepoel, said the ban, issued in terms of the Riotous Assemblies Act, began at 4 p m yesterday and would extend until the same time on Sunday.

According to union sources the police, who have been patrolling the township since the stoppages began yesterday afternoon, announced over loud speakers that all meeting had been banned

Both Alusaf and Richard's Bay Coal Terminal spokesmen had said that all the striking workers would be considered as having dismissed themselves unless they returned to work yesterday, but union sources claimed that none of the workers had gone back

Branch secretary of the Fosatu-affiliated Metal and Allied Workers Union, Miss June-Rose Nala, said the banning 'hindered industrial relations and denied workers the opportunity of getting together to discuss ways of solving the issues'.

She said the Alusaf workers had met yesterday before the ban had come into effect and had decided to continue the stoppage 'because management refused to negotiate and aren't even considering their demands'

A shop steward representing Richards Bay Coal Terminal workers said they were prepared to return to work if the company gave written assurance that the pensions issue would be negotiated

Richards Bay Coal Terminal's managing director, Mr Mike Dunn, said last night 'a few workers had come back who were very scared because of intimidation'.

Mercury
More workers out on strike

Mercury Reporter 1/6/88
ABOUT 300 construction workers downed tools this weekend bringing the number of striking workers in Richards Bay to more than 2 500

The D and H construction workers who had been doing construction work at the Richards Bay coal terminal where about 500 workers have been on strike since Tuesday last week, downed tools on Saturday when the company refused to re-employ 15 workers who

had been dismissed last week, according to union sources

The acting site manager, Mr W Schutte, confirmed the stoppage but would not give any details as he said it was just 'minor and nothing serious'

A Fosatu spokesman said the workers last Tuesday had sent a delegation of 15 to management after one of the workers had been insulted by a foreman

She said management had refused to discuss the issue and had told them

they were dismissed

On Wednesday the workforce had downed tools demanding their reinstatement but had returned to work when the company told them the 15 had not been dismissed, the spokesman said

'On Saturday when the 15 dismissed workers went to work along with the rest of the workforce they were again told they had been dismissed. The entire workforce then downed tools on site,' she said.

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Three-week dispute at VW now settled

~~1972/1972~~ 140A E Post 21/6/82
Post Reporter

A THREE-WEEK dispute at the Volkswagen motor plant in Uitenhage over the dismissal of a shop steward has ended with management and worker representatives reaching a settlement

VW's public affairs manager, Mr Ruben Els, said today a settlement had been reached and management was waiting for a document to be signed by worker representatives

The dismissed man, Mr D Kondile, would return to work tomorrow "as a normal worker"

Officials of the National Automobile and Allied Workers Union (Naawu) could not be contacted for comment today

The dispute began at the end of May when more than 500 workers in the paint shop went on strike after Mr Kondile's dismissal

KORI KIEN

and competent pilot.

21/6/82 (SS) (140A) RDM
Richards Bay stoppage

Mall Correspondent

RICHARDS BAY — About 800 construction workers downed tools at Richards Bay this weekend, bringing the total of workers on strike in the town to more than 2 500

The D and H employees who had been doing construction work at the Richards Bay coal terminal downed tools on Saturday when the company refused to re-employ 15 workers who were dismissed on Tuesday last week, union sources said

The acting site manager, Mr W Schutte, said the stoppage was "minor and nothing serious"

A Federation of South African Trade Unions (Fosatu) spokesman said the workers sent 15 delegates to talk to management after a foreman insulted a worker

She said management refused to discuss the issue and told them they were dismissed

On Wednesday the workforce downed tools demanding the reinstatement of the

delegates, but returned to work after the company said the 15 had not been dismissed, the spokesman said

"On Saturday when the 15 dismissed workers went to work with the rest of the workforce, they were again told they had been dismissed. All workers then downed tools," she said

The D and H workers join about 1 700 Alusaf workers and Richards Bay coal terminal workers who downed tools last week after a dispute over pensions

Strikes in Richards

Bay spread

June 1982

Mercury Reporter

RICHARDS Bay work stoppages spread yesterday as major construction sites were forced to close when workers from the Enseleni township did not turn up for work.

As the strikes at Alusaf and Richards Bay Coal Terminal, involving more than 2 000 workers, continued, it appeared that about 1 500 construction workers had joined the stoppages.

Although the construction industry appeared to be hardest hit, Enseleni township is one of three serving the Empangeni and Richards Bay area and it is likely that other industries were also affected.

Empangeni Transport's managing director, Mr J J Steenkamp, said that some of their Enseleni buses had not run due to 'intimidation'.

Workers yesterday also stoned an Alusaf bus in the Esikhawini township but not much damage had been done and nobody had been injured.

Not affected

The managing director of Grinaker Construction in Zululand, Mr R Bennett, said about 700 workers from the construction site extending the Alusaf factory 'either did not come to work or asked that they be allowed to leave'.

He said it appeared as though Enseleni was the only township which had been 'effectively picketed' as workers on the company's other sites and living in areas not effected by the stoppages had continued to work yesterday.

Employer sources said other major construction sites in the area had also been affected.

Meanwhile 47 D and H construction workers, who downed tools at the Richards Bay Coal Terminal on Saturday, appeared in an Empangeni Magistrate's Court yesterday.

They pleaded guilty to charges of attending a prohibited gathering — this followed the banning this weekend of all public meetings in the Mtunzini and Empangeni district this weekend — and were fined R30 (or 30 days).

Disputed

Union sources said the workers had stopped work when the company had refused to reinstate 15 of their colleagues who earlier last week had approached the management after one of the workers had allegedly been insulted by a foreman.

The acting site manager of D and H construction, Mr W Schutte, said yesterday half his workforce, about 60 workers, had turned up to work yesterday. This was disputed by union sources who claim

300 workers were involved in the stoppage.

Richards Bay Coal Terminal shop stewards, after a meeting with about 500 striking workers, yesterday said they were determined not to return to work until they had been paid out their pension money.

Officials from the Fosatu-affiliated Metal and Allied Workers Union and Alusaf shop stewards held a meeting with the company late yesterday but 'nothing was resolved'.

Demanded

Alusaf's managing director, Mr Danie van Vuuren, said he had agreed to contact the general secretary of the Seifsa pension fund in an attempt to arrange a meeting with workers to discuss their grievances.

The Alusaf workers have demanded that their pension money, which is being held in the Seifsa fund, be transferred to a private pension fund.

Mr van Vuuren said the company still stood by its position that the workers had been discharged but would be willing to consider them for re-employment.

'Unfortunately we would not now be able to re-employ them all as we have since employed some workers from outside,' he said.

Union to propose retrenchment protection deal

By STEVEN FRIEDMAN
Labour Correspondent

DETAILED proposals for agreements aimed at giving workers greater protection from retrenchment are to be put to employers in negotiations at metal plants throughout the Witwatersrand by Fosatu's Metal and Allied Workers Union (Mawu).

The proposals were adopted at the union's first joint Witwatersrand shop stewards council, held in Kallenberg township at the weekend. It was attended by 230 stewards from 66 factories, a Mawu statement said yesterday.

The meeting was called specifically to discuss retrenchments, a growing issue as economic conditions continue to worsen.

The statement said the proposals for retrenchment procedures protecting workers would form the basis of negotiations with metal firms.

But Mr Sam van Coller, director of the Steel and Engineering Industries Federation (Seifsa), said yesterday Seifsa believed Mawu's proposals were "an industry matter" rather than one for individual companies to deal with.

"Employers may well be reluctant to respond without knowing how others are going to react," he said yesterday.

Mawu's statement said the union would continue to oppose retrenchments.

They were "too often a way of cutting costs — of enforcing increased production from a few workers while weeding out the less productive".

The metal industries were "mainly concentrated in the hands of a few very large corporations with vast resources" and retrenchments were therefore aimed at "maintaining profits rather than avoiding bankruptcy".

Mawu believed firms should set aside reserves to help keep workers in jobs during "slack periods".

The union believed employers should notify it at least a month in advance of plans to retrench, giving full reasons and a list of workers who would lose their jobs. Consultation should then take place, Mawu said.

"If redundancy threatens, a company must stop recruiting, stop overtime and must then go on to short time," it adds.

Where firms do retrench, Mawu wants agreement from employers.

● To pay redundancy pay to retrenched workers.

● That retrenchments must be on the basis of "last in first out" — workers with long service should be the last to lose their jobs — and should not be "a substitute for a disciplinary procedure".

● To guarantee re-employment to retrenched workers as soon as work is available.

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Mercury Reporter

ABOUT 550 striking workers from Uniply's Cato Ridge plant returned to work yesterday after a dispute over the dismissal of a colleague while the strike at Non-Ferrous Metals involving about 200 workers continued

The Uniply workers downed tools on Tuesday when the company dismissed a worker who had refused to work overtime, which is apparently not compulsory, a spokesman for the Fosatu-affiliated Paper Wood and Allied Workers' Union said yesterday. The workers had demanded his reinstatement

According to a statement released by Uniply, the entire workforce including those dismissed had returned to work after discussions between representatives of management and workers

The statement said 'It would appear that there was a misinterpretation of an instruction by an employee regarding a request to work overtime'

Downed tools

The workers at Non-Ferrous Metals who downed tools on Monday over pensions had not returned to work yesterday.

Non-Ferrous Metals' managing director, Mr Bernhard Lazarus, said the company still stuck by its Tuesday dismissal of the workers and their wage packets were available at the Metal Industries' Industrial Council's local office

He said that although he would start hiring new workers from next week, he would be willing to re-employ workers selectively

A local industrial council official said yesterday that in terms of the council's legislation he could not reveal how many workers had collected their pay

The branch secretary of the South African Allied Workers' Union, Mr Isaac Ngcobo, who says he represents the Non-Ferrous Metals' workers, said a meeting had been set up with the company for Monday. This was confirmed by Mr Lazarus

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NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
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- 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

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Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

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2 500 striking Natal metal workers fired

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DURBAN — About 2 500 metal industry workers have been fired in Natal in the past week after they downed tools in protest over pension rights.

The issue sparked off a rash of strikes and at least three factories in Richards Bay and Durban were hit by the work stoppages.

The strike by about 1 700 workers at the Alusaf plant in Richards Bay entered its eighth day yesterday with no prospect of an early settlement.

The workers want their pension contributions

transferred from the metal industry's fund to the company's own pension fund.

The managing director of Alusaf, Mr DEJ van Vuuren, said his firm had launched an investigation to establish a new pension scheme.

At the nearby Richards Bay coal terminal where more than 450 workers are demanding an immediate refund of their pension contributions, management has made a full return to work the basis for negotiation, an official of the Fosatu-affiliated Metal and

Allied Workers' Union said.

At Non-Ferrous Metal Works in Durban about 200 workers were dismissed on Tuesday over the same issue.

Germiston

● More than 200 workers at a Germiston plant, SA Woodbox Manufacturers, have been sacked after striking over a union recognition dispute — but the workers are refusing to re-apply for their jobs, according to a union spokesman.

And sources in the area say a second factory, a waste disposal plant, had also been hit by a strike but the company's name is not known.

At SA Woodbox, a spokesman for Fosatu's Paper, Wood and Allied Workers Union said workers downed tools late on Tuesday after a "misunderstanding".

A management spokesman confirmed the stoppage. He said the union had "lost control of their members and are now trying to save face" — Sapa and Own Correspondent.

140A (HEAD)
204 24/6/82

550 strikers back at work — but 200 others stay out

Mall Correspondent

DURBAN — About 550 striking workers from Uniply's Cato Ridge plant returned to work yesterday after a dispute over the dismissal of a colleague

But the strike at Non-Ferrous Metals involving about 200 workers continued

The Uniply workers downed tools on Tuesday when the company dismissed an employee who had refused to work overtime — which is apparently not compulsory — a spokesman for the Paper Wood and Allied Workers' Union said yesterday. The workers had demanded his re-instatement

According to a statement released by Uniply the entire workforce, including the dismissed worker, had returned to work after discussions between representatives of management and workers

The workers at Non-Ferrous Metals who downed tools on Monday over pensions had not returned to work yesterday

Non-Ferrous Metals' managing director, Mr Bernhard Lazarus, said the company still adhered to its decision on Tuesday to dismiss the workers. Their wage packets were available at the metal industries' industrial council local offices

He said although he would be hiring new workers from next week, he would be willing to re-employ workers selectively

The branch secretary of the South African Allied Workers' Union Mr Isaac Ngcobo, which claims to represent the Non-Ferrous Metals' workers, said a meeting had been set up with the company for Monday. This was confirmed by Mr Lazarus

Talks fail to resolve pensions strike

Mail Correspondent

DURBAN — No hope for a settlement appears to be in sight between officials of the Metal Industries' Pension Fund and 1 700 striking workers at Alusaf, Richards Bay, in spite of a meeting yesterday between representatives of the two groups

The Alusaf workers have been on strike since last week Tuesday after demanding that their pension money be transferred from the Metal Industries' Pension Fund — administered by the Steel and Engineering Industries Federation of SA (Seifsa) — to a private fund

Alusaf have argued they could not accede to the workers' demands as the company was bound by the pension legislation laid down by the metal industries' industrial council which required all workers to be members of the industries' pension fund

A spokesman for the Federation of SA Trade Unions (Fosatu) said it was apparent from the meeting that Alusaf had made no application for exemption from the pension fund in spite of a petition put forward by workers demanding their withdrawal from the fund

He said it had been agreed to discuss the issue at a meeting on July 13
Alusaf's managing direc-

tor, Mr Dame van Vuuren, said last night that he had already told workers that the firm could not apply for exemption from the fund "until we have investigated all other alternatives"

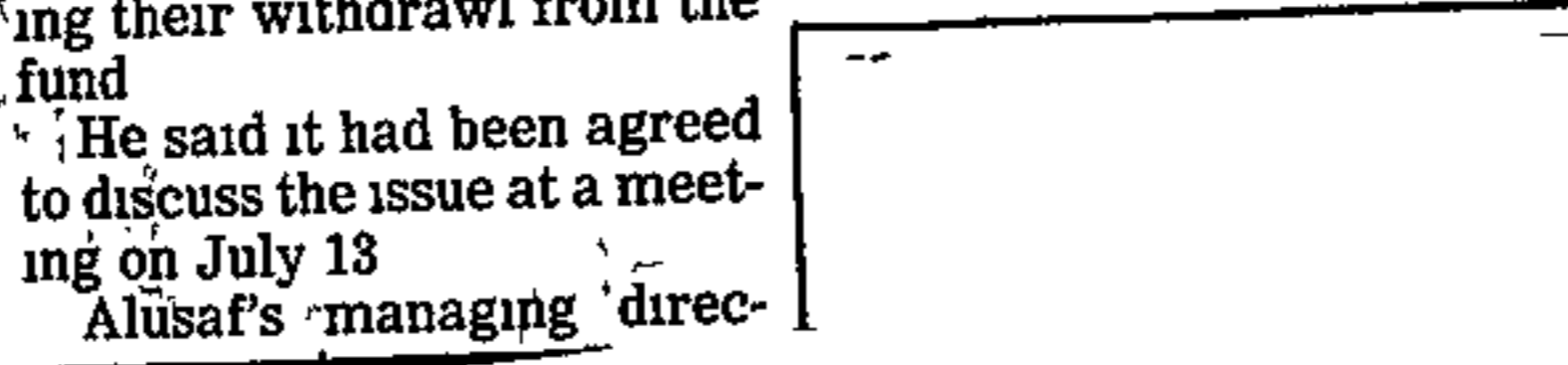
Worker attendance at Richards Bay construction sites could not be assessed yesterday as two major firms gave contradictory reports

Grinaker's Zululand managing director, Mr Roy Bennett, said the firm's sites where workers had stayed away had reported an "improved attendance"

But, CMGM's area manager, Mr I S Massey, said there had been no improved worker attendance yesterday and on some sites fewer workers had turned up

At the D and H Construction site at Richards Bay Coal Terminal, the site manager, Mr W Schutte, said all the workers had worked yesterday including the 56 who were fined R30 (or 30 days) for attending a prohibited meeting

About 500 strikers at Richards Bay Coal Terminal were yesterday still refusing to return to work



DOM 24/6/92 (140A) 1889
2800 152

200 lose
jobs in
strike

140A

Labour Correspondent

MORE than 200 workers at SA Woodbox Manufacturers in Germiston have been sacked after striking over a union recognition dispute — but the workers are refusing to re-apply for their jobs, a union spokesman said

Sources said a second factory, a waste disposal plant, had also been hit by a strike

At SA Woodbox, a spokesman for Fosatu's Paper, Wood and Allied Workers Union said workers downed tools late on Tuesday after a misunderstanding

Yesterday workers were told they could re-apply for their jobs

"But management say they are going to retrench because of the economic climate and that 40 workers — including all the women — will lose their jobs"

He said PWAU suggested workers return and that the union then negotiate with management on retrenchments "but they say they are not negotiable"

A management spokesman said the union had "lost control of their members and are now trying to save face"

He denied the company said it would retrench or that a specific number was mentioned "We merely said we will rehire selectively"

The strike was "illegal" and workers had ignored an ultimatum to return or be fired, he said

The company would begin recruiting today, he said

200
24/6/72

Fruehauf signs MAWU pay deal

RDM 24/6/82

Labour Correspondent

EAST Rand trailer manufacturers Henred Fruehauf, and Fosatu's Metal and Allied Workers Union yesterday announced they had signed a wage agreement which will give all present workers at least R2 an hour by January.

The agreement covers the 500-odd workers at the company's Driehoek and Wadeville plants and is one of only a handful of union recognition agreements negotiated on the East Rand providing for direct wage bargaining outside the industrial council system.

Fruehauf was covered by the motor industry's industrial council, although "a few" workers fell under the metal industrial council, a company spokesman said. This was the second time the company has negotiated a formal pay agreement with MAWU.

A union spokesman said the agreement showed why "direct plant level bargaining is superior to industrial council negotiations".

The joint statement by Henred and MAWU yesterday said all workers would receive a 32c an hour increase from July 1. This would be followed by an additional 16c an hour in January.

Company minimum rates would be adjusted by the same amount as the July 1982 rise and would apply until next June.

The new minimum would be R1,84 an hour and the highest grade of workers would receive a minimum R2,90 an hour, the statement said.

Thus the minimum will remain officially at R1,84 until next June, but present workers will earn at least R2 an hour by next January.

The statement added that the highest four grades at the bigger Wadeville plant would receive an extra 7c an hour on July 1 to bring pay into line with that at Driehoek.

Management also gave an assurance that workers declared redundant before July 1 would not be re-engaged at less than R2 an hour "or the minimum rate for the grade for which he is employed".

Star
200 strike (182)
at Rand (140A)
wood firm (182)
7/4/6/82
Labour Reporter

A Roodekop, Germis-
ton, wood firm was hit
by a strike yesterday
by about 200 workers.

Many of the workers
are members of the
Posatu-affiliated Paper,
Wood and Allied
Workers' Union, which
was involved in talks
with management over
the dispute

A union spokesman
said SA Woodbox had
previously discussed
the issue of union re-
cognition and workers
were now resisting
plans by the firm to
retrench 40 workers,
mostly women

An SA Woodbox
spokesman said talks
were going on with the
union and the strike
was due to a misunder-
standing

140A 1974

Fired workers

Staw 24/6/82

win historic reinstatement

A labour law judgment described by lawyers as being "of international significance" has been handed down by a full Bench of the Supreme Court's Transvaal Provincial Division.

Mr Justice Kees van Dijkhorst upheld an appeal by seven dismissed employees of Stag Packings in Springs and Fosatu's National Union of Textile Workers against a Supreme Court ruling made last year.

The applicants had originally asked for an order declaring the dismissals null and void and securing the workers' reinstatement.

They had also sought an interdict preventing the company victimising the workers because of their union membership.

The application was refused by Mr Justice Nestadt. He drew on a long-standing common

law principle that it is contrary to public policy to enforce the contract of employment by compelling an unwilling employer to re-hire dismissed employees.

On appeal the Supreme Court has ruled that this principle "had been falsely elevated to the status of a rule of law" and that dismissed employees are entitled, at court discretion, to normal recourse for breach of contract.

Mr Justice van Dijkhorst said the object of the Labour Relations Act was to give trade unions juristic personality and status so that they could be conducive to good labour relations.

The Wage Act, furthered similar aims and both laws sought to prevent victimisation of employees because of trade union membership, he noted.

More protection for worker

233 140A
Sowetan
24/6/80

By JOSHUA RABO
ROKO

FOSATU'S affiliate Metal Allied Workers' Union will continue to oppose retrenchments in a bid to give greater protection to workers in the Witwatersrand area

This assurance is contained in a statement issued by the union after a meeting this week of some 230 stewards from 66 metal industries' factories in the East Rand

According to the statement, detailed proposals are to be put to employers of metal plants in the Witwatersrand

Mawu's Transvaal branch secretary, Mr Rodney Mwamba, said that the meeting was called to discuss "the burning issue" of retrenchments which has swelled the ranks of the unemployed

The union has also met managements of the metal industry in the East Rand where many lost their jobs following a wave of strikes which erupted following retrenchments and demands for higher pay

Mr Mwamba emphasised that proposals for retrenchment procedures were stressed at the meeting because it was felt that workers were not protected

Employers often retrenched workers without notifying them and the union maintains that workers must be given

at least a month's warning before such a move can be taken

The union added that it wanted employers to consult with them before retrenching workers to give full details and a list of workers who would lose their jobs

It was also vital that if employers experienced "redundancy" among workers, then they should devise some other means such as "stopping to recruit other workers stopping overtime and to go on short time, the union says

According to Mr Mwamba the following procedures should be adopted by employers

- to pay redundancy pay to retrenched workers,
- to give an assurance that retrenched workers will be given first preference when work situation arises, and
- that retrenched workers with long service should be the last to lose their jobs and should not be substituted

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each) and to Regents
Drever Eldrid, Flavia
ard Walker avenues

SA women win floral prizes in UK

The Star Bureau
LONDON — A Johan-
nesburg woman
received top prize in
the National Festival
of Flower Arranging
held in Brighton
recently

Mrs Elize Olivier also
had the best exhibit in
the Faraway Places
Section which is open
to overseas competi-
tors with a large sim-
ple display dominated
by a king protea

The second prize in
the section was won by
another South African,
Mrs Eulah Nissen of
Maritzburg

The exhibit of Mrs
Neta Rencken, also of
Maritzburg, was highly
commended

25/6/82 Jan
**Union wins wage
raises for 550** 140A

Fosatu's Metal and Allied Workers' Union (Mawu) has won a new wage agreement following talks with the management of Henred Fruehauf Trailers on the East Rand

The agreement — which covers 550 unskilled and semi-skilled workers at Henred's Wadeville and Driehoek plants — ensures that all present employees will earn at least R2 an hour from January 1 next year

Fosatu began a R2 minimum wage campaign last year but only in some companies organised by its motor and chemical affiliates has this target been achieved

A joint Henred-Mawu statement announced increases at the two plants of between 32c and 33c an hour from July 1, and another 16c an hour from January 1 next year

From July 1, the minimum rate for the lowest paid workers will rise from R1,52 to R1,84 an hour. Although the new minimum rates will not be revised for a year, the 16c across-the-board increase in January 1983 will take all Henred's current workers beyond the R2 mark

Management has also agreed that if any member is retrenched before July 1983, he will not be rehired at less than R2 an hour, or the minimum rate for the grade in which he is employed

(R9 500) parking bays
(R55 000) surfacing
street islands R25 000

Spotlight on security law

The Lawyers for Human Rights will discuss the Internal Security Act and its implications at their annual meeting tomorrow

The discussion will be led by Professor J Dugard and Professor N J Olivier and will be held at the University of the Witwatersrand Senate House, from 10 am to 4 pm. For inquiries telephone 728-2151

2 men caught

The South African Air Force military police man and the detainee who went missing from the Waterkloof air base detention barracks in Pretoria this week have been caught — Sapa

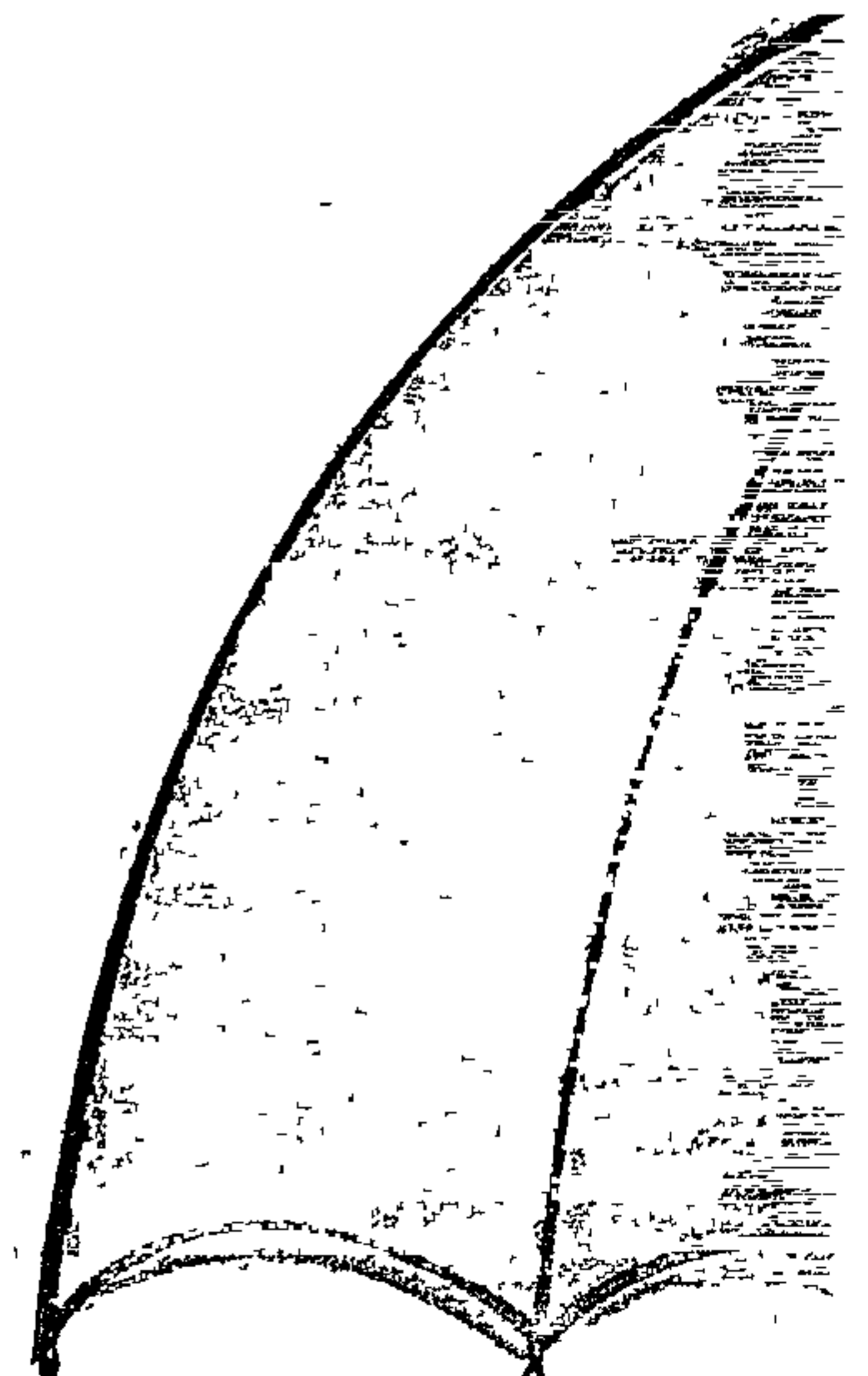
by men of the country's Central Intelligence Organisation secret Bulawayo station centre

Saying he had been badly treated, Mtobi added that was questioned about his alleged involvement with armed dissidents operating in the area of the school in Nyamandhlovu district

The arrest of headmaster preceded by the arrival of an airborne "fire force" in a troop plane and helicopters

The sight of the army forces struck terror into the hearts of many of the children who had been living in harrowing air raids in Zambian camps during the war. More than 300 youngsters fled into the surrounding bush

Mr Mtobi, was given a rousing welcome on his return by the children and teachers



Strike at
RDM
Germiston
25/6/82
firm is over

Labour Correspondent

A STRIKE by about 200 workers at a Germiston firm, SA Woodbox Manufacturers, had been "settled" and "production is now back to normal", a company spokesman said yesterday

Workers downed tools on Tuesday but were told they had been fired and could re-apply for their jobs. Management said they would be re-employed selectively

However, a spokesman for Fosatu's Paper, Wood and Allied Workers Union said on Wednesday that workers were refusing to return until they were all reinstated

Yesterday a company spokesman said that the company had re-employed "all but a few" of the workers. It had not changed its stand on selective re-employment, but despite that workers returned "amicably", he said

"They returned very peacefully and everything is back to normal," the spokesman said. He said the company had held talks with the union "but we did not budge on their demands"

PWAWU spokesmen could not be contacted yesterday

Court rules on sacked 7 workers

~~140A~~ 140A
RDM 25/6/82 197

Pretoria Bureau

A FULL Bench of three judges of the Transvaal Division of the Supreme Court has handed down a far-reaching decision establishing the rights of dismissed workers against alleged victimisation

The judgment upholds the right of fired workers to reinstatement if the courts believe this is warranted

The court upheld the appeal of seven workers at a factory in Springs, Stag Packings Pty, against a ruling by Mr Justice Nestadt, who had turned down their application for reinstatement at the company

The workers, who were fired and claimed they had been dismissed because they were members of the National Union of Textile Workers, had asked the court last July to declare their dismissals null and void and order their reinstatement

But in the Rand Supreme Court Mr Justice Nestadt had ruled against them, citing a long-standing common law principle that the courts should not compel an "unwilling employer" to re-hire dismissed workers

In a 20-page judgment Mr Justice Dijkhorst, with Mr

Justice Franklin and Mr Justice Ackermann concurring, upheld the appeal by the workers and their trade union

He said the lower court had "falsely elevated" the common law principle to the "status of a rule of law"

The judge said a very important consideration was the allegation that the workers had been dismissed solely by reason of their trade union membership

"If that allegation is established, the respondents will have been proved to have acted illegally in contravention of the Labour Relations and the Wage Acts," the judge said

The court found that the Acts gave trade unions juristic personality and status by registration and regulation of good labour relations in trade and industry

"Both Acts contain provisions to prevent victimisation of employees because of trade union membership. It may well be that these objects are frustrated if a remedy of reinstatement is not granted," Mr Justice Dijkhorst said

Mr I Mahomed SC (with Mr M S M Brassey) represented the workers and Mr B Galgut SC (with Mr P Ginsburg) represented Stag Packings Pty

Feuds lead to crisis in SA union relations with the IMF

1408
180
Star 25/6/82

Years of bitter feuding between South Africa's established and emerging metal unions reached a destructive climax at the recent annual conference of the giant International Metalworkers Federation in Rome

The 160-member IMF central committee, representing 14 million workers in 70 countries, voted overwhelmingly to expel two long-established local unions with white membership — the SA Electrical Workers Association and the Amalgamated Engineering Union

Two South African metal unions with coloured members, the Engineering Industrial Workers Union and the Radio, TV, Electronic and Allied Workers Union, were admonished and given 12 months to comply with what one neutral delegate described as "the rules"

The central committee showdown followed the unanimous recommendation of the IMF executive, which had earlier heard acrimonious debate between the unions in the dock and their accusers, two largely black affiliates of the Federation of SA Trade Unions (Fosatu)

A central theme of the Fosatu indictment was that the target unions were racially organised, in defiance of the IMF constitution

It was also alleged the unions had denied Fosatu

Two South African trade unions for white workers were recently ousted from one of the world's largest union bodies, the International Metalworkers Federation. Drew Forrest reports on what local employers describe as "a decisive turning-point" in the IMF's relations with the South African labour movement.

The position of the AEU is interesting. One of South Africa's oldest artisan unions, it is not particularly militant — but according to its members it is democratically run

AEU leaders say their hands were tied on the race issue by membership decisions confirming the union's all-white status

By all accounts, there has not been much conflict between this union and Fosatu. Unlike the other established bodies, the AEU has not organised against the federation's affiliates through black "parallels"

Metal industry sources speculate that Fosatu's principle concern was the SA Electrical Workers Association, under its combative general secretary Mr Ben Nicholson, with the AEU an almost incidental casualty

Certainly there is a long history of bitter infighting between the Fosatu unions and SAEWA

Since the 1976 strike at Heinemann Electric on the East Rand — when Fosatu's Metal and Allied Workers Union

Far from rejoicing in the display of labour disunity at the IMF meeting, South African metal employers are alarmed

One local multinational in fact appealed to metal unionists in its European home-base to oppose the expulsions

"At industry and local levels, we want to deal with representatives of black and white workers round the same table," said one executive. "The IMF move can only bedevil relations"

Another stresses that the established unions have backed employers — some reluctantly — in their efforts to draw Fosatu into the official bargaining arena. "Will we still get their support?" he asks

For some employers, the expulsions are a watershed in the IMF's relations with South African labour, aligning it more closely with the Western world's largest union body, the International Confederation of Free Trade Unions (ICFTU)

"In the past, the IMF has sought to

Without the white unions, it would be a less than representative body. But it is by no means clear that unions for white skilled workers and those for their black unskilled and semi-skilled counterparts can be reconciled.

The deep divergence of interests was highlighted in this year's wage talks in the metal industries, when the industrial council's only independent black union demanded the virtual doubling of unskilled wages and only three percent for artisans.

Political differences were thrown into sharp relief by the Neil Aggett protest work-stoppage

One local IMF affiliate which is trying to confront the vexed issue of black-white worker relations is the SA Boilermakers Society, which has so far escaped Fosatu censure.

A formerly white and coloured union which now has a significant black membership, the 50 000-strong boiler-makers union has tried to mediate between the black and white worker bodies.

Its position is a delicate one. Although committed to full multiracialism in the long term, it has found it necessary to maintain segregated branches.

Increasingly uneasy in its relations

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Two South African metal unions with coloured members, the Engineering Industrial Workers Union and the Radio, TV, Electronic and Allied Workers Union, were admonished and given 12 months to comply with what one neutral delegate described as "the rules"

The central committee showdown followed the unanimous recommendation of the IMF executive, which had earlier heard acrimonious debate between the unions in the dock and their accusers, two largely black affiliates of the Federation of SA Trade Unions (Fosatu)

A central theme of the Fosatu indictment was that the target unions were racially organised, in defiance of the IMF constitution

It was also alleged the unions had denied Fosatu the assistance owed to them as fellow IMF affiliates — during strikes, by opposing Fosatu applications for non-racial registration and by organising rival "parallel" unions for black workers with management backing

The full details of how the unions defended themselves are not available. However all, with the exception of the Amalgamated Engineering Union (AEU) are known to have moved in recent months towards a non-racial status, possibly in response to IMF pressure

Two South African trade unions for white workers were recently ousted from one of the world's largest union bodies, the International Metalworkers Federation.

Drew Forrest reports on what local employers describe as "a decisive turning-point" in the IMF's relations with the South African labour movement.

The position of the AEU is interesting. One of South Africa's oldest artisan unions, it is not particularly militant — but according to its members it is democratically run.

AEU leaders say their hands were tied on the race issue by membership decisions confirming the union's all-white status.

By all accounts, there has not been much conflict between this union and Fosatu. Unlike the other established bodies, the AEU has not organised against the federation's affiliates through black "parallels"

Metal industry sources speculate that Fosatu's principle concern was the SA Electrical Workers Association, under its combative general secretary Mr Ben Nicholson, with the AEU an almost incidental casualty.

Certainly there is a long history of bitter infighting between the Fosatu unions and SAEWA.

Since the 1976 strike at Heinemann Electric on the East Rand — when Fosatu's Metal and Allied Workers Union accused the established bodies of blocking its access to management — the two groups have clashed repeatedly.

Rival unions also fear the expulsions are the first step in a Fosatu drive for sole recognition by the IMF, an allegation the federation denies.

The general secretary of Fosatu's motor affiliate, Mr Freddie Sauls, insists the issue is one of principle. "The real question is can we co-operate with unions which perpetuate the oppression of black people in this country?" he demands.

Far from rejoicing in the display of labour disunity at the IMF meeting, South African metal employers are alarmed.

One local multinational in fact appealed to metal unionists in its European home-base to oppose the expulsions.

"At industry and local levels, we want to deal with representatives of black and white workers round the same table," said one executive. "The IMF move can only bedevil relations."

Another stresses that the established unions have backed employers — some reluctantly — in their efforts to draw Fosatu into the official bargaining arena. "Will we still get their support?" he asks.

For some employers, the expulsions are a watershed in the IMF's relations with South African labour, aligning it more closely with the Western world's largest union body, the International Confederation of Free Trade Unions (ICFTU).

"In the past, the IMF has sought to reconcile black and white unions — it was for this that the local IMF coordinating council was formed," said one employer. "It now seems to have gone the ICFTU route by taking sides in an inter-union row."

Mr Sauls believes "now that the air has been cleared", South Africa's remaining IMF affiliates have a firmer basis for co-operation. He says a planning meeting will soon be held to see if the local coordinating council — which broke up in 1980 — can be revived.

Without the white unions, it would be a less than representative body. But it is by no means clear that unions for white skilled workers and those for their black unskilled and semi-skilled counterparts can be reconciled.

The deep divergence of interests was highlighted in this year's wage talks in the metal industries, when the industrial council's only independent black union demanded the virtual doubling of unskilled wages and only three percent for artisans.

Political differences were thrown into sharp relief by the Neil Aggett protest work-stoppage.

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A formerly white and coloured union which now has a significant black membership, the 50 000-strong boilermakers union, has tried to mediate between the black and white worker bodies.

Its position is a delicate one. Although committed to full multi-racialism in the long term, it has found it necessary to maintain segregated branches.

Increasingly uneasy in its relations with the established labour movement — particularly Tucsá, of which it is a member — the boilermakers are held at arm's length by the emergent black unions.

Metal bosses feel they are in a similar predicament. Unlike the IMF, they say, they cannot choose sides.

"White workers are vital, both as a factor of production and a political interest," said one executive. "We have to go on dealing with their representatives, regardless of what happened in Rome."

Henkel and union sign agreement

140A

Mercury 26/6/82

Mercury Reporter

shift system

HENKEL, the subject of a month-long dispute earlier this year, have signed a recognition agreement with the Fosatu-affiliated Chemical Workers' Industrial Union (CWIU)

A CWIU spokesman said the recognition agreement provided for shop steward activities and recognition of collective bargaining procedures union officials and stop-order facilities

The dispute arose in March following the dismissal of about 250 workers at the company's Prospeccon plant who had downed tools over wages, pensions and the new

It also obtained an undertaking the company to consult the union before making any major changes in work practice and conditions of employment, he said

Wage dispute sequel

Mercury Reporter

THE Fosatu-affiliated Chemical Workers Industrial Union has applied to the Minister of Manpower for the establishment of a conciliation board following a dispute over wage negotiations at Triomf's Richards Bay factory

In terms of the 1981 Labour Relations Act a legal strike could be called by the union should the conciliation board not settle the dispute

Earlier this month the union held a meeting with the company in an attempt to open half-yearly wage negotiations provided for in their recognition agreement

Triomf's factory manager Mr DJ Macleod confirmed that they had been notified of the union's application and that they had filled in the required forms sent to them by the Department of Manpower

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Mercury 26/4/82

...eral hours to reach the ... the blaze ... SWAZIYA d and South Africa

Richards Bay townships 'normal'

26/6/82

~~140A~~ Mercury Reporter

RICHARDS Bay's townships, Enselini and Esikhaweni, 'returned to normal' yesterday but the week-long strikes at Alusaf and Richards Bay Coal Terminal continued, police and employer sources reported

The major construction firms who had been severely affected earlier this week reported that the majority of their workers had returned

'Even my tea boy has returned,' an employer said

About 1 500 construction workers who did not turn up to work at the beginning of the week have been gradually returning to work.

But the 1 700 Alusaf workers and 500 Richards Bay Coal Terminal workers who downed tools last week over pensions have decided to continue their stoppages until their demands are met, according to union sources

Meanwhile, Alusaf's managing director, Mr Danie van Vuuren, said another 40 workers had applied for re-employment yesterday, bringing the total number of workers in the factory to 650

Mr van Vuuren said the factory's offices would be open all weekend for those workers who wanted to collect their pay and for applications for re-employment

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Union move in dispute at Triomf

Mail Correspondent

DURBAN — The Fosatu-affiliated Chemical Workers Industrial Union has applied to the Minister of Manpower for the establishment of a conciliation board following a dispute over wage negotiations at Triomf's Richards Bay factory

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Earlier this month the union held a meeting with the company in an attempt to open half-yearly wage negotiations provided for in their recognition agreement

The company "regretfully" refused to begin negotiations for a wage increase because "the fertiliser industry was not yet certain what its profits would be this year"

Triomf's factory manager, Mr D J Macleod, confirmed that they had been notified of the union's application and that they had filled in the required forms sent to them by the Department of Manpower

... decision, they would unleash a respect
spate of destructive forces integrit

(140A) 26/6/82
Union strikes deal

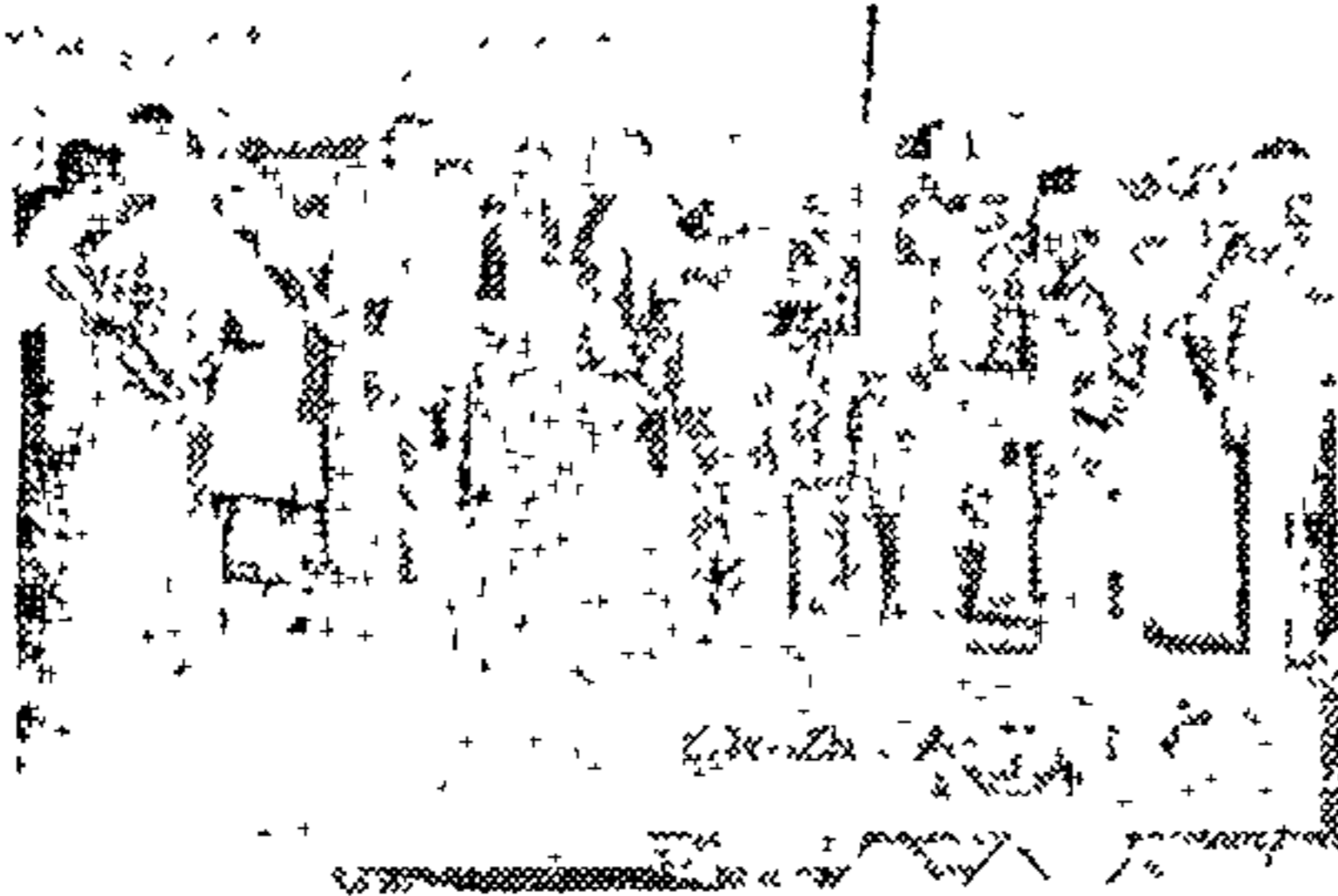
Labour Correspondent

IN A sequel to a strike and consumer boycott earlier this year the Henkel chemical company and Fosatu's Chemical Workers Industrial Union (CWIU) yesterday signed a recognition agreement granting the union full bargaining rights at the company's Durban plant

There is also provision for possible further agreements between the two parties at other Henkel plants

The agreement follows a lengthy dispute between CWIU and the company which is 50% German-owned. The dispute followed a strike and the firing of workers who took part

CWIU called a consumer boycott of Henkel products and German unions also intervened. The dispute was finally settled with an arrangement that the workers who were fired would be re-hired and the two sides would negotiate on various issues, including recognition



Striking workers mill around be- fore a meeting at the Roman Catholic Church at Sikhawi- ni, near Richards Bay this week

were baton-charged by the police and many of them had to be treated in hospital for injuries sustained during the confrontation which took place at 3am on Wednesday.

Mr Van Vuuren said he called the police because the workers were trespassing.

"If the workers want to blame somebody for calling the police, then they must blame me," Mr Van Vuuren said.

"I told them they were trespassing because this was private property. Those who wanted to work should clock in and those who wanted to go should go. We had buses laid on for them outside the premises, but they wouldn't listen."

Mr Van Vuuren said he gave the workers more than 45 minutes to either leave or go back to work. "I think that was fair warning."

He denied that his company had at any time given an undertaking to apply for an exemption.

"I don't understand how they could have thought we would apply in a hurry because I'm bound in my freedom by the law and I'll have to consult my board because the company would have to agree to contribute more than they are doing at the moment. The workers themselves should be prepared to pay more."

Mr Van Vuuren said the problems which led to the strike were two-fold. The workers want the minimum wage to be increased by 94c to R2 an hour, while the company, in line with Seifsa, is offering an in-

crease of 30c across the board.

"But it now seems the wage demand is no longer an issue."

Mr Van Vuuren said his company had just received a report from Old Mutual on the pension scheme which the workers want.

"We had not even had the opportunity to study it when they walked out on us. The workers want the money to be paid back to them and they also want to get loans out of it."

"What these people don't realise is that this is not a problem you can solve overnight. We're bound by law to contribute to Seifsa. I'm not prepared to put the cart before the horse and apply for exemption before I know the financial implication."

According to Mr Van Vuuren, although fewer than 600 employees are at work, production was never affected.

"We're still running as normal. Naturally people have to work 12-hours. The thing about this process is that once it stops, it's very difficult to get it going again."

All the workers were dismissed this week but Mr Van Vuuren said he would prefer having them back than recruiting a new workforce.

"We've invested a lot in our old workers but if this thing drags on we'd have no alternative but to hire new people."

Mr Van Vuuren said the strike took him by surprise.

"It surprised me because the discussions at the meeting on Tuesday

were conducted on a good basis and were amicable. I didn't expect this explosion."

A spokesman for the Metal and Allied Workers' Union, a Fosatu affiliate which is negotiating on behalf of the workers, had accused Mr Van Vuuren of taking a dictatorial attitude in his dealings with the workers.

"Negotiation doesn't mean giving instructions, which is what Mr Van Vuuren did to the workers. Managements will have to learn to negotiate with their employees if trouble is to be avoided."

There is a real tear among workers of losing their pensions. Also hanging ominously is the Pensions Preservation Bill which was withdrawn by the Government last year.

A worker from Richards Bay coal terminal, where about 500 workers are out on strike, quoted a speech by the Minister of Finance, Owen Horwood, in Durban early this year in which he said the Government was still investigating the matter.

The worker said this proved the Government was still intent on depriving the workers of their pensions.

Coal terminal workers said they were promised their contributions by a general manager of the company last year when a wave of pension strikes swept the country.

This has, however, been denied by the managing director Mike Dunn.

Fight for better pay deal

E. Post #12 140A
Post Reporter 28/6/82 ~~Sett~~

THE Industrial Council for the Automobile Manufacturing Industry in the Eastern Cape met today to begin negotiations which could have a ripple effect on wage structures in the Eastern Cape.

The Industrial Council involves the three "motor giants", Volkswagen, General Motors and Ford, on one hand and the SA Iron, Steel and Allied Industries Union and the National Automobile and Allied Workers Union (Naawu) on the other

Last year's agreement expires on July 31. Employers are expected to take a hard line on Naawu's proposed increases

In April the union, which represents about 11 000 workers at the three motor firms, proposed that minimum wages be increased by up to 75% as a starting point for negotiations

This would bring the minimum wage for unskilled workers from R2 an hour to R3,50, for semi-skilled workers to R4 and for skilled workers to R4,50

Other proposals are:

- To reduce working hours from 44 to 40 hours a week

- To appoint trainees on full wages and voluntary overtime

- To improve pension, life insurance and supplementary unemployment benefit schemes

- To increase annual leave from three to four weeks and grant an extra day's leave for each completed year of service

- To increase shift premiums for working uncomfortable hours

- To pay overtime for the first 10 hours from Monday to Saturday at 1½ times the hourly rate and thereafter at double rate

- To add Family Day and Goodwill Day to the six public holidays now granted to workers

- To pay workers for four hours after a breakdown, instead of two, provided that they do not earn more than a full day's wage

- To increase and improve attendance allowances

- To grant severance pay on the basis of one month's pay for each completed year of service

Spokesmen for the motor companies have refused to comment on the demands until an agreement is concluded

star
Call for *140A*
29/6/82
board to *145*
resolve *145*
pay row

Labour Reporter

The refusal of the Triomf management in Richard's Bay to negotiate a half-year increase has led the Chemical Worker's Industrial Union to call for the establishment of a conciliation board

A spokesman for the Fosatu affiliated union said that the Triomf management told the union it would not begin wage negotiations because of the economic situation in the fertilizer industry

The CWIU has a recognition agreement with Triomf, under which wage negotiations are provided.

The union's spokesman confirmed its application for a conciliation board to resolve the dispute. Workers at the plant had boycotted the canteen in protest.

The union also signed an agreement with the management of Henkel in Durban on Friday which provides for full negotiating rights.

The Henkel group nearly faced a boycott by the CWIU in March after the union had accused the firm of refusing to negotiate with it.

The union's bid to gain recognition at the Henkel operations in Johannesburg has been stalled as the firm is moving its Isando plant to Alrode, Alberton.

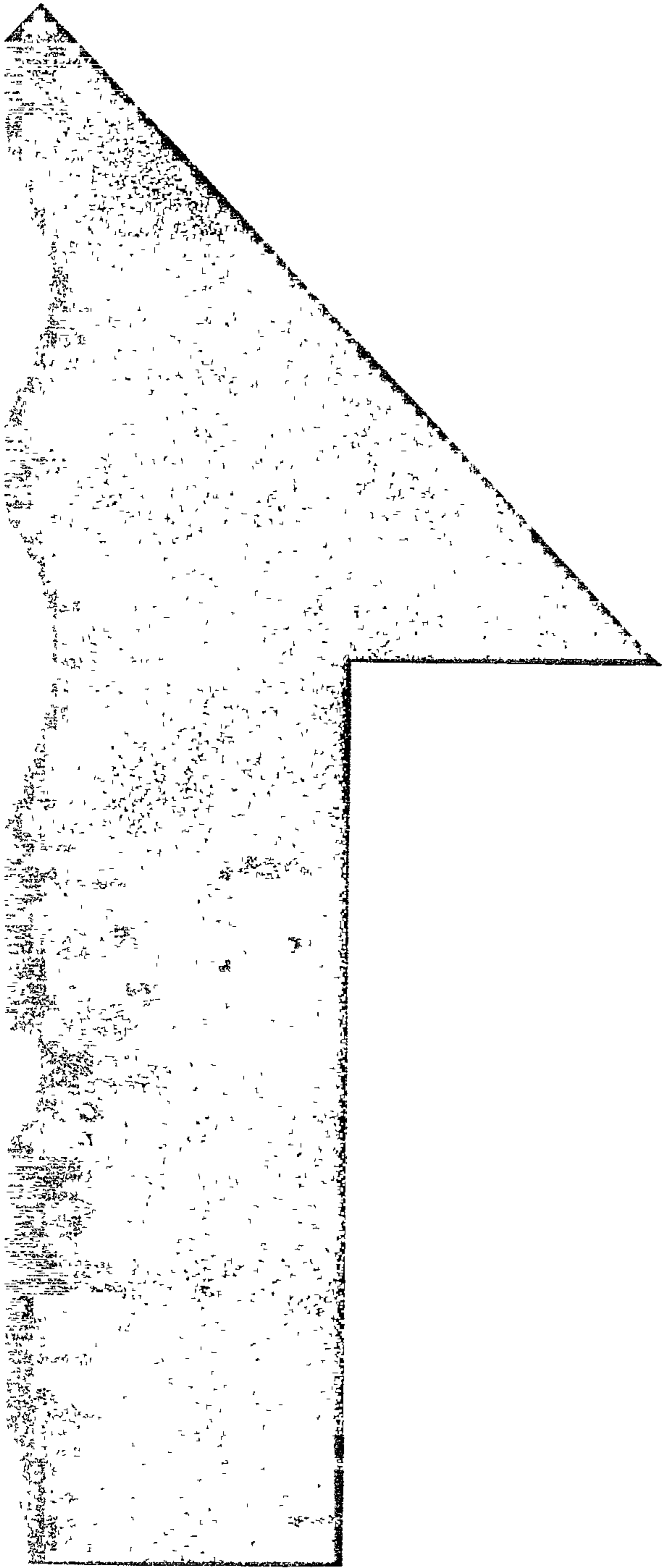
The CWIU also expects to sign a recognition agreement soon with the management of Dunlop Industrial Products near Benoni.

**Did you
get the
right coal?**

Is your anthracite burning with a long, orange flame?

Chances are that it is not anthracite at all, but coal.

Several consumers have complained that they have received coal instead of anthracite.



About half of Richards Bay strikers back in jobs

Mercury Reporter

NEARLY half the striking workers from Alusaf and Richards Bay Coal Terminal who downed tools after pensions' disputes nearly two weeks ago have returned to work, employers said yesterday.

But a Fosatu spokesman denied this. She said most of the striking workers from both industries had attended meetings yesterday in Esikhawini and Enselini townships.

An Alusaf spokesman said more than 800 workers out of a total of 1 700 were working yesterday.

Applied

The Alusaf workers downed tools on June 16 demanding the transfer of their pension money from the metal industries' pension fund to a private fund.

The spokesman said that at the weekend a large number of previous employees had returned and about 100 had applied for re-employment yesterday.

He said they had had 'quite a lot of applications' from new workers seeking employment, which would be processed along with applications from previous employees.

Richards Bay Coal Terminal managing director Mike Dunn said he 'was a lot happier' yesterday with nearly half the terminal's workforce having returned.

The workers had downed tools on June 15 demanding repayment of their pensions.

He said that had one of the Esikhawini buses not been turned back by intimidation the terminal would have had 50 per cent of its workforce back.

Mr Dunn said they would mainly be employing previous employees but certain jobs had been filled already by new workers.

Meanwhile, at Mtunzini Magistrate's Court yesterday seven workers who allegedly stopped workers from going to work on June 21 briefly appeared on charges under the new Intimidation Act.

The court prosecutor, Mr Deon Breedt, said they had not been asked to plead and their trial had been postponed until July 12.

Also in the Mtunzini court, Mr Msindiseni Mjadu, 29, appeared on a charge of malicious damage to property after he allegedly stoned a bus on June 21 in Esikhawini township.

Gradually

His trial also has been postponed until July 12.

At Non-Ferrous Metals in Prospecton near Durban, where about 200 workers downed tools a week ago demanding the repayment of their pensions, managing director Bernhard Lazarus said yesterday they had started recruiting workers gradually.

But, he said, they would only be re-employing part of the firm's original workforce because of the 'current slowdown in the economy'.

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Recruiting
curb is boost
to unity 29/6/82

Labour Correspondent

IN A major boost for unity moves among emerging unions, the Cape-based General Workers' Union (GWU) has decided to stop recruiting workers in key industries organised by rival unions and has offered to help "progressive rivals" in these industries.

The industries affected are food, textiles, motor and the commercial distributive trade.

The GWU has also announced terms for union unity which mean that only differing views on union autonomy separate it and the Federation of SA Trade Unions (Fosatu) whose proposals launched the present unity drive.

These decisions were taken at the GWU's second annual conference in Cape Town at the weekend. They come shortly before a second meeting of key emerging unions aimed at cementing a working alliance between them.

In a statement released after the conference, the GWU said it was "strongly in favour" of moves towards the unity of "all democratic unions" and "the establishment of mutually acceptable criteria to verify and monitor the attainment of basic democratic practices in each union".

¹²⁰⁸
^{29/6/82}
Union men go for trial ³⁸¹ ¹⁴⁹⁸

THREE executive members of the South African Allied Workers Union (Saawu) appeared in the Johannesburg Regional Court yesterday in connection with an allegation of a contravention of the Terrorism Act

They were the president of Saawu, Mr Thozamile Gqweta, the vice-president, Mr Sirsa Njikelana, and the general secretary, Mr Sam Kikine

Mr Gqweta and Mr Njikelana will be transferred to stand trial in Grahamstown and Mr Kikine will be tried in Durban

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More ~~talks to~~
talks to ~~end~~
end strikes

Mercury Reporter
30/6/82

A NEW attempt will be made today to settle the dispute between two Richards Bay industries, Alusaf and Richards Bay Coal Terminal, and Fosatu unions representing more than 2 000 striking workers, union sources said yesterday

A Fosatu spokesman in Empangeni said the federation's general secretary, Mr Joe Foster, and the general secretary of the Metal and Allied Workers' Union, Mr David Sibabe, would be arriving in Richards Bay today in a bid to re-open negotiations

The attempt is being made as the strikes involving 1 700 Alusaf workers and about 500 Richards Bay Coal Terminal workers who downed tools over pensions entered their second week.

140A Mercury

Pinetown shop stewards fired

Mercury Reporter 30/6/82

PINETOWN timber factory, T D M, has fired eight shop stewards from the Fosatu-affiliated Paper Wood and Allied Workers' Union following a brief stoppage earlier this week, union sources said yesterday

A union spokesman said the problems at the factory had begun last week when shop steward, Mr Emmanuel Dlamini, had been fired by the firm

The entire workforce of 212 workers had downed tools last Tuesday but had returned to work when the company agreed to talk about the issue with the union on Friday, he said

On Friday the management had said they would not take Mr Dlamini back as 'the workers would laugh at them' but, the spokesman said, it had been agreed to meet again yesterday to have further discussions

At a meeting on Monday, workers had decided they were not happy with the company's decision and had refused to start work after lunch, he added

According to the union, the management had then told one shop steward he was fired because he was 'a troublemaker' and had then told rest of the shop stewards present to leave the factory premises. Workers had then returned to work.

The managing director, Mr D H Scharf, said the matter had been solved last week and that he had no further comment to make.

The union yesterday was seeking legal advice on the dismissal of the shop stewards

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GWU offers help to rival unions

CAPE TOWN — In a major boost for unity moves among emerging unions, the Cape-based General Workers Union (GWU) has decided to stop recruiting workers in key industries organised by rivals

It has offered to help "progressive rivals" in these industries

The industries affected are food, textiles, motor and the commercial distributive trade. The GWU has called on other general unions to do the same

It has also announced terms for union unity which mean that only differing views on union autonomy separate it and the Federation of SA Trade Unions (Fosatu), whose proposals launched the present unity drive

These decisions were taken at the GWU's second annual conference held here at the weekend. They come shortly before a second meeting of key emerging unions aimed at cementing a working alliance between them

The present moves

came after Fosatu called for "disciplined" emerging union unity

This would mean unions would join in a working alliance, be bound by joint decisions — with voting strength determined by size — and would "streamline" efforts by agreeing not to encroach on each other's territory

In a statement released after the conference, the GWU said it was "strongly in favour" of moves towards the unity of "all democratic unions" and "the establishment of mutually acceptable criteria to verify and monitor the attainment of basic democratic practices in each union"

It also agreed that each union should "commit itself to a rationalisation of its areas of organisation"

Disputes over who was entitled to organise which workers were "the greatest cause of division" among emerging unions and a proliferation of general workers' unions "greatly adds to

the potential for conflict", it said

The union had also found that its own structure as a general workers union had led to "some difficulties in co-ordination"

The GWU had thus decided to amend its constitution to exclude the four industries — two of which are organised by Fosatu unions — from its ambit and to "assist where possible" other "progressive" unions in these industries

It also decided to contact Fosatu's Metal and Allied Workers to discuss demarcating recruitment efforts and to seek "general co-operation"

The GWU called on other general workers' unions to "follow this example"

One further condition spelled out by the GWU and which may cause friction is its insistence that "the autonomy of each union be respected at all times". This may conflict with Fosatu's plans for a "tight federation" of unions — DDC

Major union groups expected at unity talks

JOHANNESBURG — All the major union groups which have launched a drive for more permanent unity are expected to attend a key meeting in Port Elizabeth at the weekend to examine the unity drive

This included the Councils of Unions of SA (Cusa) which did not attend a recent union summit meeting near Johannesburg, the meeting's organiser, Mr Jan Theron, said yesterday

The Port Elizabeth meeting is a follow-up to

the summit, which decided to explore more permanent union unity. It will be attended by small groups from each union and will probably lead to a third summit-meeting later in the year

Mr Theron said he had received no indications that any union group would miss the meeting

He said Cusa, which has thus far been guarded on the present initiative, had specifically indicated that it

would attend. Cusa general secretary, Mr Phiroshaw Camay, could not be contacted

While it is unlikely that any concrete decisions will emerge from the meeting — these would have to be taken at a larger meeting — could give a vital indication of the likely fate of the unity initiative

Union sources said they felt "fairly positive" about the prospects of a working alliance — DDC

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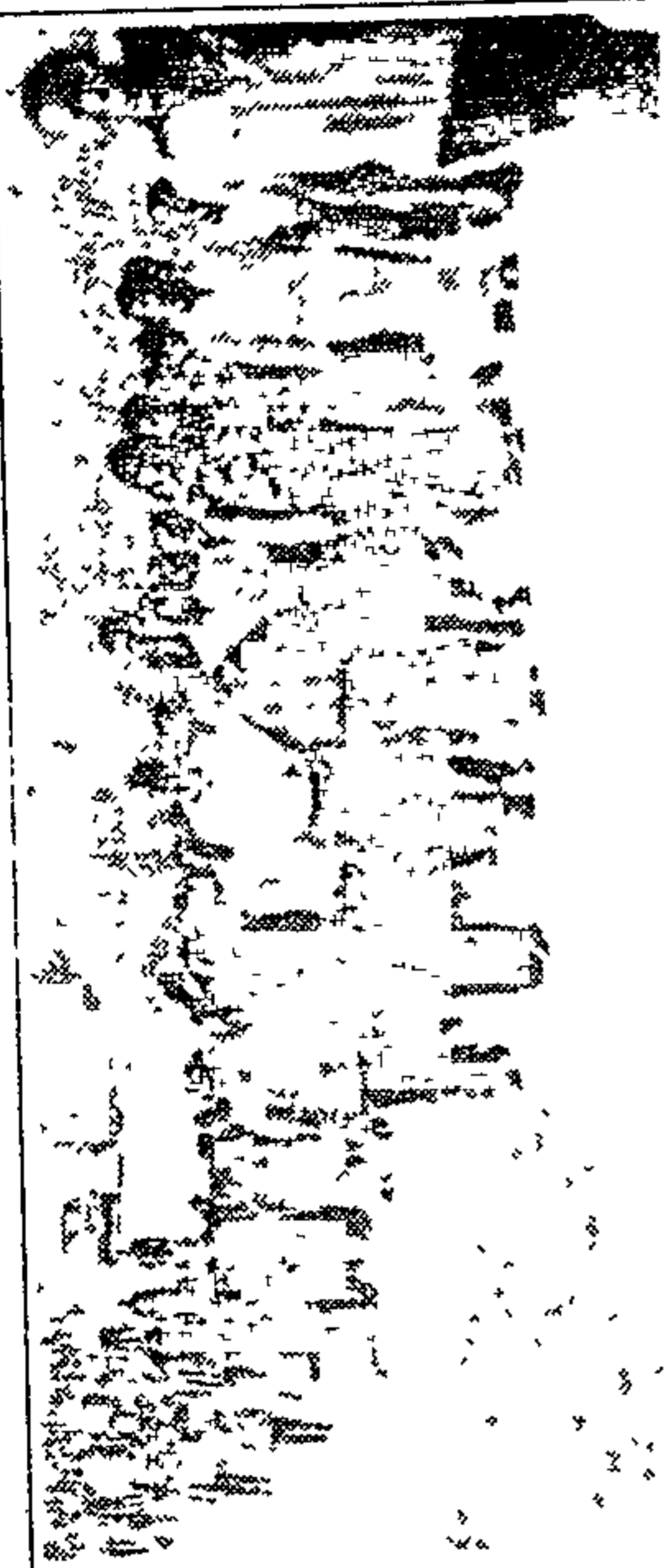
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Teargas fired as 2 000 Tongaat workers march



DAVID Whitehead workers march to Tongaat

Mercury Reporter
 POLICE fired a number of teargas canisters into a group of marching strikers as they entered the town of Tongaat yesterday.
 About 2 000 workers from Tongaat group's David Whitehead factory who downed tools yesterday marched from the factory to a meeting at a Tongaat hotel. Women workers had been taken by bus to the meeting by the union.
 The police who had followed the marching workers blocked off a Tongaat side-street and then fired about three teargas canisters into the crowd. Workers streamed up another side-street in an attempt to escape the gas.
 Brig John Visser Port Natal's Divisional Commissioner confirmed that 'a few teargas canisters' had been used because workers 'failed to comply with an instruction to

disperse'.
 A spokesman for the Fosatu affiliated National Union of Textile Workers condemned this 'unprovoked attack by the police' and said their 'intervention had inflamed the whole situation'.
 Earlier in the day a notice issued by the company said that unless the workers returned to work by 'normal shift' today they 'will be regarded as no longer in the employ of David Whitehead'.
 'Employees who do not return to work will have to reapply for their positions should they wish to do so' but 'the company does not guarantee re-engagement to any employee,' it added.
 Tongaat group public relations officer, Mr Ron Phillips, said the strike had followed lengthy wage negotiations and the company had approved an average wage increase of 23,6 percent which was due to come into op-

eration yesterday.
 'The basis for this large increase was the consolidation of the living out allowance to be included in the basic wage' he said.
 A Fosatu spokesman said the issue had never been the increase but had been the incorporation of the living out allowance into the increase.
 'The company's enforcement of an unacceptable and highly confusing principle of incorporation has led to the strike' he said.
 'There was a long standing grievance held by weekly paid workers that other staff — paid monthly — received R100 a month housing allowance whereas they only got R20'.
 Mr Phillips said the company had laid on police protection for the buses in order to enable those workers who want to return to work to do so.

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140A ROM 3/7/82

Workers reject final pay offer

Mail Correspondent

DURBAN — About 900 workers from Tongaat group's David Whitehead factory have decided not to return to work as "management refuse to budge", union sources said yesterday.

Striking workers, who downed tools after a dispute over the inclusion of a housing allowance into the proposed wage increase, were told on Thursday unless they returned to work by yesterday "they will be regarded as no longer in the employ of David Whitehead".

In a notice given yesterday to officials of the Fosatu-affiliated National Union of Textile Workers, the chairman of the Tongaat Textile division, Mr Richard Payn, said the company had made its last wage offer and there-

fore workers ought to return to work.

Early yesterday workers outside the company's premises were dispersed by security guards with four dogs.

The workers regathered and watched as police vans patrolled the road and as buses bringing workers were escorted into the company premises.

Mr Ron Phillips, from Tongaat's public relations department, said 525 workers out of 900 who should be working had gone to work yesterday.

A union spokesman yesterday disputed this saying that only about 300 workers had entered the factory premises.

The striking workers held a meeting in a local hall and decided that "as management refuse to budge, they

also refuse to budge", a union spokesman said.

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Workers
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140A Mercury
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Mercury Reporter

ABOUT 900 workers from Tongaat group's David Whitehead factory have decided not to return to work as 'management refuse to budge', union sources said yesterday

Striking workers, who downed tools after a dispute over the inclusion of a housing allowance into the proposed wage increase, were informed on Thursday that unless they returned to work on Friday 'they will be regarded as no longer in the employ of David Whitehead'

The striking workers held a meeting in a local hall and decided that 'as management refuse to budge, they also refuse to budge', a union spokesman said

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SWA Namibia talks
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CAPL Times 6/7/82
From page 1

State President's first
proclamation was turned
down by Mr Justice
Shearer in the Durban
Supreme Court

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121 — deemed illegal by
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The costs of two counsel
for each of the applicant
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State the judge ordered

'Unique case'

Immediately after judg-
ment was given Mr W De
Villiers asked for leave to
appeal against the deci-
sion stating that another
court could take another
view

Mr De Villiers said that
the consequences of ves-
terday's order could be
'grave and irreversible'
as the case was unique
from a constitutional
point of view

The applicants advo-
cates immediately noti-
fied the judges of
intention to oppose the
appeal

After a short adjourn-
ment Mr Justice Leon
turned down the applica-
tion for leave to appeal
He said there were no
reasonable prospects of
success on appeal

**Major union
changes likely**

Own Correspondent

JOHANNESBURG — A major realignment of emerging,
mainly black, trade unions may be on the cards after the
breakdown of union unity, moves over the weekend

It could see three of the biggest emerging union
groupings — the Federation of SA Trade Unions,
(Fosatu) the General Workers' Union (GWU) and the
Food and Canning Workers Union — continuing unity
efforts union sources said yesterday

This could weld the groups into one of the most pow-
erful mainly black union alliances in decades

At the same time a group of newer unregistered
unions has been exploring a federation in opposition to
this group unionists added

Efforts to launch a more permanent union alliance
collapsed at the weekend when a unity meeting in Port
Elizabeth ended in failure

No unions would comment officially and a brief joint
statement said there was "no basis for the formation of a
federation at this stage No further meeting is planned
Sources said two camps had emerged

A group lead by the Port Elizabeth-based Motor As-
sembly and Components Workers' Union (Macwusa) and
its sister union, Gwusa had attacked unions who opted
for government registration or membership of industri-
al councils

They had refused to enter any alliance which included
unions who took part in 'dummy bodies'

Among the unions who supported this view were the
SA Allied Workers Union Black Municipality Workers'
Union and the Orange Vaal General Workers' Union

It is understood there have been moves among these
unions, as well as the General and Allied Workers'
Union to form an alliance of unregistered unions

Fosatu, the GWU and Food and Canning are, however
said to believe that these unions have little worker sup-
port and adopt attitudes at meetings which are not the
result of a mandate from their members

The chief question mark at present hangs over the
Council of Unions of SA, which was not clearly aligned
with either group at the meeting

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as cucumber and restaurants had simply did not food advertised "enu" mens committee outings to the opera, and ballet es legates also visi-

ted Leningrad, Russia's cultural capital, and many hospitals Professor Brink said the medical service was broad but basic The general level of their medical service was not high "Their equipment facilities and training are not

as good as ours, he said Their training of doctors differs from training in South Africa Professor Brink, said besides doctors with six years' training there were "felshars" who had three years' training at a "secondary medical institute" after only eight years at a school These "felshars" provide basic medical services and are allowed to practice

No union accord on federation

ARGUS 6/7/82 (140A) (15A)

Labour Reporter

INDEPENDENT trade unions have decided that there is "no basis" for the formation of a federation representing all of them "at this stage".

A meeting was held in Port Elizabeth at the weekend at which 14 trade unions and union groupings debated the question of a federation

The matter had arisen at a meeting held in Johannesburg in April

Mr Jan Theron, the chairman of the meeting, said in a statement it had been decided there was no basis for the formation of a federation "at this stage"

No further meeting was planned

COUNCIL

The unions represented at the meeting were the Federation of South African Trade Unions the General Workers' Union, the Council of Unions of South Africa, the Food and Canning Workers' Union, the African Food and Canning Workers' Union, the Cape Town Municipal Workers' Association, the Orange Vaal General Workers' Union, the Motor Assembly Components Workers' Union of South Africa, the General Workers' Union of South Africa, the South African Allied Workers' Union, the Black Municipal Workers' Union, the South African Transport and Allied Workers' Union, the General and Allied Workers' Union and the Media Workers' Association of South Africa

Ghana's judges 'go on strike'

ACCRA — Ghanaian judges decided today to withdraw their services in protest at the "callous and coldblooded" murder of three colleagues the Ghana News Agency said

A statement issued after an emergency meeting chaired by Chief Justice Fred Apaloo said the judges had failed to find any discoverable motive for the murders and that the victims had performed their duties in accordance with their judicial oaths and in the manner expected by right-thinking Ghanaians.

"IMPOSSIBLE"

The statement added that Ghana's Head of State, Flight Lieutenant Jerry Rawlings, who has ordered a special inquiry into the murders, had advised the judges to continue to discharge their duties undaunted

Last Saturday the bullet-riddled and partly burnt bodies of three High Court judges were found on the Accra Plains, along with that of the personnel director of the Ghana Industrial Holding Corporation — Sapa-Reuter



Cynthia Balinyanga and three young children of the more 200 squatters who spent last night outside the grounds of Holy Cross Church with hardly any shelter Their eviction the churchyard where they have been staying for the past 2 months, comes as a direct result of the delay by the Department of Co-operation and Development in deciding whether to grant them legal status in the Western Cape. (Report Page 1)

itor quits new paper

Argus Bureau DN. — The editor Mail on Sunday — 's first new Sunday per in more than s — has resigned y 10 weeks. departure of Mr Shrimpsley has speculation that could be a chain

reaction of executive changes in Fleet Street The Mail on Sunday, launched with a R6-million publicity campaign, has failed to reach its target circulation of 1.2-million copies It is believed to be selling about 850 000 The chairman of Associated Newspapers, Lord Rothermere, has

announced that the editor of the Daily Mail, Sir David English, will now also edit the Mail on Sunday Sir David spent most of yesterday afternoon in a meeting with Associated Newspapers executives, fuelling speculation that there may be a string of executive changes instead.

Immunisation

Argus Africa News Service

NAIROBI. — Kenya has launched a large-scale immunisation campaign against polio The target is to immunise 100 000 children against the crippling disease

Ad-
ved
all

Demands by car workers turned down

(BBK) 3-7-6 1972 140A
E. Post 7/7/62

By SANDRA SMITH

MORE than 1 500 General Motors workers decided last night to await the outcome of the next sitting of the Industrial Council for the Automobile Manufacturing Industry in the Eastern Cape before considering further action

The workers, all members of the National Automobile and Allied Workers' Union (Naawu), were attending a report-back meeting in Gelvandale on a sitting of the Industrial Council last month

Naawu's regional secretary, Mr Les Kettleidas, said the employers on the council — Ford, Volkswagen and General Motors — would not agree to most of the workers' demands

● A demand for a minimum hourly wage of R3,50 was met by an offer from the employers of R2,15 for grade 1 workers

● The employers would not accede to a shortening of the working week from 44 to 40 hours

● Would not appoint trainees on full wages

● Declined to make overtime work voluntary, saying workers would be

compelled to work the first 10 hours overtime

● Were not prepared to increase their contribution to supplementary unemployment benefit schemes, but would meet worker contributions on a 50-50 basis They also declined to take over funding of the schemes

● Would not agree to a demand to increase annual leave from three to four weeks, and increase public holidays to include Family Day and Goodwill Day

● They also refused to increase attendance allowances

● Declined to grant severance pay on the basis of one month's pay for each completed year of service, suggesting instead that workers with 15 to 20 years' service be given 25 days' pay Those with more than 25 years' service would receive 35 days' pay

After heated debate the workers decided to wait until report-back meetings had been held by Ford and Volkswagen workers, and the results of the next Industrial Council sitting on July 14 were known before considering further action

Accel invest



Ford workers follow GM line on action

140A
1982
8/7/82
E. Post

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

All answers

Post Reporter

Number
Number

NEARLY 2 000 Ford Motor Company workers decided last night to follow the example of General Motors workers and await the outcome of the next sitting of the Industrial Council of the Automobile Manufacturing Industry in the Eastern Cape before considering further action

The Ford workers, members of the National Automobile and Allied Workers' Union (Naawu), were attending a report-back meeting in Gelvandale on a sitting of the Industrial Council last month

Surname

More than 1 500 GM workers decided at a meeting on Tuesday to wait until report back meetings had been held by Ford and Volkswagen workers, and for results of the next council sitting next week, before considering further action

First Name

Speakers at last night's meeting criticised the three employers — Ford, GM and VW — for meeting a minimum hourly pay demand of R3,50 with an offer of R2,15

Date

Dissatisfaction was also expressed over the employers' refusal to grant severance pay on the basis of one month's wages for each completed year of service

Degree/Level you are reading

This condition is seen by workers as essential in view of widely predicted retrenchments in the industry

The employers have suggested instead that workers with 15 to 20 years' service be given 25 days' pay, those with between 20 and 25 years' experience, 30 days' pay, and those with more than 25 years' service, 35 days' wages

Subject

Volkswagen workers will attend a similar report-back meeting in Kwanobuhle tonight.

(to be copied from the heading on the Examination Paper)

Paper No

U 34

(to be copied from the heading on the Examination Paper)

	Internal	External
(1)	(2)	(3)
4(1)	9½	
Examiners' Initials		

NOTE CAREFULLY

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- 4 Do not write in the left hand margin

WARNING

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- 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

140A Sappi 300
pension
fund rules
Mercury 7/7/82
amended

Mercury Reporter

PULP and paper giant, Sappi, employing a black labour force of 14 000, has made significant changes to the company's pension rules following a year of negotiations with worker representatives.

Negotiations have been on the go since workers at Sappi's Tugela mill downed tools during last year's wave of strikes sparked off by the proposed Pensions Preservation Bill.

In the light of the discussions, the trustees of the fund have recently agreed to amend the rules in order to accommodate some of the grievances raised by Sappi workers.

The trustees raised the interest rates on members' contributions from 4 percent to 6 percent compound interest, the retirement age has been changed from 65 to 55 and a funeral benefit has been introduced which pays out R500 to the widow.

The company also agreed to make it possible for workers to get education and housing loans.

Addressing the problem of a three- to six-month delay in getting tax clearance before pension moneys can be paid out, the company agreed to pay a maximum of R600 to a worker immediately on leaving the company which would then be deducted from his pension money when cleared.

But, a union source said, a major worker request that the fund be made voluntary was refused by the company.

8/7/82 VDM

138 140A

Union's expulsion from world group will not affect SA deal'

150

By STEVEN FRIEDMAN
Labour Correspondent

MR BEN Nicholson, the leader of a key metal union, yesterday rejected suggestions that his union's recent expulsion from the International Metalworkers Federation would frustrate attempts to hammer out a new bargaining deal for all races in the metal industries.

But he warned that his union, the SA Electrical Workers Association, would only support changes to the industries bargaining system "if we are convinced that they are warranted and not just pandering to needless militancy".

The SAEWA was one of two unions expelled from the IMF at a meeting in Rome last month after two Fosatu-affiliated unions had accused them of "racism" and of refusing to co-operate with mainly black unions.

The expulsions came as the Steel and Engineering Industries Federation is holding talks with unions on the metal industrial council, as well as those who have criticised the council, such as Fosatu's Metal and Allied Workers Union.

The talks are aimed at hammering out a mutually agreed bargaining system and employers feared that established union leaders such as Mr Nicholson would block any

changes proposed by MAWU in the wake of the Rome expulsions.

In his first interview since he returned from Europe, however, Mr Nicholson said he did not expect the expulsions to affect his union's attitude.

"We value international links, but losing them is not the end of the world. Our chief concern is what is best for workers in South Africa. If MAWU has something to contribute, we will listen to it," he said.

Mr Nicholson also attacked the decision to expel his union.

"The IMF seemed to have made its mind up before it discussed the charges against us. We answered them all, but were still expelled," he said.

His union and the Amalgamated Engineering Union had been expelled because their membership was open to whites only, he said. But two other unions with racial membership had escaped expulsion.

"One union was reprieved because it indicated it was going nonracial. The IMF knew we had also applied for open membership, but this was ignored.

"The general assumption was that all-black unions are all right but all-white ones are racist," he said.

Workers decide to end strike

Mercury
9/7/82

140A

Mercury Reporter

ALUSAF workers yesterday decided to end their three-week pension strike and go back to work, union sources said

The strike began on July 16 when about 1 700 workers from this Richards Bay factory downed tools demanding the transfer of their pension money from the metal industries' pension fund to a private fund

Negotiations between the company and worker representatives reopened on Wednesday in a bid to settle the dispute

According to a memorandum discussed at Wednesday's meeting the company was prepared to re-employ the striking workers due to their 'experience and the considerable skills acquired'

But, Alusaf would only re-employ workers where their positions were still available and it would not consider those 'guilty of

serious misconduct or criminal activity' since starting the strike

A Fosatu spokesman said management had agreed to give priority to those workers who they were not able to re-employ when vacancies became available

'They also undertook to continue investigations into the metal industries' pension fund in order to find a mutually acceptable pension fund,' he said

The spokesman said it would appear that about 500 workers from the 1 000 who are still on strike would be immediately re-employed

A union source said the workers after a stormy five-hour meeting had decided to return to work but would continue to pursue their demand for the transfer of their pension money

He said they had decided to go and collect their wage packets today and would begin to fill in applications for re-employment on Monday

Alusaf managing director, Mr R A Barbour, could not be contacted last night

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Vehicle workers demands rejected

Argus Bureau
PORT ELIZABETH. — Eastern Cape employers have refused to agree to workers' demands over wages and working conditions at a sitting of the Industrial Council for the Automobile Manufacturing Industry.

Mr Les Kettleas, regional secretary of the National Automobile and Allied Workers' Union, said the employers represented on the council — Ford, Volkswagen and General Motors — would not agree to most demands.

He was speaking to more than 1500 General Motors workers, all members of Naawu, at a report-back meeting in Gelvandale on the council sitting.

DECISION

After heated debate the meeting decided to consider further action after report-back meetings to Ford and Volkswagen workers, and the council had sat again, on Wednesday.

Mr Kettleas said that of the industrial council sitting:

● A demand for a minimum hourly wage of R3,50 was met by an offer

of R2,15 for Grade 1 workers.

● The employers would not cut the working week from 44 to 40 hours; would not appoint trainees on full wages, and declined to make overtime work voluntary, saying workers would be compelled to work the first 10 hours overtime.

● The employers were not prepared to increase their contribution to supplementary unemployment benefit schemes, but would meet worker contributions on a 50-50 basis. They also declined to take over funding of the schemes.

● They also refused to increase annual leave from three to four weeks and include Family Day and Goodwill Day among public holidays.

● They refused to increase attendants' allowances

● They declined to grant severance pay on the basis of a month's pay for each completed year of service, suggesting instead that workers with 15 to 20 years' service be given 25 days' pay. Those with more than 25 years' service would receive 35 days' pay.

Motor men in firm stand on pay

Post Reporter

NEARLY 10 000 workers in the three motor manufacturing plants in the Port Elizabeth-Uitenhage complex have delivered an ultimatum to the employers in a series of meetings this week to meet their demand for R3,50 an hour "or suffer the consequences"

The last in a series of five report-back meetings on the progress of the Industrial Council of the Automobile Manufacturing Industry in the Eastern Cape was held in Kwanobuhle in Uitenhage last night

Nearly 5 000 Volkswagen workers — all members of the National Automobile and Allied Workers' Union (Naawu), a Fosatu affiliate — attended the meetings yesterday

General Motors and Ford workers held meetings in Gelvandale on Tuesday and Wednesday

Workers at all five meetings rejected the employers' offer of R2,15 an hour and their refusal to grant severance pay on the basis of one month's wages for each completed year of service

The employers have suggested that workers with 15 to 20 years' service be given 25 days' pay, those with between 20 and 25 years' experience 30 days' pay and those with more than 25 years' service 35 days' wages

The demand for R3,50 an hour — taking over from Fosatu's previous R2 an hour "living wage" — is being made nationally throughout the motor manufacturing industry

While feelings ran high at all of the meetings, it was decided to wait for the outcome of the next sitting of the Industrial Council next week before taking further action

Tough line likely at wage talks

By SANDRA SMITH

SOME of the toughest wage bargaining in motor manufacturing history is expected to take place when the Industrial Council for the Motor Manufacturing Industry in the Eastern Cape resumes talks in Port Elizabeth tomorrow

The employers on the council — Ford, General Motors and Volkswagen — have taken a firm line on union demands for a minimum hourly wage of R3,50 and severance pay on the basis of one month's wages for each completed year

The motor companies have offered a minimum of R2,15 an hour and a severance agreement providing 25 days' pay after 15 to 20 years

The unions involved in negotiations are the SA Iron, Steel and Allied Industries Union and the National Automobile and Allied Workers Union (Naawu), a Fosatu affiliate

After five meetings last week at which the employers' stand was discussed, about 10 000 workers delivered an ultimatum that their demands be met or else factories would "suffer the consequences"

A similar situation arose during negotiations in 1980 when workers demanded a R2 an hour minimum, which was met by an initial offer of R1,40 escalating to R2 over 18 months

A three-week work stoppage at Volkswagen in Uitenhage took place during negotiations. Settlement at R1,45 an hour starting minimum was reached

During these talks the employers accepted the principle of a "living wage" as opposed to the previously accepted poverty datum line as a goal for black minimum wages

By STEVEN FRIEDMAN
Labour Correspondent

FOSATU's Chemical Workers Industrial Union wants the Triomf Fertiliser chief, Mr Louis Luyt, to intervene personally in a wage dispute between his company's Richards Bay management and the union

A meeting between Triomf and CWIU on the issue ended in deadlock yesterday

The union has already declared a dispute with the company and asked the Department of Manpower to appoint a conciliation board. This is the first precursor to a legal strike — there has only

(140A) (151) (183) ROM 13/7/82

Union asks Luyt to help in dispute

been one such strike by black workers in the country's labour history

The dispute has already prompted a boycott of the company's canteen by workers

The union claims Triomf, which recognises CWIU at the plant, has refused to negotiate a mid-year increase

The company demes this, saying it discussed worker demands for the increase with union representatives

but told them it could not give any mid-year rise because of the state of the fertiliser industry. It is also "not traditional" for the company to give mid-year increases

A CWIU spokesman said that, at a meeting yesterday, Triomf representatives said they could not make workers a wage offer "because they had no mandate from the company to do so"

The union had then asked management to request Dr

Luyt, as company chairman, to take part in the talks

"But at the same time, they also refused to do that — they said they were paid by the company to negotiate with us and if they called him in they would not be doing what they were paid for," CWIU's spokesman said

He said Triomf "appear to be trying to provoke a confrontation by refusing to negotiate — we are suspicious, because that is exactly

what other employers in the area did recently when Richards Bay was hit by pension strikes"

CWIU's spokesman said the union had written to Mr Luyt some weeks ago asking him to intervene in the dispute but had received no reply. It had also not yet received a response from the Department of Manpower on its request for a conciliation board. Comment from Triomf at Richards Bay could not be obtained

Strikers
13/7/82
ask to
Mercury
go back
(1408)

Mercury Reporter

THE striking Alusaf workers yesterday applied for re-employment, bringing to an end more than three weeks of labour unrest in the Richards Bay area

At one stage about 4 000 workers were involved in the unrest which was sparked off by strikes at Alusaf and Richards Bay Coal Terminal

During the unrest En-seleni and Esikhawini townships have been continually patrolled by Riot Squad police and a number of workers have been arrested under the new Intimidation Act

Alusaf's managing director, Mr R A Barbour, said 'in a couple of days the factory should be back to full production

Director flies in for talks on Uitenhage strike

14/7/82

(UOA)

~~13/7~~

E. Post

~~13/7~~

Post Reporter

THE manpower resources director of the Motorvia organisation, Mr J P S Gouws, flew from the Transvaal today to meet union representatives of the company's 160 striking workers in Uitenhage

His discussions this afternoon will be with representatives of the Transport and General Workers Union, a Fosatu affiliate

The dispute at Motorvia began when workers complained that coloured women were receiving higher wages than men, most of whom are blacks

The women received R60 a week whereas men in the highest category got R53. As a result of this, the entire workforce at Motorvia went on strike on Monday

Most of the women resumed work late yesterday morning, but all of the men were still on strike today, pending the outcome of this afternoon's talks

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Union (14018)

14/7/82

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Mercury Reporter

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THE Fosatu-affiliated Chemical Industrial Workers' Union (CWIU) has appealed to industrial magnate Louis Luyt to intervene in their dispute with Triomf's Richards Bay plant

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The union's appeal follows further talks on Monday with Triomf in an attempt to resolve a dispute initiated by the company's refusal to negotiate a mid-year wage increase

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After Monday's talks deadlocked when Triomf management said they had no mandate to negotiate wage increases, the CWIU telexed Triomf's chairman, Mr Luyt, asking him to intervene, a union spokesman said

Although the union last month applied for the establishment of a conciliation board to investigate the dispute, discussions have been continuing between the two parties

The firm's factory manager, Mr DJ Macleod, said they always were prepared to discuss the matter with the union but its position had not changed

'We restated our position yesterday but we seem to be talking at cross purposes,' he said

The union has condemned Triomf's refusal to open wage negotiations

Tools downed after dismissal

Mercury *14/7/82* *(1971)* *(140A)*

Mercury Reporter

ABOUT 1 000 workers from Dano Textile industries at Hammarsdale have downed tools in support of their demand for the reinstatement of a fellow worker, union sources said yesterday.

A spokesman for the Fosatu-affiliated National Union of Textile Workers said a loom tuner had been dismissed on Friday following a disagreement with a factory manager.

Hearing of this, Friday's day shift stopped work half an hour before they were due to clock off and the night shift did not come on shift, the spokesman said.

The workers claimed they were told by personnel officers to return on

Monday to discuss the matter he added.

But when workers gathered on Monday at the factory gates they were told unless they returned to work by 9 a.m. they would be considered to have dismissed themselves, the spokesman said.

He said workers had then decided to continue the strike and in a subsequent meeting had issued two demands — the reinstatement of the dismissed worker and the recognition of the union.

The spokesman said the NUTW had approached Dano Textiles for recognition on Monday and company management had agreed to meet a union delegation on Friday.

'We asked them if the

meeting could be brought forward due to the urgency of discussing the strike but the company said the workers had already dismissed themselves, he said.

Dano Textile management were not prepared to comment when contacted yesterday.

11/10/82
JUDW
14/7/82

Textile workers on strike

Mail Correspondent

DURBAN — About 1000 workers from Dano Textile industries at Hammarsdale downed tools in support of their demand for the re-instatement of a fellow worker, union sources said yesterday.

A spokesman for the Fosu-afiliated National Union of Textile Workers (NUTW) said a loom tuner was dismissed on Friday after a disagreement with a factory manager.

Hearing of this, Friday's day shift stopped work and the night shift did not turn up.

He said workers had decided to continue the strike and had issued two demands — the re-instatement of the dismissed worker and the recognition of NUTW.

Dano Textile management were not prepared to comment when contacted yesterday.

15/7/82 (140A) 100M

Triomf workers stage 'demonstration' stoppage

By STEVEN FRIEDMAN
Labour Correspondent

THE wage dispute at Triomf Fertiliser's Richards Bay plant took a new turn yesterday when workers staged a brief "demonstration" work stoppage in support of their pay demands

And in another development the Chemical Workers Industrial Union (CWIU) — which earlier asked Triomf chairman Dr Louis Luyt to intervene in the dispute — said yesterday it had received a reply to its requests from Dr Luyt's office

The reply reiterated Triomf's stance that it was not its practice to give mid-year "interim" increases at the plant

The dispute centres around worker demands for a mid-year increase, which management have rejected

It has already led to a boycott of the company canteen and the union has declared a dispute with Triomf — the first step on the road to a legal strike

Early yesterday morning workers downed tools for about an hour. A CWIU spokesman said management had told workers they

would be fired if they were not back at work by 7.15. Workers had returned by that time

"The idea was never to hold a long stoppage. It was simply a demonstration stoppage to show workers' concern," he said

Management comment could not be obtained yesterday — but later in the day Triomf issued a circular to its workers setting out its view of the stoppage

The circular said management condemned the stoppage and did not regard the fact that no action was taken as a precedent

Those taking part in a stoppage would have "summarily dismissed themselves" and could be fired without notice pay, it warned

All worker grievances, it said, should be channelled through the grievance procedure agreed between the company and CWIU, which Triomf recognises

According to the union, the circular was dated June 30, but this date had been changed to yesterday's

A CWIU spokesman said he believed this was a result of the fact that workers had earlier voted to strike on June 30, but had later reversed their decision

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
1)	(2)	(3)
	62	
Examiners' Initials		

Date

11/11/75

Degree/Diploma/Certificate for which you are registered (e.g. B.A., B.Sc.)

B (C.I.)

Subject

Economics II

(to be copied from the heading on the Examination Paper)

Paper No

2

(to be copied from the heading on the Examination Paper)

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
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Car plants

hit by

walk-outs

140A
1972
Post Reporters

E. Post
15/7/82

PRODUCTION stopped today at most plants of the three local motor manufacturers — Ford, General Motors and Volkswagen — when thousands of workers downed tools in support of demands for higher wages.

More than 6 000 workers are said to be involved and at least one plant will not resume production until next week

At VW in Uitenhage, about 4 000 workers met for an hour, returned to work briefly and were then sent home by the firm's management

A spokesman said the plant would remain closed until further notice He said management would negotiate its reopening with the union

Talks with union shop stewards were scheduled for later today

At Ford's truck plant at Deal Party and at its Neave plant a total of about 1 650 workers walked out this morning after being addressed by representatives of the National Automobile and Allied Workers' Union (Naawu), bringing production to a halt

A Ford spokesman said about 200 of the 1 250 workers at the Struandale plant, where the Cortina range is assembled, also walked out but production continued

A Naawu spokesman said between 250 and 300 workers at the engine plant in Struandale had also walked out

At the General Motors plant in Kempston Road workers streamed from the factory at 10am Naawu's regional secretary, Mr Les Kettledas, said the union believed the entire work force of 4 000 was involved

Today's developments followed a deadlock yesterday in negotiations at a sitting of the Industrial Council for the Motor Manufacturing Industry in the Eastern Cape

The general secretary of Naawu, Mr Freddy Sauls, said today the employers had not been prepared to budge from a proposed increase in minimum wages from R2 to R2,15

Naawu has demanded a minimum of R3,50 an hour

The employers would also not accede to the other demands including a proposal that workers receive severance pay of one month's wages for every year worked

The Industrial Council negotiations will resume on Monday

Paper No
(to be copied from the heading on the Examination Book)

NOTE CAREFULLY

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- 4 Do not write in the left hand margin

Any dishonesty will render the candidate ineligible

Textile workers stay out

Mail Correspondent
DURBAN — About 1 000 Dano Textile workers yesterday decided not to return to work until after Friday's meeting between their union and the company.

The workers downed tools last week after the dismissal of a colleague. They have demanded his re-instatement and recognition of the National Union of Textile Workers (NUTW).

According to a NUTW spokesman the company agreed to meet a union delegation on Friday to discuss the issue of recognition. But it is not known whether the company would agree to discuss the worker's dismissal.

NUTW says Dano Textile issued an ultimatum on Monday stating that if workers did not return to work they would be considered to have dismissed themselves.

The strikers said yesterday they refused to accept dismissal by the company and decided not to collect their pay packets.

Dano Textile would not comment on the strike yesterday.

End strike or be sacked

By **STANLEY UYS**
 London Bureau

LONDON — All Britain's striking train drivers will be sacked next Tuesday and the entire 17 430km rail network, with 17 000 trains, closed down on Wednesday if the 11-day strike is not abandoned by then.

Transport Secretary Mr David Howell yesterday described the situation as a 'disaster' but the British Government is backing British Rail to the hilt in its tough action.

Unless the Aslef union's strike collapses now under the impact of British Rail's shock tactics, a head-on collision

not only between Aslef and BR but also between militant sections of the trade union movement and the Thatcher government is almost certain.

Aslef's 2 000 drivers on the London Underground have set the pace by announcing that if Aslef drivers are sacked they, too will go on strike paralysing all rail transport in the capital.

Some militant union members have been waiting for just this opportunity to "have a go" at Mrs Thatcher. They believe they might be able to bring down the Thatcher government in the way militant miners brought down the last

Conservative government under Mr Edward Heath in 1974.

But Mrs Thatcher is very confident that the militants are misreading the mood of the country. They have overestimated the "Falklands factor" surge of patriotism and strike feeling in the

Few people, she really wants another bout of industrial action similar to the "winter of discontent" which brought down the Labour government in 1979.

The government has the majority of the 11 500 000 trade union members including many Aslef

Fire blamed on Swapo

WINDHOEK — Swapo terrorists were believed to be responsible for a fire on Tuesday that razed a shop near Onayena in Owambo, northern SWA, an Owambo Administration spokesman said yesterday.

He said the tracks of about 20 terrorists were found leading away from the gutted building.

A follow-up operation was launched by the security forces — Sapa.

Worrall confirms

Political Reporter

DR DENIS Worrall confirmed yesterday that there had been differences of opinion between him and the Minister of Internal Affairs, Mr Chris Heunis — but only on "very unimportant" issues.

Dr Worrall has been replaced as chairman of the President's Council (PC) constitutional committee and appointed ambassador to Australia.

It has been widely speculated that the move followed clashes between him and Mr Heunis on matters involving constitutional change.

Mr Heunis has been appointed Minister of C... will be in reform.

Dr Worrall yesterday had with him when two strong-willed men said for Mr Heunis, the Botha, or Cabinet appointment. He confirmed.

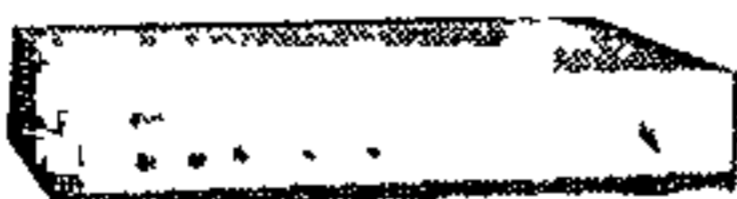
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R109⁹⁵



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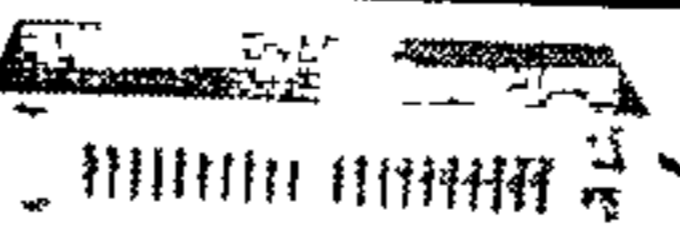
R109⁹⁵

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R109⁹⁵



20 CHANNEL HI FI AMPLIFIER EQUALIZER
 Improves your Hi-Fi to a True Hi-Fi

R129⁹⁵

JUST ARRIVED — Full range of Hi Fi equalizers with spectrum analyzers at below wholesale prices

National Party split a 'threat' to the vol

CAPE TOWN — The political split in Afrikanerdom earlier this year was, for the Afrikaner, a disaster worse than the present economic recession, Professor G G Cilie, chairman of the Afrikaanse Federasie van Kultuurverenigings (FAK) said yesterday.

Speaking at the annual meeting of the FAK, Prof Cilie said the political division threatened the continued existence of the Afrikaner volk.

"At a time when the onslaughts on our culture and on our nation increase in intensity, we can ill afford to be divided on real or supposed principles," he said.

Prof Cilie said the FAK could make a contribution to restore the lost unity.

"The FAK must contribute its part to ensure that the

current Afrikaner differences do not develop surmountable preferences. They must put our people from the low Afrikaners to peace.

Turning to the Afrikaans language, the topic of discussion at this year's meeting Prof Cilie announced the FAK would retain its on coloured members.

"From educated and circles the suggestion made that we must try the coloured people for kaans by membership FAK.

"The executive of the matter and decided they could not receive such a suggestion at stage. We would never like to help if there are coloured people who want to gamise their Afrikaans cultural activities" — Sapa.

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10 000 DOWN TOOLS

ARGUS 15/7/82 140A

Argus Bureau
PORT ELIZABETH — Production stopped today at the three Eastern Cape motor manufacturing giants — Ford General Motors and Volkswagen — when nearly 10 000 workers downed tools in support of demands for higher wages.

At Ford's truck plant and the Neave plant 1 650 workers walked out at about 9 am after being addressed by representatives of the National

Automobile and Allied Workers' Union (NAAWU)

Union sources claimed that "many workers" at the Struandale plant where the Cortina range is assembled also walked out.

At the Volkswagen plant in Uitenhage the assembly line stopped rolling briefly as more than 4 000 workers gathered on the premises to decide whether they too would strike.

According to a VW spokesman the men returned to work after an hour and the situation is back to normal. The management was still awaiting contact with union shop stewards who addressed the meeting.

First reports from the General Motors plant in Kempston Road said workers streamed from the factory at 10 30 am. Riot police stood by.

There were no reports of any incidents.

A spokesman for NAAWU Mr Les Kettledas said the union had reports of 4 000 workers leaving GM.

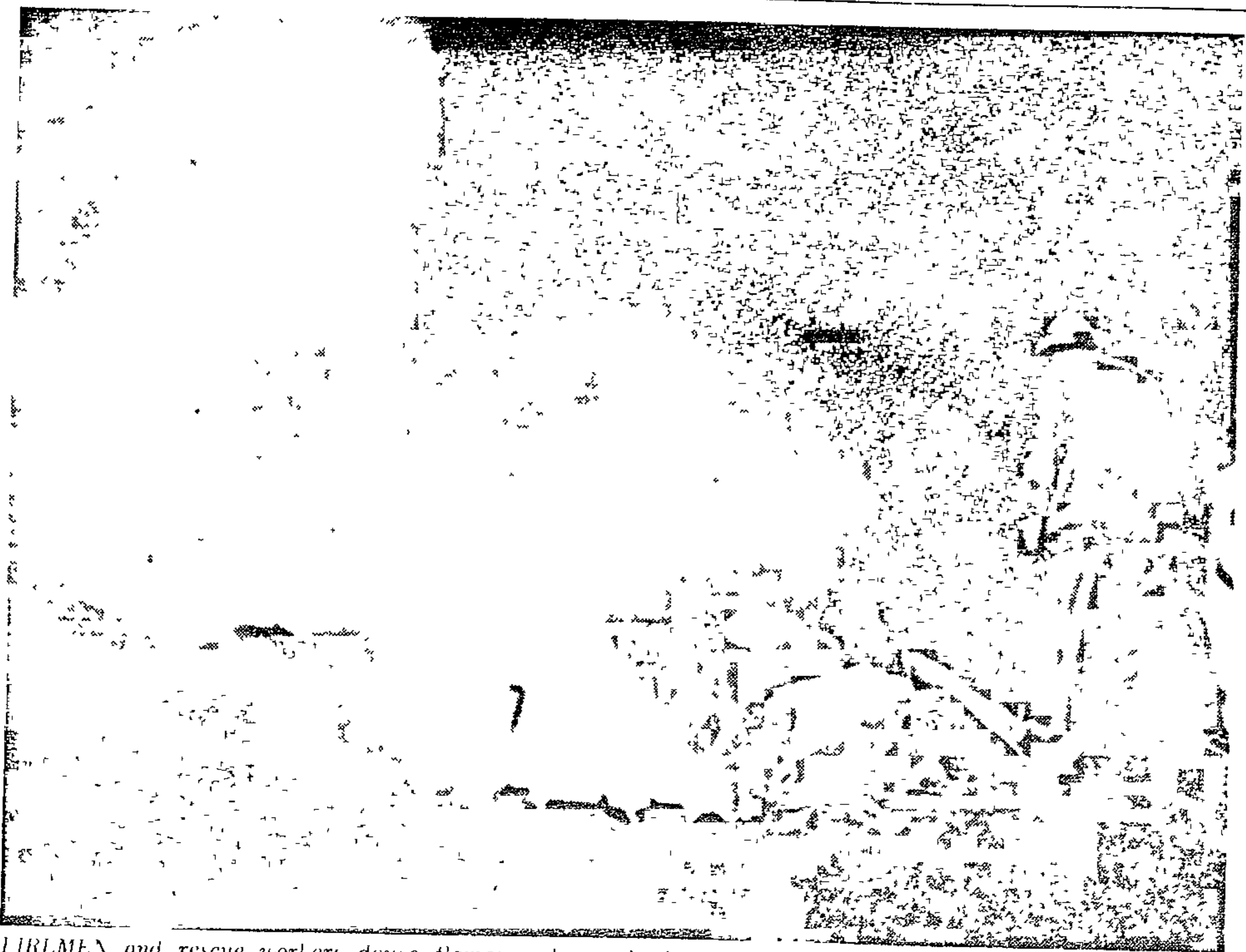
Today's development came after a deadlock yesterday in negotiations at the sitting of the Industrial Council for the motor industry in the Eastern Cape.

The general secretary of NAAWU Mr Freddy Sauls, said the employers had not been prepared

to budge" from a proposed increase in minimum wages from R2 to R2.15 an hour. NAAWU has demanded a minimum of R3.50 an hour.

The employers would not accede to other demands including a proposal that workers receive severance pay of one month's wages for every year worked.

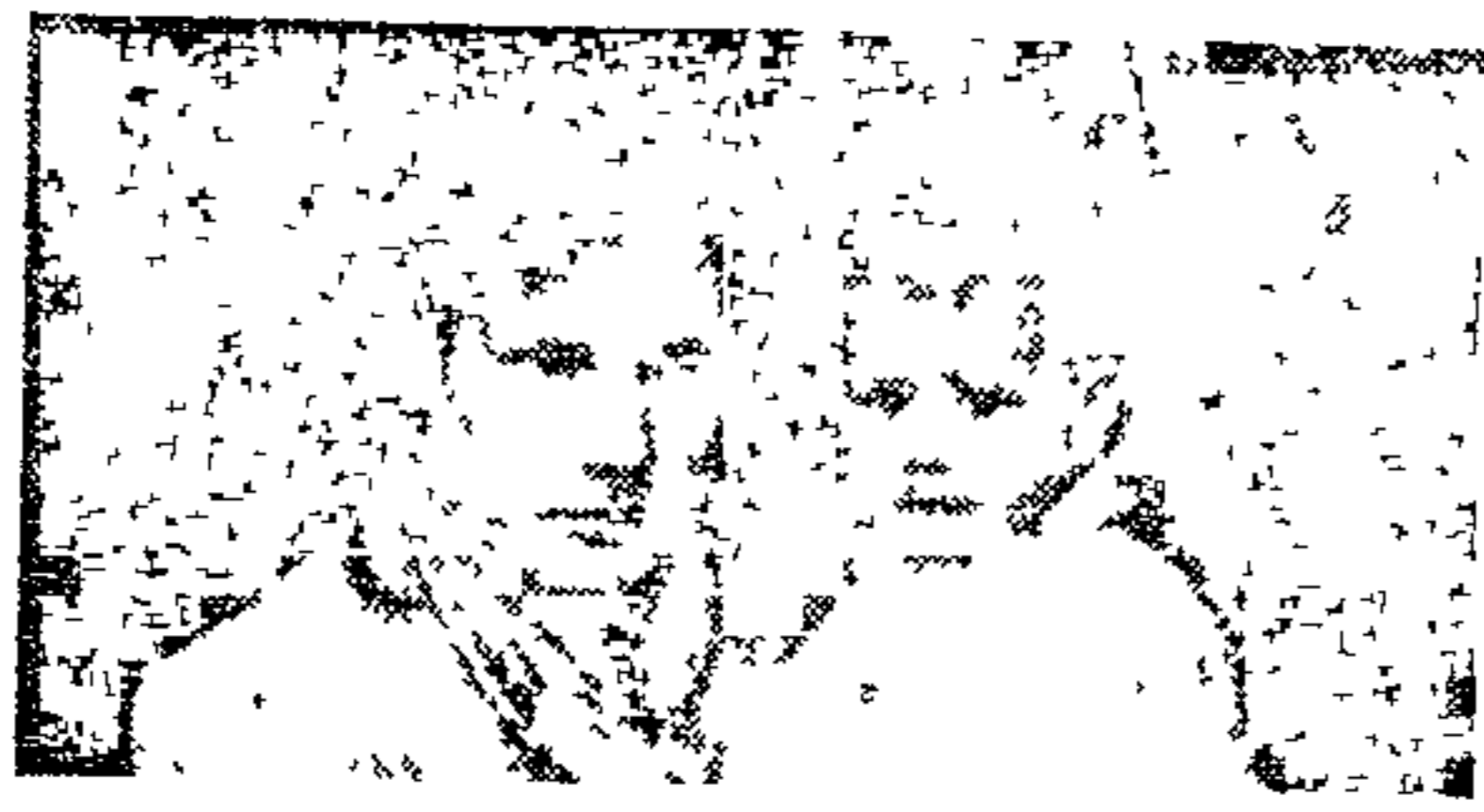
Industrial Council negotiations will resume on Monday.



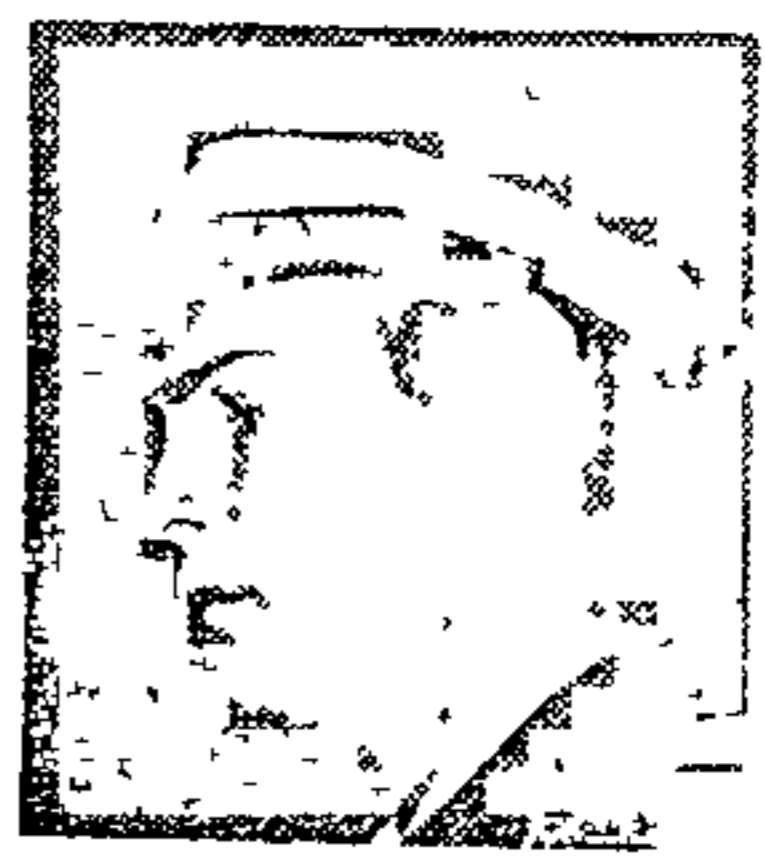
FIREMEN and rescue workers douse flames and search the wreckage of the SAAF Merlin executive aircraft and a Piper Navajo that collided above Pretoria last night. Thirteen people, including three senior Defence Force officers, were killed.



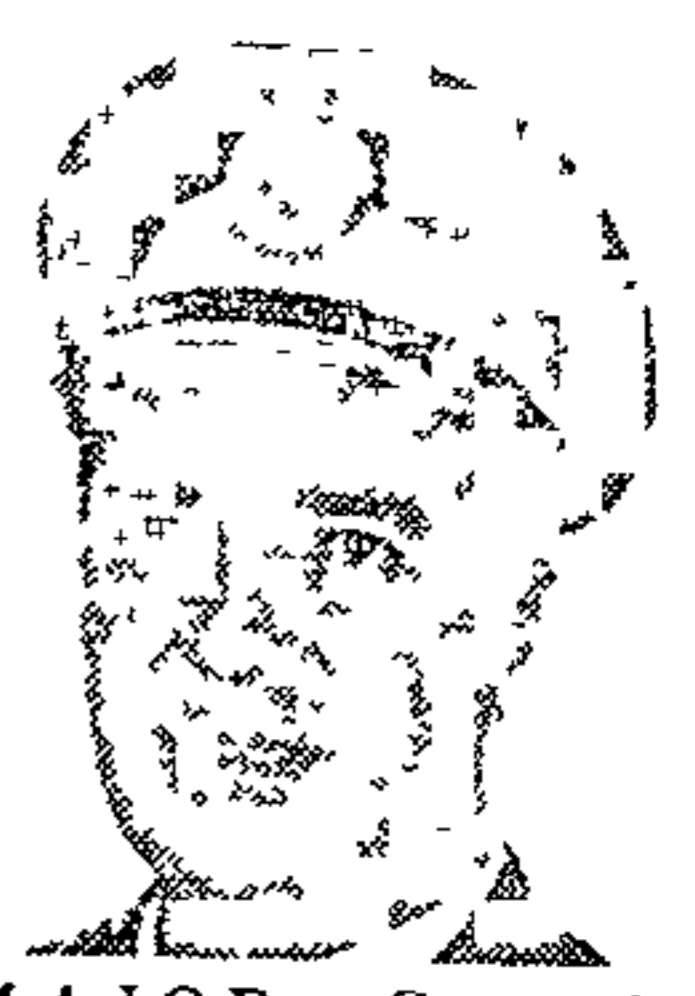
SERGEANT A Niemand



MRS Jeanette de Villiers, widow of the SAAF pilot, with their 10-month-old baby, Elaine



CAPTAIN J I T de Villiers, pilot of the SAAF Merlin



MAJOR-General D J van Niekerk.

City man Footman was walking novel

Strike (17/2) (19)

cripples

car (140A)

plants Stan 16/7/82

Some of the 10 500 motor assembly workers in the Eastern Cape who stopped work yesterday returned to their jobs today. But the industry is still in the grip of a crippling wage strike

A spokesman for General Motors in Port Elizabeth where 2 000 workers left their jobs, said they had returned today but anything could happen

At Volkswagen in Uitenhage, where about 5 500 workers were sent home yesterday, 3 600 workers arrived at the factory today and were paid their fortnightly wages. However the work stoppage is still on

STOPPAGE

More than 3 000 workers on strike yesterday at Ford, Port Elizabeth

The workers, who are represented by the Fosatu-affiliated National Automobile and Allied Workers Union (Naawu), have called for increases in the hourly minimum wage from R2 to R3.50 and increases to R4 for semi-skilled workers and R4.50 for skilled workers

The management negotiating team — representing Ford, GM and VW — are understood to have offered a minimum hourly R2.15 and special severance pay rates.

EFFECTS

The president of Naawu, Mr Jury Harris, said there was little likelihood of the workers returning to work before Tuesday

Mr Harris said no meeting with workers was planned before Monday by the union as it would not serve any object

He said the union would try to persuade workers to lower their demand, and he was confident they would accept a deal similar to that of the staggered 1980 wage talks

Meanwhile, heads at Ford and Volkswagen have warned that if they granted the workers' demand for a R3.50 an hour minimum wage, it would cost the two companies an extra R80 million a year and push up the price of locally produced cars by up to R600.

Ford's Cortina and engine operations would be shut down from noon today because their operations were affected.

Modified pay demands by car union

ARGUS 16/7/82

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Agus Bureau

PORT ELIZABETH — The National Automobile and Allied Workers' Union (NAAWU) presented modified pay demands at this week's meeting of the Industrial Council for the motor industry in the Eastern Cape.

Union officials indicated that the modified demands were for an initial increase in minimum hourly wages of 25 percent. Originally a 75 percent increase in minimum wages, from R2 an hour to R3,50, was sought.

At Wednesday's Industrial Council meeting, which ended in deadlock, the NAAWU delegation suggested that workers in grade one receive R2,50 an hour

SPIRIT

This would be increased to a minimum of R2,75 after six months, R3 after a year and R3,25 after 18 months

The union's general secretary, Mr Fred Sauls, said. "There was a complete lack of any negotiating spirit at the Industrial Council meeting and the employers were not prepared to discuss a move from the offer of R2,15 an hour minimum."

"The employer representatives' attitude makes us believe either that these individuals cannot make the decisions or that this is a strategy to force the workers into a strike situation. They may see this as a way to force division among the workers and destroy the union"

After a report back to workers yesterday on the negotiations by shop

stewards at Ford, General Motors and Volkswagen, all hourly paid employees at two Ford plants and a number at two of the company's other plants and workers at General Motors and Volkswagen walked out.

In an interview yesterday, NAAWU officials said the aim in initially demanding R3,50 an hour was not to keep wages abreast of inflation but to improve the workers' standards of living

BACKLOG

A member of the NAAWU negotiating team, Mr Brian Fredericks, said it was pointless to talk of a downturn in the economy in the context of wage negotiations

"We believe there is a backlog of low wages among workers in South Africa which has to be rectified"

Mr Sauls said the union did not believe increased mechanisation — widely predicted in the face of wage demands — would necessarily lead to unemployment

"To pay the high rates would push management into accepting their responsibility for ensuring better production, quality and efficiency — and not laying the blame for low productivity on the workers," he said

Referring to the possibility of the wage demands leading to retrenchments, he said the union thought "a solution could be found to this kind of problem through negotiations conducted in a spirit of goodwill on both sides"

Port Elizabeth

Close in car strike

CAPL Times 16/7/82

Own Correspondent

JOHANNESBURG. — Three Eastern Cape car assembly plants closed down yesterday when at least 10 000 workers stopped work in the biggest strike to hit motor manufacturers in the area.

Firms would be 'ruined'

Own Correspondent

PORT ELIZABETH — The three motor manufacturing companies in Port Elizabeth and Uitenhage would collapse if striking workers demands for a R3,50 an hour minimum wage were met, spokesmen for two of the companies said yesterday.

Faced with the demand for a 75 percent increase of the minimum wage Volkswagen and Ford are looking at a combined annual increase in their wage bills of about R50-million.

Executives at Ford and Volkswagen agree that the average price of a new car would increase by between R800 and R1 000 if the minimum wage of R3,50 were implemented.

Mr Fred Ferreira, industrial relations manager at Ford, said simply "Motor manufacturers in the Eastern Cape would cease to exist."

It is estimated that the total shutdown at Ford is costing the company R2,4-million a day — the value of the 300 vehicles it usually produces in one day.

Mr Ferreira said that based on a 43 1/4-hour week, an unskilled worker earning R3,50 an hour would take home R658,43.

"In this category we have sweepers and cleaners who are trained in one day to do their jobs. In this category we have workers whose jobs it is to lash cars to trucks.

"And this is the kind of salary which we pay to newly-graduated engineers. The demand is just crazy."

Two other car assembly plants in the region are expected to close down by noon today.

The Volkswagen plant in Uitenhage has been closed down till further notice after workers went on strike yesterday.

Two of Ford's four plants have also been closed. According to an informed source this will lead to the closure of the other two plants from noon today.

The strikers are members of Fosatus National Automobile and Allied Workers' Union (Naawu), which said yesterday that 15 000 workers were on strike — 7 000 at Volkswagen and 4 000 each at Ford and GM.

But Volkswagen yesterday put the figure at 5 500 Ford at around 3 000 and GM at between 1 800 and 2 000.

No end to the strike is likely until Monday when the industry's industrial council meets to discuss a deadlocked wage dispute between employers and the union.

The strike follows demands by Naawu at council negotiations that minimum pay be raised from R2 to R3,50 an hour — its biggest-ever demand. Employers replied with their lowest offer for some years — a R2,15 minimum.

'Flat rejection'

Naawu organizer Mr Les Kettleidas said that at meetings held last week, 10 000 workers rejected this. But at a meeting of the council on Wednesday, employers stuck to their offer "despite workers' flat rejection" and another meeting was scheduled for Monday.

When Naawu shop stewards reported back to members that employers were sticking to R2,15, the workers decided to down tools, Mr Kettleidas said.

Almost all the strikers are Naawu members — workers belonging to the rival Motor Assembly and Components Workers' Union did not join the stoppage. Some white-collar workers are also taking part.

A Volkswagen spokesman Mr Rubin Els said workers had met shop stewards yesterday morning and began drifting back to work. But they then decided against returning and began another meeting. The company then closed the plant and is seeking further talks with the union on a reopening date.

Approach for talks

Mr Kettleidas said the company had approached him for talks on reopening the plant but said he refused. "The only thing union officials can discuss now is wages — but there may be talks with shop stewards on reopening."

At Ford most workers at the Cortina and engine plants are Macwusa members and the plants remained in operation. But Ford's other plants closed.

The company's industrial relations director Mr Fred Ferreira said all plants would be closed today and on Monday morning.

Ford would wait for the outcome of Monday's industrial council meeting.

GM issued a statement saying that 1 800-2 000 workers had walked out yesterday. The company employs nearly 5 000 workers.

The statement referred to the fact that the current wage agreement expires only at the end of the month and that industrial council wage talks are scheduled for Monday.

"We cannot therefore comprehend the action of employees in downing tools at the present time because it is unusual for this to happen while wage negotiations are still in progress," it said. — Own Correspondent-Sapa

● Strikers face loss of jobs, page 16

13000 now idle in big motor strikes

ARGUS 15/7/82
140A
1982

PORT ELIZABETH. — Production at two more motor industry plants has come to a standstill because of the strike by more than 10 000 workers employed by the three companies in the Eastern Cape, bringing the total number of workers affected to about 13 000 at six plants

Kept busy

He said the four Ford plants had close 'interaction' and that about 2 500 workers at the two Stiuandale plants were being kept busy although there was no production. These plants would also be closed later today.

A strike by about 250 workers mostly at the Stiuandale Cortina plant paint shop and at the adjacent truck plant had contributed to this development.

Mr Bucknall said more than 3 000 workers at Ford were on strike — 100 at

ARGUS BUREAU

the engine plant 250 at the Cortina plant, about 2 500 at the Neave assembly plant and 150 at the truck plant.

At Volkswagen's plant in Uitenhage, more than 5 000 were on strike and another 1 000 had been sent home because of the forced closure.

Virtually all the employees on strike in Port Elizabeth are coloured and most of those in Uitenhage are Africans.

At General Motors, 2 000 workers downed tools yesterday and the situation was described as "fluid" today. The company would not comment, but it was reported that workers there were collecting their pay while the plant was being closed.

Management spokesman at Ford and Volkswagen have warned that if the companies acceded to the workers' demand for a minimum wage of R3,50 an hour, Eastern Cape products would be priced out of the national motor market.

workers went in their thousands today to collect their wages for the week. No incidents were reported.

Mr Juv Harris, president of the National Automobile and Allied Workers' Union (NAAWU), whose members went on strike simultaneously at Ford, General Motors and Volkswagen yesterday, said there was little likelihood of the workers returning to work before Tuesday.

They were now waiting for a continuation of the deadlocked wage talks on Monday between unions and the three companies through the Industrial Council for the Eastern Cape motor industry.

Minimum

The workers had gone on strike spontaneously on hearing that the second round of wage talks on Wednesday had ended in deadlock — with the managements not prepared to budge from their minimum wage offer of R2 15 an hour. The workers are demanding R3 50.

The workers had warned after a series of report-back meetings last week that the employers would have to "face the repercussions" if they did not agree to the demand.

Mr Harris said the union would not meet the workers before Monday.

Confident

The union would try to persuade workers to modify their demand. He was confident they would accept a deal similar to the one at the 1980 wage talks when their demand was met over a period of 18 months.

"They want a guarantee, and not necessarily the full R3 50 immediately," he said.

The director of public relations at Ford, Mr Dunbar Bucknall, said the forced closure of the company's assembly and truck plants at Neave Township had paralysed production at the two Stiuandale plants where most of the workers who belonged to the Motor Assembly and Component Workers' Union, were not on strike.

Post Reporter
THE entire Eastern Cape motor manufacturing industry has been brought to a standstill

Today the Ford Motor Company was forced to close down its engine plant and its Struandale plant. Yesterday Ford stopped production at its truck plant in Deal Party and at its Neave plant when workers downed tools.

Today's shutdown means that all Ford's manufacturing plants are now idle. About 6 000 workers are affected, of whom 3 000 are on strike.

Volkswagen in Uitenhage closed yesterday 'until further notice', and at the General Motors plant in Kempston Road about 3 000

Eastern Cape motor plants brought to a standstill

workers affiliated to the National Automobile and Allied Workers' Union (Naawu) have struck, bringing work to a standstill.

The strikes come after a breakdown in negotiations at a meeting this week of the Industrial Council for the Motor Manufacturing Industry in the Eastern Cape.

At Wednesday's council meeting Naawu are reported to have presented modified demands calling for an increase in minimum hourly wages for grade one workers of 25% instead of a previous demand of 75%.

The union presented a plan whereby grade one workers would receive R2,50 an hour, increasing to R2,75 after six months. After a year this would increase to R3 and to R3,25 after 18 months.

The employers reportedly rejected the modified offer and refused to budge from their own proposals of raising the minimum hourly wage to R2,15.

Naawu officials said today their aim in initially demanding R3,50 an hour was not to keep salaries abreast of inflation, but to "uplift the workers' standard of living".

The Naawu negotiator, Mr Brian Fredericks, said it was pointless to talk of a downturn in the economy in the context of wage negotiations.

"We believe there is a backlog of low wages among workers in South Africa which has to be rectified. To demand only that present wages keep up with the increase in CPI would not raise the standard of living of our members."

The general secretary of Naawu, Mr Freddy Sauls, said the union did not believe increased mechanisation — widely predicted in the face of the wage demands — would necessarily lead to unemployment.

On the possibility of the wage demands leading to retrenchments, he said the union felt a solution could be found to the problem through negotiation conducted in a spirit of goodwill on both sides.

A spokesman for Ford said the Struandale and engine plants were closed at midday today as the closure of the truck and Neave plants meant they were unable to maintain production.

He said all Ford plants would be closed until agreement was reached between the company and Naawu on the issue.

Editorial comment
— Page 6

NO talks until workers resumes

BY SANDRA SMITH

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withdrawal to bring the economy back to the full employment line. The public is therefore

PAY talks at Industrial Council level would only resume once the strikes at Ford, General Motors and Volkswagen ended, the chairman of the Eastern Cape Automobile Manufacturing Employers' Association, Mr Rod Ironside, said today.

Mr Ironside, who is the acting chief executive of General Motors, said the employers represented on the Industrial Council for the Motor Manufacturing Industry for the Eastern Cape would not negotiate under duress

He stressed that the motor manufacturing industry was a big contributor to the Eastern Cape economy as well as to the national economy. Employers in the industry had acted responsibly and could make claims to have contributed to the social and economic upliftment of the area. He said that the workers' stoppage was "out of keeping with the spirit in which negotiations had been conducted in the past"

"It must be realised that the economic situation is getting tighter," he said

Demands which the employers had identified as unproductive were a reduction in working hours, a no-retrenchment approach, and a demand for total funding of the supplementary lay-off benefit fund

Mr Ironside said the present strike was "technically illegal" in terms of the existing Industrial Council agreement

"The employers are not prepared to negotiate under duress," he said. "We are prepared to observe Industrial Council requirements and expect the employee parties to do the same"

The negative effects of the strike were that large numbers of employees who did not share the views of 'one of the employee parties' were unable to work

Mr Ironside added "The entire local economy is going to suffer. There is going to be hardship — in my view, something which is completely avoidable"

There would be a further loss of working time because restarting work schedules could not be done all at once. Considerable unnecessary expense was involved

The wage demands could lead to employers considering further mechanisation and the less use of human resources

Mr Ironside concluded "I am appealing for reason and understanding in the circumstances beyond the immediate perception of individuals. The jobs of at least 25,000 people in the automobile industry in the Eastern Cape will be affected to some degree by the strike action"

Commenting on the strikes, Mr Max Hoppe, secretary of the labour affairs committee of the Midland Chamber of Commerce, said today it was in the interests of the strikers to return to work as soon as possible

The strike action was "most regrettable" especially when there was large scale unemployment in the area and the economic cycle was on the downswing

On the one hand, the Government's Decentralisation Board was trying to stimulate growth in the Port Elizabeth-Uitenhage complex, while, on the other, the action of the strikers would have a negative effect on the economy of the region

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Motor firms are hit as over 10 000 workers down tools

15/1/82
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By STEVEN FRIEDMAN
 Labour Correspondent

MORE than 10 000 workers at all three motor assembly plants in Port Elizabeth and Uitenhage downed tools over wage demands yesterday in the biggest-ever strike to hit the area's motor manufacturers

Volkswagen has closed its Uitenhage plant "until further notice", and most of the production at Ford ground to a halt. The plant will be totally closed today and on Monday. At General Motors certain sections are not operating.

The strikers are black and coloured members of the National Automobile and Allied Workers' Union (NAAWU) — an affiliate of the Federation of SA Trade Unions (Fosatu) — which yesterday said 15 000 workers were on strike: 7 000 at Volkswagen and 4 000 each at Ford and GM.

But Volkswagen yesterday put the figure at 5 500, Ford at around 3 000 and GM at between 1 800 and 2 000.

No end to the strike is likely until Monday, when the industry's industrial council meets to discuss a deadlocked

wage dispute between employers and the union.

The strike follows demands by NAAWU at council negotiations that minimum pay be raised from R2 to R3.50 an hour — its biggest-ever demand. Employers replied with their lowest offer for some years — a R2.15 minimum.

NAAWU organiser Mr Les Kettleidas said that at meetings held last week 10 000 workers rejected this. But at a meeting of the council on Wednesday employers stuck to their offer "despite workers' flat rejection" and another meeting was scheduled for Monday.

When NAAWU shop stewards reported back to members that employers were sticking to R2.15 the workers decided to down tools, Mr Kettleidas said.

A spokesman for Volkswagen Mr Rubin Els, said workers held a meeting with shop stewards yesterday morning and began drifting back to work. But they then decided against returning and began another meeting. The company then closed the plant and is seeking further talks with the union on a reopening date.

At Ford, most workers at the Cortina and engine plants are members of the

Motor Assembly and Component Workers' Union — who did not join the stoppage — and the plants remained in operation. But Ford's other plants closed.

The company's industrial relations director, Mr Fred Ferreira said all plants would be closed today and on Monday morning.

Mr Ferreira said Ford would wait for the outcome of Monday's industrial council meeting. No negotiations were planned before then, he said.

GM issued a statement saying that 1 800 to 2 000 workers had downed tools and walked out yesterday. The company employs nearly 5 000 workers.

The statement said the current wage agreement only expires at the end of the month and that industrial council wage talks are scheduled for Monday.

"We cannot therefore comprehend the action of employees in downing tools at the present time because it is unusual for this to happen while wage negotiations are still in progress," it said.

Observers believe the massive gap between union demands and the employer offer make a settlement particularly difficult to reach.

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Subject Les Kettleidas
 (to be copied from the heading on the Examination Paper)

Paper No 1
 (to be copied from the heading on the Examination Paper)

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- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 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

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- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
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- 3 No part of an answer book is to be torn out
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Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

Black union won't back East Cape motor strike

By SANDRA SMITH

17/7/82

THE mainly black Motor Assembly and Component Workers Union of SA (Macwusa) announced today it would not support the strike by workers in the Eastern Cape motor manufacturing industry — a move which will further split the emerging, mainly black trade union movement

The Ford Volkswagen and General Motors plants were brought to a standstill this week when more than 10 000 workers went on strike after a breakdown in negotiations at the Industrial Council for the Motor Manufacturing Industry of the Eastern Cape

The National Automobile and Allied Workers Union (Naawu), which is mainly a coloured union, presented modified wage demands calling for a system whereby Grade 1 workers would receive a minimum wage of R2.50 an hour, increasing by 25c an hour every six months

The employers on the council refused to budge from an offer of an increase in minimum hourly wages from R2 to R2.15 and the next day workers at General Motors and two Ford plants went out on strike VW closed its Uitenhage plant and Ford its two remaining plants yesterday

A split in the emerging trade union movement became apparent at a "summit" meeting in Port Elizabeth this month where two camps emerged — Naawu, a Federation of South African Trade Unions (Fosatu) affiliate, belonging to one, and Macwusa leading the other

Macwusa's decision not to join the Naawu strike is expected to further widen the rift between the groups, and could hamper Macwusa's call for other unions to join their boycott of SA Bottling products

Macwusa's organising secretary, Mr Government Zini, said yesterday the decision not to support the strike by Naawu members was taken at a general workers' meeting

There were four reasons for the decision

- Naawu was involved on an industrial council which was rejected by Macwusa as "an apartheid vehicle and part of the Government's registration system"

- Macwusa members were involved in a strike last year at GM, VW and Ford and "received no support from Naawu, which shared membership with Macwusa at these plants"

- Despite a national call for a 30-minute work stoppage in all factories after the death in detention of Dr Neil Aggett, Naawu requested a five-minute stoppage at Ford

- Naawu did not support a strike by Macwusa members at Feltex last month

-Mr Zini said Macwusa would negotiate wage increases with the motor companies individually

Survey compares pay for various jobs in PE

S. Post 355 140A
17/7/82 346 492

Weekend Post Reporter

MOTOR industry workers downed tools this week after wage bargaining failed to reach a settlement on a minimum wage and severance pay for workers

Industrial strife over wage negotiations has been no stranger to the motor industry during recent years and anyone can be forgiven for having lost track of the wage scales

What kind of money is being offered now in the present negotiations, and what kind of money is being sought?

To put these figures in perspective, Weekend Post stood them beside comparative wages paid in other parts of the market place

If the National Automobile and Allied Workers Union (Naawu) were to accept the offer made by the motor companies of R2,15 an hour, the lowest paid worker at a motor plant — an unskilled labourer without any education, requiring a few hours' initial training (for example, a floor sweeper) — would be paid R410 a month

The union had originally asked for R3,50 an hour — a proposed minimum salary of R658,42 a month — which employers on the Industrial Council for the Motor Manufacturing Industry of the Eastern Cape — Ford, General Motors and Volkswagen — rejected outright

The union is now reported to have lowered its demands to R2,50 an hour — R470,31 a month — to be increased by 25c every six months to R3,50 an hour in two years

(These monthly figures do not take into account Sunday pay, which is double, and overtime, which is time-and-a-half)

How do these figures compare with wages and salaries in other jobs?

● Nursing Matriculants start on a salary of R302,65

a month After three years' training a nurse told Weekend Post she received a gross salary of R498 per month

● Banking Matriculants irrespective of race or sex starting a career as a bank clerk could expect a starting salary of R450 per month

● Plumbing, carpentry, building, etc According to the Industrial Council for the Building Industry in Port Elizabeth and Uitenhage, the current starting salary for qualified artisans is R2,96 an hour — R556,85 a month, calculated on the same scale above This figure is due to be raised soon to R3,20 an hour (R602 per month) and a further increase to R3,60 an hour (R677,25 per month) will come into effect on November 1

● Hairdressing Salaries are negotiated, but

hairdressing salons canvassed said R300 a month, plus 20% to 40% commission depending on an employee's popularity with clientele, was a normal starting salary for a qualified hairdresser

(One hairdresser said she paid her shampooist R38 a week "This was more than usual, because she works hard")

● Teaching After qualifying the gross wage a white male high school teacher receives is R652,75 per month Women receive R549,25 per month

● Insurance Clerks again irrespective of race and sex, receive a starting salary of R450 to R550 a month

● Journalism A matriculant wishing to make a career on a newspaper can expect to receive a starting salary of R400 a month Graduates start on

R600 a month

● Railways Starting salaries vary, as the Railways have many openings available Conductors and unit driver assistants start their training at R440 a month

After four years' training a driver's assistant will receive R622,50 a month (excluding overtime)

● Post and Telecommunications Matriculants starting work at the Post Office undergoing training in engineering technical, financial, clerical and postal fields, receive a salary of R396,50 a month

After training salaries differ considerably as responsibilities vary from duty to duty

● Municipal Traffic Department Traffic officers, irrespective of race and sex receive a starting salary of R488,75 a month This does not include danger and shift allowances

Cape Times 17/7/82
140A

Recession tests black unions

By PHILLIP VAN NIEKERK Labour Correspondent

THE new main black trade unions face a major trial of strength as an ailing economy leads to reduced wage packets, retrenchments, increased unemployment and privation for thousands of black South Africans.

Strike action by thousands of motor workers in the East Cape this week and Reef gold miners last week are a vivid reminder of where the recession is being felt. Employers are finding it increasingly difficult to pass the buck of falling sales and profits on to their staff.

For the black unions which grew rapidly in the more prosperous days before a sinking gold price and the effects of a world-wide recession knocked the economy, the fall in the demand for labour has made their task more difficult. They are being hard pressed to defend their gains and to protect their members' wages and jobs.

Reports of redundancies and staff cutbacks are becoming more and more common

in the Western Cape. Apart from a few large scale retrenchments such as at Reckitt and Colman, several engineering companies have cut back on staff and textile manufacturers, too, report a general drop in orders with some companies reverting to short time or staff reductions. Mr Jack Roos, director of the Cape Chamber of Industries, says the talking is over — the wolf is already at the door.

The question is, at whose door?

University of Cape Town economist Mr Brian Kahn says: "When sales fall, companies try to retain profits by reducing costs, one of which is the wage bill. This can be done either by cutting down on the amount of employees or reducing the wage rate."

And Miss Di Cooper, assistant branch secretary of the General Workers Union (GWU), says: "It is not the workers' fault that work is short, so why

should they be made to feel the brunt? In lean times, employers should not protect their profits by throwing people on to the street."

Workers who do not belong to unions depend largely on their employers for security of jobs during a recession. But this time around, many more black workers belong to unions than during the last downturn, and this poses a huge challenge both to the new unions as well as to employers faced for the first time with an organized workforce.

For this reason, the sight of virtually the entire Port Elizabeth Uitenhage motor industry at a standstill yesterday over workers' wage demands is likely to be repeated in other industries. Earlier in the year, East Rand metal workers downed tools in plant after plant, reflecting a new worker militancy towards what management has to offer

them.

The National Automobile and Allied Workers' Union (NAAWU), which represents the majority of workers on strike in the Eastern Cape, has also had to deal with large-scale retrenchments at several plants such as Car Distributors Assembly (CDA) in East London and Volkswagen in Uitenhage. At Volkswagen, failure to reach agreement over the redundancies led to a spate of strikes and unrest at the plant for several weeks. Mr Les Kettleidas, East Cape secretary of NAAWU, says that when the possibility of retrenchment arises, employers and employees should get together and look at the alternatives.

The GWU, like most of the new unions, negotiates retrenchment procedures as a matter of policy when it is recognized by a company. Alternatives which are looked at include



voluntary unpaid leave for a limited period, short time, the cutting of overtime and the transfer of workers to other departments.

"We ask the company to give us notice when a retrenchment is planned," says Miss Cooper. "The blow should be softened by adequate severance pay because the state offers such poor unemployment benefits. We also ask employers to help find workers jobs elsewhere and to give them first option if their jobs become available again." The GWU believes "last in first out" — where workers who have been with the firm the longest are the last to be retrenched — is usually the most acceptable criterion.

But in one significant deviation from this principle, GWU members at the engineering firm Trident Marine decided that only workers with Section 10 rights (permanent residence) — and not contract workers — would be among the 13 employees the company intended retrenching.

This decision involves considerable sacrifice for those Section 10 workers who would not otherwise have lost their jobs. It showed a remarkable degree of solidarity with their fellow workers for whom unemployment would have meant a return to an impoverished homeland with little prospect of getting another job. It has also been interpreted as a warning to the state that attempts to divide blacks into more privileged and less privileged categories are unacceptable to the people affected.

Loss of income

One result of homelands "independence" is that there is no unemployment insurance for Transkei contract workers, who make up the bulk of Cape Town's migrant workforce. Being fired, which can happen at one shift's notice, means an immediate loss of all income unless there is severance pay provided by the company. Furthermore, the unemployment insurance benefits of Ciskei contract workers expire in 1984, also as a consequence of last year's "independence."

A stark feature of the recession in South Africa is the absence of dole queues. Jobless workers are merely shipped out of view to the homelands to place a further burden on the already overpopulated and starving rural ghettos. And it is here that the real crunch of the recession is being felt.

Car firms: No talks unless strike ends

By STEVEN FRIEDMAN
Labour Correspondent

STRIKE-HIT motor manufacturers in Port Elizabeth and Uitenhage said yesterday they would refuse to continue industrial council talks over strikers' pay demands until the stoppage which has halted all vehicle production in the area ends

And yesterday, General Motors announced that all vehicle production at its Port Elizabeth plant had halted because of the strike, which has already led to the closure of the Ford and Volkswagen plants

About 10 500 coloured and black members of the National Automobile and Allied Workers' Union struck for the second day yesterday after rejecting a wage offer by employers made at the motor industries industrial council NAAWU says 15 000 workers are on strike

The stoppage is the biggest to hit

motor firms in the area and the first to affect all three at the same time

There was no change in the situation yesterday as strikers at Volkswagen collected their pay, but refused to work and all four Ford plants closed

GM's acting managing director Mr Rod Ironside -- the chief employer spokesman at the council -- said in a statement the strike by 2 000 workers at the plant had interrupted all production operations

"Essential services and some manufacturing operations continue but in effect vehicle production has halted until further notice," he said

The stoppage comes only days after an announcement that June car sales figures had broken all records, but employers say the downturn in the economy means they cannot grant large increases

Employers said the present strike would be uncomfortable, but would not affect them as much as previous stoppages

The strike followed a deadlock at ne-

gotiations in which NAAWU demanded a minimum of R3,50 an hour and employers offered R2,15 -- the minimum is now R2

The pay talks were due to continue on Monday but employers announced yesterday they would not resume pay talks until the strike ended NAAWU officials were not available yesterday

A spokesman for Volkswagen, Mr Rubin Els, said the company would re-open the plant as soon as strikers agreed to return, but that Monday's scheduled meeting would not take place unless workers ended their strike

However, Mr Ironside said the meeting would take place but employers would demand to discuss a return to work only

He said the stoppage "has created a de facto dispute situation which has to be resolved before negotiations can be resumed

"Accordingly, Monday's meeting will first have to deal with this matter. Employers are not prepared to continue to negotiate under duress"

Degree/Diploma/Certificate for which you are registered (e.g. B.A., B.Sc.)

Subject ECONOMICS I A
(to be copied from the heading on the Examination Paper)

Paper No PAPER NO. 3
(to be copied from the heading on the Examination Paper)

ST enter in each question which it has marks (2) and

External
(3)

Examiners' Initials		

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- 4 Do not write in the left hand margin

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Strikes: All plants close

CAPE TIMES 17/7/82 (11/83) (140A) (152/172)

BY PHILLIP VAN NIEKERK

ALL MOTOR assembly plants in Port Elizabeth and Uitenhage were closed until further notice yesterday as the strike by more than 10 000 workers over wage demands brought production to a standstill.

Spokesmen for the three companies — Ford, General Motors and Volkswagen — said they would not resume industrial council wage negotiations, due for Monday, until the dispute had been resolved.

The workers downed tools on Thursday after shop-stewards of the National Automobile and Allied Workers' Union (Naawu) had reported back from the industrial council talks that the companies were only prepared to offer a minimum rate of R2 15 an hour.

While at least 10 000 workers went on strike, another 3 000, many of them members of the Motor Assembly and Component Workers' Union (Macwusa), have been affected by the halt in production.

Leyland not hit

The strike is restricted to the Port Elizabeth-Uitenhage area. Leyland, the only major motor manufacturer in the Western Cape, where Naawu is also organized, do not fall under an industrial council and there are no wage negotiations in progress.

Mr Rod Ironsides, the acting chief executive of General Motors and chairman of the Eastern Province Automobile Manufacturers' Association, said the strike had created a "de facto dispute" which had to be resolved before negotiations could continue. Employers were "not prepared to negotiate under duress".

It was "deeply regretted that one party to the industrial council has seen fit to take arbitrary action while negotiations are in progress and despite strong appeals by employers for responsible action".

'Out of touch'

Mr Fred Sauls, general secretary of Naawu, said the employers had not conducted the talks in a spirit of compromise. They were out of touch with the feelings of their workers and had been shocked at the extent of spontaneous worker reaction.

"We offered a compromise deal, starting with a R2 50 an hour minimum now and rising over 18 months to R3 25. They refused to offer more than R2 15 an hour — only 5c more than their first offer in April.

"The workers got fed up when they heard this, because they felt management was just playing

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A From page 1

around and not really negotiating".

Naawu is to meet workers before Monday's meeting to decide what action to take.

'Exploitation'

The Macwusa organizing secretary Mr Government Zini said Macwusa workers had decided not to support Naawu, an affiliate of the Federation of South African Trade Unions (Fosatu) in the strike. Macwusa members who are mainly at the Ford Cortina engine plant and General Motors, reported for work yesterday.

Mr Zini said they could not support a strike which was involved with the industrial council "which we totally reject as an apartheid vehicle geared to place management in a better position to exploit workers".

Mr Zini also listed the failure of Naawu to support Macwusa in several other strikes and their "half-hearted" action over the half-hour work stoppage called after the death in detention of trade unionist Dr Neil Aggett.

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To page 2

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W/E
17/7/82
140A

MOTOR INDUSTRY FACE CLOSURE

Weekend Argus Bureau

PORT ELIZABETH —
The Eastern Cape motor industry is facing "indefinite closure," possible collapse and the loss of millions of rands as the deadlocked wage dispute continues in the face of intransigence on both sides

The heads of the Ford and Volkswagen plants have said that agreement to the R3,50 an hour wage demand would cost them an extra R80-million a year. This would bring about the collapse of their companies.

The Ford company has stated that it is losing R2,4-million a day during the strike.

Meanwhile, union leaders left the Eastern Cape late yesterday for urgent talks in Johannesburg with the Federation of South African Trade Unions (Fosatu), umbrella body of the National Automobile and Allied Workers' Union (Naawu).

It is expected that discussion of the motor plant strike and the R3,50 an hour wage demand will dominate the Johannesburg meeting.

It has become clear that the three employer companies will be taking a hard line, and Naawu will be hard-pressed to moderate the wage demands of the workers.

"NO DURESS"

The chairman of the Eastern Province Automobile Manufacturers' Association, Mr Rod Ironside, said in a statement yesterday that the employers "refuse to negotiate under duress."

He said in an interview today that employers were providing a "unified response to extravagant demands."

Meanwhile, it has been learnt that about 2 500 Ford workers and about half of General Motors' work force of 4 000 and more than 1 000 Volkswagen workers, who are not on strike, will probably be idle because of the forced factory closures next week.



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Fosatu backs striking Cape car workers

Staff Reporter

THE Federation of South African Trade Unions (Fosatu) has come out in support of car industry workers who are striking in the Eastern Cape

In a statement issued yesterday, the Fosatu central committee said it backed the demands of the National Automobile and Allied Workers' Union (Naawu) for a "living wage and better working conditions"

"We wish to condemn Eastern Cape motor employers for offering the pittance they have despite record sales for the past two years. The June car sales report of an all-time record makes a mockery of the 7½ percent increase offered by employers

"This does not even compensate for the increase in the cost of living. Fosatu condemns the intransigent attitude of the employers. We are clear that employers in the motor industry are coordinating on a national basis and that there is

now a concerted effort to check and even break the union on a national basis

"Non-unionized firms have been given large increases, while in all unionized companies management have firmly resisted demands made by the unions. We are also aware that employers are using the press and opportunist unions to break the struggle

"Fosatu wishes to congratulate its motor affiliate on the courageous and far-sighted way it has led the battle for higher wages, shorter hours and a better standard of living for all workers in South Africa"

The committee said it was aware that the dispute was entering "a critical and dangerous phase" and asked the workers to be "far-sighted" so that they could emerge with strength

It added that delegates from the meeting would take up the issue with their respective unions, shop steward councils and shop floor committees

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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

All answer books

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Degree/Diploma you are registered for

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Examiners' Initials		

NOTE CAREFULLY

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Strike issues unlikely to be resolved

19/7/82 (140A)

Post Reporters

THE deadlock in the Industrial Council for the Motor Manufacturing Industry, which has led to a crippling strike by more than 10 000 Eastern Cape motor workers, is unlikely to be resolved at today's council sitting

The employers on the council — Ford, General Motors and Volkswagen — have said pay talks can only resume once the strikes end. They say they will not negotiate "under duress"

National Automobile and Allied Workers Union (Naawu) representatives on the council have said they have a mandate to discuss pay and working conditions — not a return to work

This would have to be negotiated by the companies with their shop stewards

The strike started in two Ford motor plants and at GM and VW last week when shop stewards told workers that employers would not budge from their offer of an increase in minimum wages of 7,5% to R2,15 an hour

Naawu has demanded an increase for Grade 1 workers from R2 an hour to R2,50, increasing by 25c every six months. The three plants closed their doors on Friday until a return to

work could be negotiated with the union, industry spokesmen said

A meeting of workers' committees from the three companies today criticised the managements for closing the plants and adopting an "inflexible stance" in wage negotiations

"They closed the gates at the Ford, General Motors and Volkswagen plants, not us," the chairman of Naawu's workers' committee at Ford, Mr Douglas Slingers, said

"There will be no negotiating on workers going back at this afternoon's meeting — it will be a question of negotiating wages," a speaker said

This afternoon Ford workers will meet in the Gelvandale Community Hall to hear a report back on developments at today's council meeting

At a Federation of South African Trade Unions (Fosatu) central committee meeting in Johannesburg at the weekend, a resolution was adopted supporting Naawu's demand for "a living wage and better working conditions"

Naawu is a Fosatu affiliate

Employers were condemned for "offering the pittance they have, despite

● Turn to Page 4

Strike deadlock unlikely to be broken at the talks today

● From Page 1
record sales for the past two years"

The record car sales made a mockery of the 7,5% increase offered by employers and did not compensate for the increase in the cost of living, the resolution said

It was clear the employers were co-ordinating on a national basis in a concerted effort to check and even break the union, it said

Workers in non-unionised firms had been given large increases, while demands in all unionised companies had been "firmly resisted" by management

Meanwhile, the three strike-hit Eastern Cape motor companies are losing between R2 million and R3 million a day in lost pro-

duction

A Ford spokesman said today the company was suffering a production loss of about R3 million a day. Both striking and non-striking workers were not being paid. Their loss in income amounts to about R150 000 a day

A Volkswagen spokesman said his firm was losing about R2 million a day in sales turnover. The actual loss to workers in wages and benefits such as overtime pay was about R165 000 a day

General Motors was unable to estimate its losses. The firm has a smaller production capacity than the other two and the daily loss is expected to average out at between R1 million and R2 million

19/7/82
14/7/82
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Fosatu fires at motor firms

Mail Reporter

EMPLOYERS in the motor industry were trying to break the National Automobile and Allied Workers Union (NAAWU), the Federation of South African Trade Unions charged yesterday

After meeting at the weekend in Johannesburg the central committee of Fosatu said it supported NAAWU demands for a "living wage" and better working conditions

In a statement released yesterday the committee said "We wish to condemn the Eastern Cape motor employers for offering the pittance they have despite record sales for the past two years

"The June car sales report of an all time record make a mockery of the 7.5% increase offered by employers

"This does not even compensate for the increase in the cost of living"

Fosatu condemned the "intransigent attitude" of the employers

Non-unionised firms had given large wage increases while in all unionised companies management had firmly resisted demands made by the unions, the statement said

"We are also aware that employers are using the Press and opportunist unions such as MACWUSA to break the struggle"

Fosatu wished to congratulate NAAWU on the courageous and far-sighted way it led the battle for higher wages, shorter hours and a better standard of living for all workers in South Africa

The central committee was aware those workers were entering a critical and dangerous phase of their struggle, and urged them to be perceptive in tactics so they could emerge with a stronger union

Fosatu delegates would take up the issue with their unions, the statement said

Talks fail to break Cape motor strike

By STEVEN FRIEDMAN
Labour Reporter

A TWO-HOUR meeting between strike-hit Port Elizabeth and Uitenhage motor employers and Fosatu's National Automobile and Allied Workers Union (NAAWU) yesterday failed to produce a settlement to the three-day strike which has halted all vehicle production in the area.

But the chairman of the Eastern Cape motor assembly industry's industrial council, Mr Fred Ferreira, announced last night that the two sides had agreed to meet again on Thursday in an attempt to break the deadlock.

Last night NAAWU officials were reporting back to workers on the negotiations, but informed sources said there was little chance of a return to work at Volkswagen, Ford and General Motors until after Thursday's meeting.

Workers remained on strike yesterday and the Volkswagen and Ford plants remained closed. GM says it is keeping some operations going, but that all vehicle production has stopped at its plant.

It is understood that NAAWU'S wage demands were discussed at the meeting, despite earlier statements that employers would not negotiate on wages until the strike ended. But employers did not make a new wage offer to the union.

At least 10 500 NAAWU members at the three motor plants — the union says the figure is 15 000 — have been on strike since Thursday after rejecting an employer offer which would have raised minimum pay from R2 to R2,15 an hour.

The union had demanded a minimum of R3,50 an hour, although NAAWU president Mr Jury Harris says workers would probably accept an agreement raising the minimum to R2,50 immediately and to R3,50 within a specified time.

Yesterday's meeting of the Eastern Cape motor assembly industry's industrial council had been scheduled before the strike to discuss the wage deadlock between NAAWU and employers.

After the strike began, however, employers said they would not discuss the union's wage demands at the meeting until workers agreed to end their stoppage.

NAAWU leaders said before the meeting, however, that they had no mandate to discuss a return-to-work with employers. Union officials would only discuss the wage issue, while an end to the strike would have to be negotiated with shop stewards at the three plants, they said.

Mr Ferreira would not comment further on the progress of talks.

'New Some motor

wage workers to

offer go back on

turned Thursday

E. Post 20/7/82

By SANDRA SMITH

THE entire labour force at Uitenhage's Volkswagen plant will return to work on Thursday and the plant is expected to resume full production on Monday

This was announced today by VW's Public Affairs Manager, Mr Ruben Els, who said limited production would begin this week

At Ford Motor Company, top management met this afternoon to discuss the return of striking workers

At the General Motors plant, also shut since Thursday, a spokesman said the unions would be advised when production could restart

At VW, Mr Els said "Before we can resume full production, we have to get rid of certain bottle-necks in the production situation. Although the entire workforce will return on Thursday, some will work a full day, others less"

He emphasised that no settlement had been reached between VW's management and the National Automobile and Allied Workers' Union (Naawu)

Earlier today, many workers reported for work, only to be faced with locked gates at the Ford, GM and VW plants. After waiting for some time, they went

home

About 3 000 workers gathered outside the General Motors plant in Kempston Road from about 6am. At VW, between 300 and 400 workers gathered at the gates before dawn. As at GM, they were not allowed in. They dispersed after being addressed by a union official

At the Ford engine plant, about 100 workers turned up and at the firm's other three plants, groups of varying sizes gathered

Workers have demanded higher wages and improved conditions of service

Spokesmen for the three companies said today that on the basis of a statement yesterday by Naawu's general secretary, Mr Fred Sauls, that the workers were considering a return, schedules were being prepared on a phased basis

A Ford spokesman said the company was awaiting a firm assurance from the union that workers were ready to start

At a meeting of more than 3 500 mainly Ford workers in the Gelvandale Community Centre last night, a decision was taken to return to work today - but with an ultimatum to the employers to meet their demands or face more strikes

Post Reporter OFFICIALS of the National Automobile and Allied Workers' Union said at a meeting last night that the employers on the Industrial Council had made a new proposal on wage increases

The officials said the employers suggested scrapping a service attendance bonus, maintaining the present system of contributions to the supplementary unemployment benefit fund and increasing wages by another five cents across the board

This would mean Grade 1 workers would receive a minimum hourly wage of R2,20

Confirmation of this new offer could not be obtained from motor company spokesmen today

The Naawu officials rejected it, saying they could not negotiate "on the basis of taking away benefits already won"

Mr Fred Sauls, general secretary of Naawu, told the meeting oppression in South Africa was not by white of black but by company managements of workers. Workers the world over experienced the same struggle for a decent standard of living

He said the sole reason for black advancement in the motor firms was a shortage of white skilled labour

"The companies put money into education and training merely because they require skills. Where does that money come from? From your labour. You have therefore received nothing which is not yours," Mr Sauls said

The chairman of the Volkswagen workers' committee, Mr J Harris, said "Our battle is not for us alone, but for members of the Motor and Component Workers Union of SA (Macwusa) as well". Macwusa workers decided last week not to support the strike

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E Cape car plants to 'prepare to reopen'

CAPE TIMES

20/7/82

Own Correspondent
PORT ELIZABETH —
Car manufacturers in the
Eastern Cape are expect-
ed to begin preparing
their factories for produc-
tion today after a strike
by more than 10 000 work-
ers led to their plants be-
ing closed last week.
A spokesman for the

manufacturers said they
were making the prepara-
tions following a state-
ment by the general
secretary of the National
Automobile and Allied
Workers' Union, Mr Fred-
die Sauls, during indus-
trial council talks
yesterday that workers
were prepared to return

to work.
Meanwhile, at least
4 000 workers, all Naawu
members and mostly Ford
workers, are expected to
return to factories today
after deciding to do so at
a report-back meeting
after yesterday's talks.
The aim would be to as-
sess the position and em-
bark on further action as
the situation demanded.

Naawu spokesmen said
yesterday that at the talks
the union had rejected
management's ultimatum
for a return to work by
more than 10 000 workers
from Ford, Volkswagen
and General Motors be-
fore continuing discus-
sions on a wage
agreement. They said,
however, that they had
proceeded with wage
talks after management
had backed down on the
ultimatum.

Meanwhile, Mr Rod
Ironside, chairman of the
Eastern Province Auto-
mobile Manufacturers'
Association, said the em-
ployers had undertaken
to advise the unions in-
volved in the talks of "the
appropriate plant start-up
schedules".

Report-back meetings
are still to be held with
Volkswagen and General
Motors employees. It is
expected similar deci-
sions will be taken to that
taken by the 4 000 who at-
tended yesterday's report-
back meeting.

ARGUS 20/7/82 ~~62~~ 63 140A
~~152~~ ~~177~~ ~~346~~

Car men locked out

PORT ELIZABETH — Several thousand eastern Cape motor industry workers who returned early today to the plants where they downed tools on Thursday, found the gates locked. They were told to leave until the companies could accommodate them again.

This follows a third round of Industrial Council negotiations yesterday where the wage talks which led to the strike again ended in deadlock. A union report-back meeting last night left workers confused about the exact state of affairs.

Before yesterday's industrial council meeting, Ford, General Motors and Volkswagen, said they were not prepared to negotiate further on wages while workers were on strike. However, at the council meeting yesterday, the union said that it had not sanctioned the strike and that they were there to talk wages.

Mr Jury Harris, the President of the National Automobile and Allied Workers Union (NAAWU) which represents the about 13 000 workers who downed tools, said today that employer representatives seemed unprepared for wage talks.

The employers stood by their offer of R2 15 minimum wages. The union was hoping they would negotiate on their moderated demand of an initial

ARGUS BUREAU
R2,50 minimum and a guarantee of R3,50 over 18 months

The union refused to discuss the strike as it regarded the strike as spontaneous and not sanctioned by them.

At last night's report-back meeting, the workers, said they wanted to return to work today, said Mr Harris.

The acting Executive Director of General Motors Mr Rod Ironside, said workers who turned up today had to be turned back as it took time to phase them in again and through new schedules.

It could take some days before the plants could be fully opened. Operations had to be re-started and other workers who were affected by the strike would have to be recalled first.

Further industrial council meetings were scheduled for Thursday and Friday, and it was likely that the council's dispute procedures would come into effect.

The Argus early today found close on 4 000 workers crowded outside General Motors where the factory gates had been firmly locked.

Dano strikers reject call to return

Mercury Reporter
DANO Textile Industries' workers rejected the company's call for their return to work yesterday and pledged to continue their week-long strike, union sources said.

About 1000 workers downed tools at this Hammarisdale factory on July 9 demanding the reinstatement of a dismissed colleague and the recognition of the Fosatu-affiliated National Union

of Textile Workers. After a meeting between the company and the union, workers withdrew their demands because of Dano Textile's agreement to recognise the union at the end of the strike, union sources said.

But, at the meeting the company said although it would be prepared to re-employ the striking workers on Monday, it would not be able to re-employ all of them, according to the union.

140A

Fosatu wants joint unions

(140A) (134) Sowetan 20/7/82
By JOSHUA RABOROKO

THE more than 100 000-strong Federation of South African Trade Union Council (Fosatu) believes in "disciplined unity" and in an organisation in which member unions can see how decisions are taken and mandates given.

In a major policy speech the union says that it does not believe that any federation should dictate to member unions

"We also believe there should be room for disagreement between unions in any such federation. However, for a federation to work it must be based on clear principles which every member union should accept.

"If they do not accept these, they should not be in the federation," the union says

Fosatu believed that these principles should include democratic decision-making and worker control over unions; non-racialism, involvement in community and political affairs, and industrial unionism

Also, where these principles were entrenched in federation decisions, they should be binding on all affiliates

A spokesman for the union said: "We also believe that federation should have clear structures so that decision-making can be democratic and disciplined.

"Decisions must be taken by representatives who have the mandate and constitutional authority to do so

Fosatu's stance on unity follows a policy resolution adopted at its second national congress held recently

Congress reaffirmed Fosatu's commitment to building a united working class movement and to unite with other non-racial trade unions

It also spelled out a detailed programme for working towards unity and said it was willing to dissolve Fosatu if this would help to achieve unity

However, congress made it clear that Fosatu would not accept any form of unity. A united movement would have to be disciplined, non-racial and democratic

The programme for working towards unity is as follows:

- Fosatu will seek out worker organisations which broadly agree with its policies;
- It will move closer to them by discussing Fosatu's policies and positions with them.
- Fosatu will then begin to discuss with them how disciplined unity should be achieved.
- It will draft a constitution for a new body together with these organisations, and
- It will plan to merge existing unions with others and form joint organisations.

ARGUS
21/7/82
Motor workers
back but
gates shut

Argus Bureau

PORT ELIZABETH. — Several thousand motor workers turned up at work today for the second day, only to find the premises locked.

According to the president of the National Automobile and Allied Workers' Union (Naawu), Mr Jury Harris, and Mr Roger Gamomo, chairman of the Volkswagen Shopstewards' Committee, the entire workforce at Volkswagen in Uitenhage — about 6 000 — arrived for work at 6 am and were told that "limited production" would start tomorrow.

LOCKED

When The Argus visited the plant, workers said most of the workers had already gone home. About 100 workers were talking in small groups outside the factory.

At the Ford truck assembly plant, a few workers stood in groups at the locked gate. They said all the workers had arrived to work, but the security guards had told them to go home. They did not see any of the managerial staff.

"The workers are angry about being locked out," said one worker at Ford. "We are suffering

(Contd on Page 3, col 9)

AR64521/7/82

~~62-113~~ 140A ~~112~~ ~~1176~~ 170

(Continued from Page 1)

through this thing" he added

Mr Harris, said he thought the employers were trying to confuse the workers by locking the gates "The workers are clear that they want to return to work. They decided at a meeting on Monday to return on Tuesday"

A reliable source said there were no workers at General Motors today

Workers

Naawu officials in Port Elizabeth were not available for comment

While Volkswagen was preparing today to reopen its paralysed plant in Uitenhage tomorrow after the work stoppage, Ford and General Motors in Port Elizabeth appeared to be in no hurry, aiming at reopening only early next week

Volkswagen said yesterday that it intended starting its plant gradually tomorrow and on Friday, and that it was hoping to be in full operation on Monday

● A new proposal on wage increases has been made by the three motor companies, Naawu officials have disclosed. The proposals were put at Monday's Industrial Council meeting between the employers and the union

Section B

VW workers arrive but are again sent home

E. Post

21/7/87

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162
140A

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By SANDRA SMITH
MANY workers again gathered outside the gates of the Volkswagen plant in Uitenhage today before being told by union officials to return to work tomorrow

But at the other two motor companies, Ford and General Motors, there is as yet no indication when the plants will reopen

Managements have not yet been in touch with the National Automobile and Allied Workers' Union (Naawu) on the issue

At VW yesterday, union officials told workers to assemble at the factory gates today to demonstrate their claim that they had been locked out

Yesterday afternoon, VW's management announced that limited production would start tomorrow

Three crucial sittings of the Industrial Council for the Motor Manufacturing Industry will take place in the next two days. The close scheduling of the meetings may indicate that the parties involved could be considering having a formal dispute declared

A breakdown in council negotiations last week led to work stoppages by Naawu members

Naawu has put forward several demands in the council, which the employers have refused to meet

The union has suggested a system whereby a worker will receive a minimum hourly wage of R2,50, increasing by 25c every six months for 18 months

The employers are said to have made a counter-

proposal at Monday's sitting of the council that a service attendance bonus be scrapped, the present system of contributions to the supplementary unemployment benefit fund be maintained and wages be increased across the board by an additional 5c

This would mean instead of the previous offer of R2,15c an hour minimum wage, workers in the lowest pay category would receive R2,20. Naawu rejected this proposal

If all parties on the council agree that a deadlock has been reached at the end of Friday's meeting, a formal dispute may be declared, which could prolong the discussions

Two courses of action would then be open to the council — the convening of a smaller council made up of one or two representatives of the respective parties, or the matter could be referred to the Minister of Manpower, Mr Fanie Botha

In turn he could appoint a mediator who would get the parties together, or an arbitrator who would make a binding decision after hearing evidence from the parties involved

In addition, the dispute could be referred to an Industrial Court

Any agreement reached, would act retrospectively to the time of the expiry of the present council agreement — July 31

● A meeting to report on the progress of tomorrow's council sitting will be held at the West End Community Centre tomorrow

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
(1)	(2)	(3)
3	68	
Examiners' Initials		

WARNING

No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed

Candidates are not to communicate with other candidates or with any person except the invigilator

No part of an answer book is to be torn out

All answer books must be handed to the commissioner or to an invigilator before leaving the examination

examination BOOK(S) are used

4 Do not write in the left hand margin

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

Car strikers return to find gates closed

By STEVEN FRIEDMAN
Labour Correspondent

HUNDREDS of striking Port Elizabeth and Uitenhage motor workers arrived at their factories yesterday morning, raising hopes of an end to the work stoppage in the industry

Instead, they found gates closed and indications are that the factories will re-open late this week or early next week

Yesterday the National Automobile and Allied Workers Union accused employers of locking out workers, while employer sources said they were waiting for the union to order its members back to work

At an industrial council meeting on Monday, employers and NAAWU officials failed to resolve their wage dispute but agreed to meet again tomorrow

At union meetings on Monday night, workers reportedly decided to continue to press wage claims, but to return to work yesterday morning

Mr Rod Ironside, acting general manager of General Motors and the chief employer spokesman, said in a state-

ment yesterday that NAAWU had said at the industrial council meeting that workers were ready to return

But NAAWU national organiser Mr Brian Fredericks disputed this

"At the meeting, we maintained that it was employers who closed the plants last week and they who have not re-opened them. This is a lock-out

"We told them they should re-open their factories and see whether workers returned"

Workers who returned yesterday had been told by a Ford official that the plant would not open until tomorrow at the earliest, Mr Fredericks said

Volkswagen had said re-opening depended on the outcome of tomorrow's meeting, while General Motors said it wanted some workers to return on Friday and the rest on Monday

"This was unacceptable to the workers because they say they must all go back together," Mr Fredericks said

He said it confirmed "that there is a lock-out, not a strike" He added that there had been riot police at Ford's Neave plant "and we must assume the company called them in"

But Ford's industrial relations director, Mr Fred Ferreira, rejected the claim of riot police as "nonsense"

He said only about 900 of the company's 3 000 striking workers had returned and the plant had not been re-opened because this was not enough to keep production going

"We are prepared to re-open the plant as soon as we get an assurance from the union within reasonable time that everybody is coming back," he said

Volkswagen said it would begin limited production tomorrow and full production on Monday, while Mr Ironside said GM was preparing start-up schedules for resuming operations

"The unions involved will be advised by GM when production will be resumed," he said

Employer sources rejected charges of a lock-out "You can't start up a plant unless you know it will be fully staffed," one said

"The workers started this strike and we can only start up again when we know they are all coming back. That is the union's responsibility"

140A
2/17/82
Fosatu
pledges
support
for GWU

Labour Correspondent

THE Federation of South African Trade Unions — the country's biggest emerging union federation — has pledged "strong support" for the unregistered General Workers' Union in its recognition battle with SA Transport Services (SA Railways)

Fosatu has also called on SATS to "immediately open negotiations leading to the recognition of the GWU" — which claims majority support among SATS harbour workers at two East Cape ports, Port Elizabeth and East London

The GWU has been requesting recognition talks in the harbours for some time. But SATS refuses to talk to the union. The GWU is not a Fosatu member but, despite past tensions, there have been signs of a thaw in their relations.

Fosatu made the statement yesterday after Fosatu's central committee decided to back the GWU at the weekend. Fosatu condemned "the strong-arm intimidatory tactics used by SATS and its sister bodies in the state in their attempt to suppress a representative union"

Referring to SATS statements that its own staff associations are against dealing with the GWU, it said "SATS must realise that the sweetheart unions, such as the ones it has thus far encouraged and consulted with, are not acceptable to the majority of workers"

SATS had "already been warned of the grave consequences of suppressing the representative voice of dock-based railway workers" and its "intransigence and ostrich-like attitude" was "out of step even with the stated policy of the Government". It would have to "bear direct responsibility for any industrial unrest on the docks".

Fosatu urges SATS to open negotiations

EAST LONDON — The Federation of South African Trade Unions (Fosatu) has urged the South African Transport Services to open negotiations with the General Workers Union (GWU) to try to resolve the union recognition dispute in East Cape ports

In a statement issued after a central committee meeting in Johannesburg, Fosatu warned of the consequences of SATS' "intransigent and ostrich-like attitude" towards recognition of the GWU, which has several hundred dockworkers in its membership

"SATS has already been warned of the grave consequences of suppressing the representative voice of dock-based railway workers by unions, employers and overseas organisations," the statement

said

"As a result of its intransigent attitude, which is out of step with even the stated government policy, SATS must bear direct responsibility for any industrial unrest on the docks"

Fosatu accused SATS of using intimidatory tactics "to suppress the GWU, which it described as "a representative union"

"SATS must realise that the sweetheart unions, such as the ones it has thus far encouraged and consulted with, are not acceptable to the majority of workers"

Reacting to the statement, an SATS spokesman Mr Leon Els, said from Johannesburg that the organisation felt it was "not necessary" to negotiate with outside unions when it had its

own "in-house unions"

"Our own Black Staff Association has a membership of approximately 55 000. The GWU does not have more than 1 000 members in the SATS, and we feel the existing channels of communication are sufficient," the spokesman said

Referring to Fosatu's

allegation of intimidatory tactics, the spokesman said there had been no individual complaints from employees to back this up

"We have had letters from the GWU and the International Transport Federation, but no direct complaints from employees" — DDR

Handwritten mark resembling a stylized 'D' or 'G' with a horizontal line above it.

Handwritten notes in circles: ~~ZTO~~, 140A, ~~11/5~~

Row flares up between unions

140A
Sowetan 21/7/82
By Sello

RABOTHATA

THE Federation of South African Trade Unions (Fosatu) yesterday issued a hard hitting statement against the motor company after a meeting with the National Automobile and Allied Workers' Union (Naawu) at the weekend.

The statement supports the more than 10 000 workers who are on strike in the motor industry in the Eastern Province. It also attacks the unregistered Motor Assembly Components Workers' Union of South Africa (Macwusa) for allegedly failing to support the strike.

Fosatu's statement confirms the Federations' support for the "demands of Naawu for better working conditions and condemns the Eastern Cape motor employers for offering the pittance they have, despite the record car sales for the past two years.

Fosatu also accused the employers of using the Press and "opportunistic unions" like Macwusa to break the workers' struggle for better working conditions. Macwusa, which has members in two of the plants, has refused to support the strikes so far. Fosatu said it wished to congratulate its motor affiliate for the courageous and far-sighted way it had led the battle for higher wages, shorter hours and better standards of living for all workers in South Africa.

Meanwhile Macwusa also issued a statement in response to the attack by Fosatu: "Macwusa membership has resolved not to join in the strike because it is involved directly with the Industrial Council which we totally reject as an apartheid vehicle that is geared to place management in an official position to exploit the workers. Having rejected the Industrial Council at the Langa summit they now go back to them for wage negotiations.

"Our membership was involved in a strike during May last year at General Motors, Ford and Firestone and we received no support from Fosatu affiliated unions which shares membership with Macwusa at these plants. During the 30 minutes work stoppage for Dr Neil Aggett, who died in detention, the Fosatu affiliates requested a five minutes work stoppage from management whereas Fosatu was among the unions that took the resolution and national call," said the Macwusa statement.

2/7/82 (40A) (145) (270) Sowetan

OSATU COMES OUT IN SUPPORT OF GWU

By JOSHUA RABOROKO
THE POWERFUL Fosatu and an international transport-union federation have displayed strong concern over the dispute between the South African Transport Service (Sats) and the General Workers' Union (GWU).

The management of Sats has in the past consistently refused to have any dealings with, or to grant recognition of, the union.

In a statement to The SOWETAN yes-

terday Fosatu said that at its central committee meeting it had considered the implications of the dispute.

Fosatu condemns the strong-arm intimidatory tactics used by Sats and its sister bodies in the State in the attempt to suppress a representative union.

"Sats must realise that the sweetheart unions, such as the ones it has thus far encouraged and consulted with are not acceptable to the

majority of workers.

"Sats has already been warned of the grave consequences of suppressing the representative voice of dock-based railway workers by unions and employers as well as by overseas organisations.

"The Transport Service must as a result of its intransigent and ostrich-like attitude an attitude out of step even with the stated policy of the Government bear direct responsibility for any industrial unrest on the

docks.

Fosatu strongly supports the GWU in its struggle for recognition from Sats.

"We call on Sats to immediately open negotiations leading to the recognition of the union," the statement said further.

Union sources say that the International Transport Workers' Federation (ITF) also recently tried to intervene in the dispute over recognition between Sats and the union at the Port Eli-

zabeth and East London harbours.

The union has asserted that it represents most Sats employees at these ports but Sats has refused to have anything to do with it.

A Sats spokesman has said that collective bargaining has to be conducted through the staff associations in the services. They also point to the opposition from staff associations to Sats' management negotiating with outside unions.

Realignment of emerging trade unions is possible

140A (24)
Mercury
21/7/82

Mercury Reporter

A MAJOR realignment of the emerging trade unions could be on the cards following Fosatu's condemnation of 'disruptive tactics of certain unions' which has led to the breakdown of unity discussions

The Federation of South African Trade Unions added that it remained 'committed to the principle of unity' and that it was its 'firm intention to initiate further discussions with those unions whose actions have shown serious commitment to unification'

Fosatu's statement follows the breakdown of unity moves earlier this month after a meeting of representatives of emerging union groupings in Port Elizabeth

It has opened the way for three of the biggest union groupings — Fosatu, the 'General Workers'

Union and the Food and Canning Workers' Union — to continue unity efforts

At the weekend's central committee meeting Fosatu also condemned the unions' action as 'a significant divisive move which set back the cause of worker unity in South Africa several years'.

At the Port Elizabeth meeting a group led by the Port Elizabeth-based Motor Assembly and Components' Workers' Union attacked 'white-led unions' for opting for registration or membership of industrial councils, according to sources

It is understood there have been moves among these unions, which include the Allied Workers' Union, Black Municipal Workers' Union and the General and Allied Workers' Union, to form an alliance

Hammarsdale firm tries to settle strike

140A Mercury
2/17/82
Mercury Reporter

DANO Textile Industries at Hammarsdale met the Fostu-affiliated National Union of Textile Workers yesterday in a bid to settle the week-long strike by more than 1 000 workers

Dano is believed to have 'considerably softened' on the retrenchment issue, but the union declined to reveal details until discussions with the strikers today

Although the workers have withdrawn the two demands which sparked off the strike, they refused to return to work when the company revealed that it would not be able to re-employ them all

According to union sources, the company had said at an earlier meeting that it would have to retrench about 300 workers

Dano declined to comment when contacted yesterday

Injured soldiers satisfactory

Argus Correspondent
 PRETORIA — Three SWA/Namibia Territory Force soldiers seriously injured in an accident in the operational area are in a "satisfactory condition under the circumstances"

Sergeant D H Tap, Corporal K Jakobs and Rifleman M C Boshoff were flown to Pretoria yesterday and admitted to No 1 Military Hospital after their truck overturned — killing one man — and

injuring and bruising 24 occupants near Okahandja

Six other men are being treated for their injuries in the Windhoek military sickbay

Corporal Michael Daniel Otto, 21, of Walvis Bay was killed. He leaves his wife Mrs M F Otto of Markaria Flats, Walvis Bay

A board of inquiry has been appointed to establish the cause of the accident

Call to recognise Workers' Union

ARGUS 21/7/82 (40A)

THE Federation of South African Trade Unions (Fosatu) has called on the South African Transport Services (SATS) to immediately open negotiations leading to the recognition of the General Workers' Union (GWU)

In a statement after a central committee meeting in Johannesburg, Fosatu condemned the "strong-arm intimidatory

tactics used by SATS and its sister bodies in the State in the attempt to suppress a representative union"

The statement added "The SATS must realise that the sweetheart unions, such as the ones it has thus far encouraged and consulted with are not acceptable to the majority of workers

"OSTRICH-LIKE"

"SATS has already been warned of the grave consequences of suppressing the representative voice of the dock-based railway workers by unions, employers and overseas organisations

"SATS must, as a result of its intransigent and ostrich-like attitude, an attitude out of step even with the stated policy of the Government, bear direct responsibility for any industrial unrest at the docks

"APPALLED"

"Fosatu strongly supports the GWU in its struggle for recognition from SATS. We call on SATS to immediately open negotiations leading to the recognition of the GWU"

The statement added that Fosatu was "appalled at the disruptive tactics of certain unions" which led to the breakdown of discussions at the unity summit recently

Reproduction

from Italy ...



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ADD TAX



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CITY, PAROW, PAARL



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140A

Fosatu aims to beef up black worker muscle

Labour Correspondent

THE Federation of SA Trade Unions is to make further efforts to unite like-minded emerging unions in a working alliance aimed at beefing up black worker muscle, a Fosatu statement issued last night announced

But the statement, which details decisions taken at a Fosatu central committee meeting at the weekend, also launched a bitter attack on unions which, Fosatu charges, were responsible for the breakdown of unity talks at a recent meeting in Port Elizabeth

It charges them with disrupting moves towards the unity of "oppressed and exploited workers"

The statement is seen as further evidence of a realignment of emerging unions in which Fosatu will seek closer links with the General Work-

ers Union and two unions representing food and canning workers

And while no unions are named in the attack, the criticism of "certain unions" is seen as a hardening of its attitude towards unions who reject any unity moves with emerging unions who are prepared to register with the Government

At the PE meeting, the unions issued a statement saying they had decided unity moves were not feasible

But it is understood that the meeting revealed differences between the older emerging unions such as Fosatu and newer emerging unions such as the Motor Assembly and Components Workers Union (Macwusa), the Municipal and General Workers Union and sections of the SA Allied Workers Union

Fosatu said it was "ap-

palled" at "the disruptive tactics of certain unions which led to the breakdown of discussions which could have led to a wider unity among oppressed and exploited workers"

"We are satisfied history will judge their actions harshly as a significant divisive move which set back the cause of worker unity several years," the statement said

But the statement also signalled a renewed effort by Fosatu to cement links with unions which it believes to be committed to a working alliance

"Fosatu remains committed to the principle of unity among all workers and gives notice of its intention to cooperate with and initiate further discussion with those unions whose actions have shown serious commitment to such unification," the statement says

Cape Times 22/7/82 (104) (192) 346

Volkswagen to reopen today

Own Correspondent
PORT ELIZABETH — The Volkswagen Motor Company in Uitenhage reopens this morning as the fourth round of Industrial Council talks on minimum wage levels in the motor industry begins. The factory was closed

last week — as were Ford and General Motors in Port Elizabeth — after more than 10 000 motor industry workers went on strike. The strike followed deadlock in the Industrial Council wage negotiations

Management at Ford and GM have said they will open their factories when the National Automobile and Allied Workers Union (whose members went on strike) informs them that the workers are prepared to return

Back to work at VW plant

ARGUS 22/7/82

14011 152 172 246

Argus Bureau
PORT ELIZABETH —
The Volkswagen plant
was reopened today after
being closed for a week,
but the two other Eastern
Cape motor firms, Ford
and General Motors, re-
mained closed

The fourth round of

Industrial Council talks
on wages between the
employers and the
National Automobile and
Allied Workers' Union
(NAAWU) begins again
today, although no solu-
tion is yet in sight

Several thousand
workers turned up for

work on Tuesday and
yesterday after a decision
taken at a mass meeting
on Monday night to re-
turn to work.

Workers have been con-
fronted with closed fac-
tory gates for the past
few days and attempts by
shop stewards to talk to
management have not
always been successful.

RESOLVE

The workers and
NAAWU regard the man-
agement action as a lock-
out designed to divide the
employees. Shop stewards
say it is a strategy aimed
at weakening their re-
solve to fight for a
"decent living wage"

Management, however,
initially maintained it
was not possible simply to
open the factory gates
after the plant had been
out of operation for two
days.

It was necessary to
phase workers back in
gradually by "reschedul-
ing work programmes,"
said a spokesman for one
company.

Cape motor workers set to go back

By STEVEN FRIEDMAN
Labour Correspondent

THE week-long work stoppage at Volkswagen's giant Uitenhage plant will end today — but production will not resume at the two Port Elizabeth plants until at least tomorrow

All vehicle production in the area halted last Thursday when at least 10 500 workers downed tools, and the National Automobile and Allied Workers' Union says employers have been implementing a lock-out since late last week

Employers deny this and say they closed their plants in reaction to the strike and that they can only reopen them when workers "end their strike"

Meanwhile the Eastern Cape motor assembly industry's industrial council will meet this morning in a fresh attempt to settle the wage dispute which led to the stoppage. Settlement prospects are, however, bleak

Yesterday morning Ford and VW workers again returned to the plants — which have been closed since last Thursday — but found the gates locked

But after talks yesterday between Volkswagen and union shop stewards, it was announced that the factory will be open this morning and that all 5 500 workers who downed tools last Thursday will return to work

NAAWU's president, Mr Jury Harris, said the company "has agreed to allow the workers in again" and that all would be returning

A company spokesman, Mr Ruben Els, confirmed the company expected all workers to return today. But they would be working

staggered hours until production returned to normal

At GM a spokesman said the company would inform unions today of its plans to reopen the plant. Reopening is believed to be likely tomorrow or on Monday

And at Ford, public affairs director Mr Dunbar Bucknall said the company was still waiting for an assurance from NAAWU that all workers would return before agreeing to reopen the plant. He said it hoped to obtain this at this morning's meeting

But NAAWU general secretary Mr Fred Sauls said yesterday that "the ball is in the employers' court"

"Since last Friday workers have had no chance to return because they have been locked out. If employers want a return, they must end the lock-out"

Mr Sauls rejected suggestions that employers could not reopen their factories because most workers had not returned. "All our members went back to the plants, but they still found the gates locked," he said

He also warned of possible worker resistance to employer plans to let workers back into the factory in staggered groups, rather than all at once. "Workers see this as a tactic to divide them," he said

But both PE companies insist their production process will not allow them to take all workers back at once. They also deny the factories are still closed because they are locking out workers

"We simply cannot restart our plant unless we know it will be fully staffed and there will not be another stoppage after we reopen. Only NAAWU can give that assurance and we hope to co-operate with them in arranging a return to full production," he said

~~12/21~~
140A

Star
22/7/82
140A

Textile dispute resolved

Labour Reporter

A dispute at a Durban textile firm was resolved yesterday when management agreed to reduce the number of planned retrenchments.

About 1 000 workers went on strike at Dano Textile Industries last week over the dismissal of a colleague.

After talks with the National Union of Textile Workers, the firm agreed to take the man on again.

But the union also protested the planned retrenchment of several hundred workers, a union spokesman said.

In the agreement reached yesterday, Dano Textile agreed to retrench only between 70 and 80 workers who would be given first option of re-employment when positions became available, the spokesman said.

The NUTW is seeking a recognition agreement at Dano.

Company officials declined to comment on the dispute.

Rise in ~~1978~~ 140A EL car workers' E. Post pay scales 22/7/82

Post Reporter

WORKERS at the Car Distributors Assembly motor plant in East London would receive increases in basic pay scales in excess of 23% this year in terms of an offer made yesterday by the company to two unions

They are the South African Iron, Steel and Allied Industries Union, and the National Automobile and Allied Workers' Union and it means an absolute minimum on the lowest grade of R419 a month

The proposed rises are weighted in favour of the workers who earn least so that this year's rises for the lowest grade would top 34%. At R2,15 an hour, pay rates for this grade would have more than tripled over 2½ years

The unions asked for time to consider the CDA proposal. It was agreed that formal talks would resume on Thursday, August 4

Naawu had originally demanded a minimum lowest grade wage of R3,50 an hour and amended this yesterday to R2,50 an hour increasing to R2,75 in January

The dispute between the union and the Eastern Province motor manufacturers of Ford, General Motors and Volkswagen led to a strike and a week-long total shutdown

In East London union officials and CDA management have decided that whatever agreement is eventually reached will be back-dated to the beginning of July

At the lowest grade management proposed a 19,4% increase in the hourly rate from the R1,80 that has applied since January, to R2,15 an hour. This would compare with the R1,60 an hour that applied until the end of December, bringing the increase this year to 34,4%

This compares to 61c an hour paid in June 1978

A CDA worker in the lowest grade would earn R419,25 a month in terms of the new proposals. At the top end of the scale, CDA proposed increasing the pay rate to R4,43 an hour compared to the R3,80 that applied to the end of June and R3,60 at the end of December

This represents a 23,1% rise this year alone

Since June 1978 rises have averaged 37% a year compound at the lowest grade through to 20,5% a year compound at the highest grade

A further important objective of the CDA proposal is to reward workers who are loyal to the company. Thus the year-end gratuity for those employees with more than one year's service but less than five would be increased from 6% to 7% of basic pay

CDA has proposed changes to the long-service leave arrangement whereby an extra two days' leave a year would be granted to employees with two years' service. This would rise to four days extra leave a year after five years' service, and six extra days a year after 10 years' service

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South African cricket, and sport in general down there, that they must have a continuing presence over here," he said

"With respect, the SACU cannot expect to come here on a once-a-year basis and get results

"It must be an hourly, daily, weekly grind of keeping in touch with the situation

"For example, in South Africa's place I would have concentrated on teams at this stage, not Tests — let them come later"

Mr Campbell continued "I pointed out last week to the international cricket authorities in London in no uncertain terms that a multi-racial cricket team visiting South Africa would be more healthy for world cricket than possible further clandestine arrangements" — Sapa-Reuter

back garden of his greenhouses

VW workers return while wage negotiations continue

(142) (157) (346) (140A) E. Post 22/7/82

By SANDRA SMITH

ALMOST the entire labour force at Volkswagen returned to work today — but a crucial Industrial Council meeting to resolve the dispute which brought the motor industry in Port Elizabeth and Uitenhage to a halt was adjourned within minutes

When talks resumed the National Automobile and Allied Workers' Union (Naawu) asked for the minutes of the previous Industrial Council hearing on Monday

These were not available and the meeting adjourned to this afternoon

About 6 000 workers arrived for work at VW's Uitenhage plant at dawn and limited production began after a five-day closure Full production may begin on Monday

The two other motor manufacturers affected by the strike, Ford and General Motors, have not set a date for workers' return

Ford spokesmen have said they will wait for a firm assurance from Naawu that all its striking members would return before reopening Ford's four plants

GM is expected to inform the union today when its

gates will be opened

Labour analysts believe the five-day stoppage may have allowed the motor manufacturers temporarily to shelve plans for retrenchments or short-time work.

The pay conflict centres mainly on Naawu's demand for a minimum hourly wage of R2.50 an hour, increasing by 25c every six months to R3.25 after 18 months

The employers on the council have offered an increase from R2 to R2.15 an hour for grade one employees, or 7.5%

● See Page 2

Residents sign petition for school

Post Reporter

Residents of Walmer and Humewood have been calling for a new English-medium school to be run on the Marist Brothers site

The school is to be closing at the end of this year and its site is to be turned into a new Catholic high school on the site of the old Convent in Central

Members of the Ward 13 Ratepayers' Association, who organised the petition, said it would be presented to top education officials shortly

The school has now closed

"At the moment we are working on collecting facts and information on how many schoolchildren there are in the area, for presentation to the authorities," he said

Last month the councillor for Ward 13, Mr John Vieira, suggested that Marist be bought by the Government and converted into an English medium high school

The Port Elizabeth School Board rejected the idea

Tables were set up in the Sixth Avenue shopping centre recently and the 750 new signatories now made up an adequate number, said Mr Hart

The signatories feel that the school should not be rezoned and used for other than educational purposes

Inside

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essence supported the open letter but did not subscribe to all the points in the open letter

Ds J C Oosthuysen, of the NG Kerk in Afrika in King William's Town, said it was impossible to compare the viewpoints taken by the open letter and the letter signed by the 13 without reading both and comparing them point for point

The signatories to the second letter supported the concept of the open letter but did not necessarily agree on all the points

He said he would sum it up by saying he and the other 12 signatories wanted the church to "talk it out"

Ds A J Burger of Bedford said he had signed because he supported the open letter in principle although he did not subscribe to the attitude taken towards the State

He felt the matter "should be thrashed out" and "the church should be directed by the scriptures"

The letter said it was difficult to understand how the NG Kerk could give meaningful witness to the community if it did not first ask itself in prayer whether the scriptures were what



Car firms may face strike in deadlock over pay dispute

Star
23/7/82
140A
140B
140C

Labour Reporter

A breakdown in talks in the motor industry in the Eastern Cape today could lead to a legal strike by workers or to a lock-out by employers

Two meetings of the Industrial Council are scheduled for today and are also likely to be deadlocked, resulting in the formal declaration of a dispute by employers and unions

Industry sources said today it was likely that the council would call on the Minister of Manpower, Mr Fanie Botha, to appoint an arbitrator to resolve the wage dispute

At a meeting in Port Elizabeth last night several thousand workers agreed to return to work at General Motors while the dispute continues

RECORDER

The meeting came to a stormy end when workers found a tape recorder hidden behind a curtain in the meeting hall. They destroyed the machine amid speculation that it had been planted by the police.

At Volkswagen in Uitenhage partial production was under way again today and the company planned full production on Monday

A Ford company spokesman said the firm was awaiting an assurance from the union that workers would return. Ford was looking at a plan involving shift work, he added.

"We are looking at starting production some time next week," he said.

MINIMUM

At last night's meeting of GM workers, officials of the National Automobile and Allied Workers Union accused employers of locking out workers who wanted to return to their jobs.

Under the Industrial Council's dispute procedure, three meetings must be held before a formal dispute is declared. The first meeting followed yesterday's council meeting and two others are planned for today.

In East London wage negotiations are under way between the management of the Mercedes CDA plant and Naa wu. Management has offered a minimum hourly starting wage of R2,15 — the same figure that has created the deadlock in Port Elizabeth.

1204 23/7/82 (140A)

Meeting on motor men's strike ends in deadlock

By STEVEN FRIEDMAN
Labour Correspondent

AN INDUSTRIAL council meeting called to resolve the pay dispute between Port Elizabeth and Uitenhage motor manufacturers and Fosatu's National Automobile and Allied Workers' Union ended in deadlock yesterday.

As a result, the council's disputes procedure would now come into effect, announced the chairman of the industrial council, Mr Fred Ferreira.

This is the first step towards a legal strike or lock-out in the dispute which has halted all vehicle production in the area over the past week.

Despite the deadlock, production resumed at Volkswagen's Uitenhage plant yesterday as the company opened its gate to allow in workers, who had downed tools last Thursday.

Employer sources indicated that full production is likely to resume at Ford's and General Motors' PE plants early next week. Limited production could resume at Ford today.

NAAWU officials, who were holding a series of meetings with their members last night to discuss the deadlock, could not be contacted.

All vehicle production in the area has been halted since last Thursday when at least 10 500 workers downed tools. NAAWU claims employers have been implementing a lock-out since the day after the strike. Employers deny this.

The council met twice yesterday in an at-

tempt to resolve the pay dispute in which employers have offered a minimum of R2,15 an hour. NAAWU originally demanded R3,50 but it has since indicated it will accept much less.

No new wage proposals were made by either side and they are now formally in dispute. A legal strike or lock-out will not be possible before the end of this month — when the present wage agreement expires — at the earliest.

At Volkswagen yesterday a company spokesman said workers had returned to work staggered shifts, as agreed, with NAAWU shop stewards on Wednesday.

Ford and GM stayed closed. GM said it had told unions of its re-opening plans at yesterday's meeting, but did not reveal the plans. It is understood that full production is likely to begin again early next week.

Mr Ferreira said Ford, which said it could not re-open its plant until it received a NAAWU assurance that all workers would return, had not been given this undertaking yesterday.

But he said the motor company had told NAAWU it would re-open the plant if "substantial numbers" of workers returned. However, because two of the company's four plants had worked on the day of the stoppage, some workers would have to return earlier than others to allow production in some areas to catch up.

It is expected that the plant could resume limited production today, with full production beginning early next week.

By SANDRA SMITH

A FORMAL dispute was today declared by the Industrial Council for the Eastern Cape Motor Manufacturing Industry, the latest development in a situation which has seen motor plants shut for a week

Ford now plans to reopen its Cortina and engine plants on Monday

With the exception of Ford's two other plants, the entire industry in the East Province, shut for more than a week, should then be back in production

Today a third meeting of the council was adjourned to enable the parties — two unions and the employers — to decide on what form the dispute should take

Partial production began at Uitenhage's Volkswagen plant yesterday and production is expected to resume on Monday at the General Motors plant in Kempston Road

Ford's director of Industrial Relations, Mr Fred Ferreira, said today the company hoped to get the cut-and-sew seat section going today

Most workers in these plants are members of the Motor Assembly and Component Workers Union (Macwusa) which has not supported the strike

At a meeting last night Ford workers decided to return on Monday — even if

Dispute now declared in the motor industry

E. Post
23/7/82
140A

the gates remained locked Yesterday the council followed the procedure for the declaration of a formal dispute after deadlock was reached between the parties on the issue of minimum hourly wages

Naawu has asked for an increase for grade one workers from R2 to R2,50 an hour, increasing by 25c every six months for 18 months

Ford, GM and VW have refused to budge from an offer of R2,15 an hour

The dispute involves more than 11 000 Naawu members Although the dispute involves the SA Iron, Steel and Allied Industries Union, its members have not been on strike

GM has informed shop stewards that paintshop workers and material handling start-up crews should

return tomorrow and the rest of the 4 000 strong workforce on Monday

However, at a meeting in the West End Community Centre last night GM workers decided that everyone should return on Monday

Ford is waiting for an assurance from Naawu that all its members will return "so that production can proceed in an orderly fashion", before announcing when the plants will open, Ford's director of public affairs, Mr Dunbar Bucknall, said today

However, Naawu officials insist that the restart must be negotiated with shop stewards

Three industrial council meetings are required for declaring a dispute Two were held today and the final meeting was adjourned at 10 30am until August 5

PDM 23/7/82
**Car firm
offers
R2,15
pay base**

Labour Correspondent

EAST London's only vehicle manufacturer, CDA — which makes Mercedes Benz cars — has made a wage offer to unions at its plant which would raise minimum pay to R2,15 an hour

The offer comes as Fosatu's National Automobile and Allied Workers' Union stands deadlocked with Port Elizabeth and Uitenhage employers over a R2,15 offer

CDA said in a statement yesterday that its offer — made to NAAWU and the all-white SA Iron, Steel and Allied Industries Union — would raise minimum pay at least 19% over the minimum agreed in January

The company said its offer would raise pay scales covering all workers at the plant by at least 23%

Wages in East London lag behind those in the PE/Uitenhage area, although CDA said its offer would mean pay rates for the lowest grade had more than tripled over the past 30 months

The statement said unions had asked for time to consult their members on the new offer and formal pay talks would resume on August 4

Union spokesmen could not be reached for comment yesterday

CDA's statement said the company's offer was weighted in favour of lower paid workers and that a R2,15 minimum would guarantee workers in the lowest grade a wage of R419,25 a month. Taken with January's increase, it would mean a 34% increase for this year

According to the company, workers in the lowest grade were earning only 61c an hour in mid-1978 and 77c an hour at the end of 1979

The minimum last December was R1,60 and that agreed in January this year was R1,80

At the top of the scale, the company was offering workers R4,43 an hour, a 23% increase over the year, it said

E Cape motor industry in deadlock

CAPE TIMES

23/7/82

(12) (63) (40A)

Own Correspondent

PORT ELIZABETH. — The Industrial Council for the Motor Industry in the Eastern Cape entered official dispute procedure yesterday afternoon when all parties in the negotiations on minimum wage levels for the industry acknowledged deadlock.

And last night at a National Automobile and Allied Workers Union (Naawu) report-back meeting on the talks — during which a recording device was found hidden in the folds of curtains in the hall — General Motors workers agreed to return to work on Monday.

The Volkswagen plant was reopened yesterday but Ford remains insistent that it will reopen only when the union informs it that the workers are prepared to return.

Strike

The General Motors, Volkswagen and Ford motor companies have been closed for a week following a strike last Thursday of more than 10 000 motor industry workers. The workers went on strike after the wage negotiations reached deadlock.

Unions officials said they yesterday repeated to management their argument that the decision to strike was not taken by the union but by the workers. The union officials on the IC are not prepared to discuss the return to work with managements.

Their presence at the IC talks was purely to negotiate wages and working conditions on a specific mandate from the workers, said the officials.

During the report-back meeting someone in the audience noticed a bag hanging in the folds of curtains above the stage.

The bag was of an identical colour to the curtains.

Recording device

On his remarking that the bag was there, Mr Fred Sauls, national secretary of the union, told the audience that it probably contained a police bug but that the meeting should expect there to be recording devices — it was part of the struggle, he said.

Colonel Gerrit Erasmus head of security police in the Eastern Cape, said last night he had no knowledge of the device.

Car plant dispute is official

140A
1982

Labour Reporter

Employers and unions in the Eastern Cape motor industry yesterday declared a dispute — opening the way for legal strike action by workers or a lock-out by employers.

Two meetings of the industrial council in Port Elizabeth yesterday failed to resolve the wage issues and a formal dispute was declared.

However, both sides agreed to hold further talks on August 5. The current wage agreement lapses on July 31.

Despite the recent talks both sides have yet to come closer in wage offers and demands since they started meetings in April.

The National Automobile and Allied Workers' Union has called for a R2,50 hourly minimum wage, rising to R3,50 over a period, while employers have offered R2,15.

Production at Volkswagen in Uitenhage is under way while there is partial production at General Motors.

Ford, however, has said it will not take on workers until Naawu gives an assurance of a return to work.

The union, on the other hand, has accused Ford of locking out its members.

A Ford spokesman said yesterday the Cortina and engine plants could reopen next week.

Those two plants are largely staffed by the rival Motor Assemblers and Component Workers' Union.

At a meeting in Port Elizabeth this week, Macwusa officials accused Naawu of working "within the system" because of its membership in the council, while Naawu accused Macwusa of being "opportunistic" by not supporting the strike.

● The Central Statistical Services in Pretoria reports that the trade volume of car dealers has suffered a setback.

After taking into account 16 percent inflation, trading revenue for July 1981 to June 1982 showed a small net real gain of 2,5 percent.

The seasonally adjusted sales for April to June 1982 were R2 230 million against R2 217 million for January to March 1981 and R1 958 million for April to June 1981.

But adjusted for 16 percent inflation, this means that sales have dropped by 4,4 percent from the first to the second quarter of 1982.

Cape Times 24/7/82

Dispute in car industry declared

PORT ELIZABETH — The Industrial Council for the Automobile Manufacturing Industry in the Eastern Province has declared a dispute after holding two meetings in Port Elizabeth yesterday.

The council reached a deadlock in negotiating a new wage agreement to come into effect from the beginning of August.

The chairman of the council, Mr Fred Ferreira, said the council would meet again on August 5 to determine whether to follow the path of mediation or arbitration.

'Disappointed'

Employers are disappointed that no progress was made at yesterday's meeting of the Industrial Council, a statement issued by the Eastern Province Automobile Manufacturers Association said.

Compared with the position in August 1981, the current offer for a Grade 1 employee represented an increase in basic wages of 19,4 percent (R1,80 to R2,15). Over the corresponding period the forecasted consumer price index increase was 16 percent.

Employers had guaranteed a further minimum across-the-board increase in February 1983 which starts at 10 cents for a Grade 1 employee. The effect of this adjustment was that a Grade 1 employee would receive, within a six-month period, an effective basic rate increase of 25 cents an hour, the statement said.

Improvements

Employers have offered the following improvements in general conditions of employment:

"Service leave to increase from a maximum of three days to six days.

"Separation payment — to be funded entirely by the employers — ranging from 10 days pay to a maximum 35 days pay.

"An increase in short term lay-off benefits in excess of 180 percent."

These offers are apart from an agreement to review the total grading structure, which could have enormous cost implications — to be carried by the employers. The employers believe their offer, seen with existing benefits, is amongst the best in the country — Sapa

Car component manufacturers

hit by strikes

at motor plants

By WAYNE ASHER and ANDREW DONALDSON

MANY of Port Elizabeth's smaller components industries fear that the continuing strikes at the city's two major motor companies could soon threaten their livelihood

The managing director of Silverton Engineering, which specialises in radiator manufacture, Mr J Kozakiewicz, said "everybody" has been affected by the strikes

"The motor companies have told us not to deliver components as there is nobody to receive them," he said

"They have asked us to hold over our July production until August. Our July consignment is just sitting on the shop floors at the moment"

Mr Kozakiewicz said because there was no work available at present for his labour force, he had given them a week's leave, and if the situation did not improve he would have to start laying off workers

One spokesman for a components company said there could be "a serious problem" for the smaller manufacturers if the strikes continued next week — especially if they did not receive payment for the goods they had produced

"Many of us need steel I would have to find an amount in the vicinity of R20 000 to meet my steel bill and that would mean a bank overdraft, repayable at a rate of more than 20%. And that's a lot of money

"It makes me wonder if the workers on strike realise what they are doing

to the rest of us"

A spokesman for Hella in Uitenhage, who supply all three East Cape motor manufacturers, said yesterday that the strikes would probably be short-lived

"However, if they went on for a considerable length of time, there could be a problem. Cutbacks in releases from the motor industry would mean having to re-schedule and re-budget"

The manager of the component suppliers, Autopress, Mr Mike Dibben, said they were still producing but were affected in that they "cannot deliver any parts — there are no facilities at the plants for off-loading at the moment"

He said his 60-man work force were still "safe" as they supplied other companies as well

"But I believe the releases could be pushed back by a month — in other words, we may lose a full month's production

"The motor companies have said they are only taking critical parts that they may be running out of"

Another firm, which asked not to be named, employed 100 workers and said that their pressing section had been affected, but their heavy engineering work was continuing

Mr Chris Mangold, managing director of ACEM holdings, said it was not yet necessary to go on short time, but they had been working very hard to "glean other waters" from outside the motor industry, in case they lost business there

Mr V M F Villaneuva, manager and owner of

Ford and GM plants operational on Monday

Weekend Post Reporter
FORD'S Cortina and engine plants are due to re-open on Monday morning following the stoppage which began 10 days ago and paralysed the three Eastern Cape motor plants

General Motors have also announced their intention to be operational from Monday

Volkswagen re-opened its plant on Thursday

Ford's Neave and truck plants will however, remain closed. These are manned by members of the National Automobile and Allied Workers Union (Naawu)

Ford's Cortina and engine plant workers are mostly members of the Motor Assemblers and Component Workers Union of South Africa (Macwusa) — who were not party to the wage negotiations because of their refusal to take part in the Industrial Council system — and have refused to support their Naawu colleagues in the strike

Harvic Engineering and Tooling, said his company, which made steering brackets and seats for suspension springs, was just "building for stock" at the moment

Mr Neil Dunn, administrative manager of C and T Products, which specialises in sheet metal components, said "We are lucky because our company is concerned with building diesel electric locomotive bodies for the General Motors plant at Alocs — and they weren't hit by the strike. So we can still supply them"

The managing director of Armourplate Safety Glass, Mr B E Danohar, said it was too early to have any "major effect" on his company

"The strikes have not affected our deliveries to other parts of the country, like the Reef, East London and Durban," he said

If, however, the strikes continued, he said his company would be forced to consider going on short time "We cannot keep people standing around on the shop floors doing nothing," he said

Mr Ron McLuckie, personnel manager of Borg-Warner SA, said yesterday that the strike in the motor industry had had no significant effect on the operation of his company

A spokesman from the Firestone Tyre Company said the strikes have had no effect on the company

Spokesmen from Onvlee Engineering, Busaf Auto Components and Dorbyl Automotive Products — parent company of Busaf — declined to comment on the situation

24/7/82 (346) (192) (408) (152) MOM

Industrial council set to meet again on Cape wage dispute

By STEVEN FRIEDMAN
Labour Correspondent

THE East Cape motor industrial council will meet on August 5 to decide whether to refer the wage dispute between employers and unions, including the National Automobile and Allied Workers Union, to mediation or arbitration, according to industrial council chairman Mr Fred Ferreira

And yesterday, a General Motors spokesman said the company's Port Elizabeth plant would re-open for full production on Monday, with limited production operations being carried out today

At Ford, public affairs director Mr Dunbar Bucknall said two plants — both of them staffed mainly by members of the Motor Assembly and Components Workers Union, who did not join the stoppage, would "hopefully" start up on Monday

It was not yet clear when the plants staffed

by NAAWU members would resume production, he said

Volkswagen resumed limited production at its Uitenhage plant yesterday and will return to full production on Monday

On Thursday, talks aimed at settling the dispute ended in deadlock

Vehicle production at the two PE plants has been halted since last Thursday in what NAAWU labels a "lock-out", while employers say workers have been on strike

A statement yesterday by the Eastern Province Automobile Manufacturers' Association, which represents the three companies, said employers were "disappointed" that "no progress was made" at Thursday's meeting

The statement said the R2,15 minimum wage offer represented a rise in basic wages of 19,4% since August last year "Over the corresponding period the forecasted Consumer Price Index increase was 16%" it added

RD 11
24/7/82
Union (140A)
wins
rights

Labour Correspondent

A WADEVILLE electrical company, Litemaster, has signed a recognition agreement with Fosatu's Metal and Allied Workers' Union (MAWU) which grants the union the right to bargain over pay and work conditions.

The agreement comes at a time when almost all East Rand metal employers have resisted MAWU demands to bargain directly on these issues and insisted that bargaining take place before an industrial council.

The recognition agreement is a sequel to an industrial court action brought by MAWU against Litemaster, which is partly German-owned. As part of an out-of-court settlement, the company agreed to open recognition talks with the union.

Besides bargaining rights, the agreement also governs grievances, strike and lock-out, dismissal, health and safety and retrenchment procedures, and other issues.

Litemaster's managing director, Mr John Houston, said the agreement was "a significant step forward for relationships" at the firm.

Meanwhile trailer manufacturers Henred Fruehauf, who recently signed a wage agreement with MAWU at its two East Rand plants, has signed a pay agreement with MAWU at its Durban factory.

Fosatu praises union officials

Sowetan

1401
26/7/82

THE FEDERATION of South African Trade Unions (Fosatu) shop stewards' councils are taking the lead in organisational drives and are the main forums for discussing important policy issues according to the federations' observations.

Fosatu feels the councils are playing an increasingly important role within its ranks. Councils are also likely to play an even more important role in the future since Fosatu changed its constitutional congress to give formal recognition to such councils.

Fosatu's most active shop stewards' councils are in Springs, Katlehong, Pietermaritzburg, Uitenhage, Elandsfontein and Richards' Bay. In Richards' Bay most of the organisation was carried out by the council before branches of the federation's unions were formed.

Mr Richard Ntuli, vice-chairman of the council and shop steward at Lifemaster, said the council in Katlehong was formed with the specific intention of pushing organisation in the Wadeville - Germiston area.

Mr Ntuli said "Our fortnightly meetings will now be held on Thursday instead of Wednesday at Morena Stores in Katlehong. The meetings will also have to alternate in venues, and in the Benoni-Boksburg area meetings will be held over weekends.

A set of rules and objectives has been drafted to guide councils in operation, these include:

- to counteract sectional union interests among the workers and their representatives.
- to organise a recruitment campaign to organise all workers into Fosatu unions
- to assist workers and unions in their struggle by solidarity actions, publicity and financial support

Textile union to fight for fired workers

26/7/82

140A 157

Sowetan

CANDIDATE MUST enter in
1) the number of each question
2) (in the order in which it has
appeared), leave columns (2) and

IN PROBABLY the first labour unrest battle over retrenchments, the National Union of Textile Workers (NUTW) is to take South African Fabrics of Rossburg, Durban, to the International Court over some of the harshest retrenchments executed by any textile employer this year.

This was confirmed to The SOWETAN yesterday by the union's general secretary, Mr Obed Zuma, who said that they have already served papers and are waiting for a response from the State.

When the company retrenched 60 workers, it gave the union 36 hours' notice of the dismissals, selected workers for retrenchment without taking length of service into account, and introduced overtime for remaining workers at the same time.

Some of the dismissed workers had worked for the company for more than 20 years. The union will ask the Industrial Court to rule that the company has engaged in unfair labour practice.

Joshua Raboroko

court to order

- that all retrenched workers should be reinstated,
- that the company should not retrench workers without giving the union 30 days' notice, and allow the union a reasonable opportunity to negotiate a fair procedure for retrenchments which may be necessary.

SA Fabrics is a subsidiary of a British company and the union also wants an official complaint with the International Labour Organisation (ILO) over the issue.

Mr Zuma also said that SA Fabrics knows "quite well that they would not do this kind of thing in Britain. Why

do it here"?

In Britain, retrenchments such as those by Fabrics would not only be unfair, but also illegal, labour experts say.

CONDUCT

In terms of codes of conduct for multinationals operating in South Africa, all parties to the ILO have agreed that subsidiaries will operate their factories here in accordance with internationally accepted standards.

This will be the first time that the Industrial Court will have to state its position on retrenchments and it remains to be seen whether it will impose the same regulations in South Africa as are commonplace overseas.

Internal	External
(2)	(3)
12	12
11	11
10	10

86

432

FAIL

NOTE

1. Enter the number of each page and in column (1) of the block on this cover the number of the question you are answering.
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.

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

By SANDRA SMITH
 PRODUCTION returned to normal at General Motors and Volkswagen today, but at Ford there was only a partial re-opening

About 1700 workers at two of the Ford plants were locked out for the fifth day

Production resumed at Ford's Engine and Struandale plants, but 72 workers in the cut-and-sew seat section refused to return to work

Ford spokesmen said production would resume at the two closed plants once the National Automobile and Allied Workers Union (Naawu) gave an assurance all workers would return and when the cut-and-sew section was in operation

However, at a meeting in the Gelvandale Community Centre yesterday, Ford workers decided that if management did not open all Ford plants, the cut-and-sew section would not resume work

Ford's Director of Public Affairs, Mr Dunbar Bucknall, said today production was started with a skeleton crew at the cut-and-sew section on Friday. This was to produce enough stock to open the Cortina plant in Struandale today

The section, staffed mainly by Naawu members, was opened today, but workers refused to start work when management representatives told them the Truck and Neave plants would only open once cut-and-sew had resumed production

VW and GM open, but snag at Ford

140A
E. Post 26/7/82

All the locked-out workers and those from the cut-and-sew section then gathered at the Gelvandale Community Centre for a meeting

Union officials said in terms of the existing Industrial Council agreement Ford should open its Truck and Neave plants, and pay workers two hours' short-time wages if they were then sent home

Union officials said Ford's failure to do this "constituted a lock-out, which was illegal"

Production returned to normal at General Motors today. The plant closed a fortnight ago after a breakdown in Industrial Council talks a fortnight ago

At the Volkswagen plant in Uitenhage, production was partially resumed on Thursday and returned to

normal today

It is estimated the three motor manufacturers lost about R45 million in production during the strikes and associated closures

VW lost five days' production, representing about R10 million, not taking into account two half-days worked last week

Ford had lost about R21 million in production by Friday, and GM about R14 million

The Industrial Council for the Motor Manufacturing Industry of the Eastern Cape declared a dispute at a meeting on Friday after deadlock was reached over wage increases

It will meet again on Thursday to discuss the form the dispute will take. Management is believed to favour arbitration, to which the union is opposed

● Picture — Page 2

CANDIDATE MUST enter in (1) the number of each question (in the order in which it has been answered), leave columns (2) and

Internal	External
(2)	(3)
3	
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11	

NOTE CAREFULLY

- Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 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
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Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

tor.

~~(3/17/82)~~
Unionists

Jan 27/7/82. 140A
not guilty

~~Labour Reporter~~

Five Eastern Cape auto union members were found not guilty in the Uitenhage Regional Court yesterday on charges of public violence.

Their appearance followed a number of postponements in a case which arose from a strike last June over wages at the Dorbyl components plant in Uitenhage.

They are all members of the National Automobile and Allied Workers' Union.

Another nine former Dorbyl workers were acquitted late last year on similar charges, while five were found guilty. One of the five was given an effective one-year jail term. The others were fined.



Ford strikers refuse to resume

~~1/10/82~~
CAPE TOWN 27/7/82
Own Correspondent

PORT ELIZABETH — Workers employed in the cut and sew department of the Ford Motor Company yesterday refused an offer to resume work because the Neave and truck plants were still closed.

The workers, all members of the National Automobile and Allied Workers' Union (Naawu), said they wanted all their colleagues to be allowed to resume work concurrently.

They rejected management's insistence that a day's production in the cut and sew department was necessary before the two plants could reopen.

Mr Dunbar Bucknall, director of public affairs at Ford, said the company had reached an impasse with the workers.

Yesterday the Cortina and engine plants, staffed mainly by members of the Motor Assemblers and Component Workers' Union, reopened with high absenteeism on a limited production line.

The closure of the factory 10 days ago followed a strike by more than 10 000 Naawu members employed in the Eastern Cape motor industry over deadlocked Industrial Council wage negotiations.

Two PE car plants stay shut

ARGUS
27/7/82

62
63
140A
64
65

Argus Bureau

PORY ELIZABETH — In spite of a warning of legal action to be taken against Ford Motor Company by the National Automobile and Allied Workers' Union (NAAWU) if the company did not open its gates to the union's members today, the two plants were still closed today

Early today a huge crowd of workers gathered outside the two Ford plants, as they have done now for six successive days

However, according to reports, they were told by the company that only workers of two important departments — "cut and sew" and "parts and accessories" — could start to prepare the way for the rest at a later stage

REFUSED

Yesterday they were also told that only a limited number of workers could start work at first. But they refused, insisting that all should return to work immediately

By 9 am it was not clear whether the workers had dispersed

Yesterday Ford was served with a lawyer's letter on behalf of NAAWU

The letter says that "in closing down the factory and excluding the employees from the factory premises your company has committed an

act of lock-out as is defined in the Industrial Conciliation Act

"Where there is a dispute in regard to the terms of a future agreement your company has no right to cease operations on condition that the factory will not be reopened until the dispute has been resolved

"In the circumstances we are instructed to call upon you to reopen the factory at 7 am on the 27th instant, failing which our clients have no alternative but to move the Court to oblige you to do so"

CONCEDED

The letter said it appeared that when demands for new conditions of employment were made to the employers on behalf of the employees they were rejected. This was reported to the employees on the factory premises on July 15. As a result they downed tools

"It is unequivocally conceded that this action constituted an illegal strike," it said

No spokesman for Ford was available today, but the director of public affairs, Mr Dunbar Bucknall, said yesterday that the company had reached an impasse with the workers

Meanwhile, the Cortina and engine plants, staffed mainly by members of the Motor Assembler's and Component Workers' Union, have been working since yesterday on a limited production schedule

Ford will open two of its plants tomorrow

1972 140A E. Post 27/7/82

By SANDRA SMITH

THE Ford motor manufacturing company is to open its Neave and truck plants tomorrow

Ford's director of industrial relations, Mr Fred Ferreira, said today the cut-and-sew seat section resumed work today and there was now enough material to open the two plants tomorrow

The announcement came after the general secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Freddy Sauls, had delivered a letter from attorneys to Ford management yesterday accusing the company of locking out workers illegally

There was a possibility of an urgent application for a Supreme Court interdict to force Ford to open its gates

Ford had said the two plants could open only once

the cut-and-sew section was operational

The 72 cut-and-sew workers refused to start work yesterday when gates were closed to workers at the truck and Neave plants when they tried to return to work yesterday

Workers who gathered at these plants today were again locked out

The attorneys' letter said "Where there is a dispute in regard to the terms of a future agreement, your company has no right to cease operation on condition that the factory won't be re-opened until the dispute has been resolved

"In the circumstances, we are instructed to call upon you to re-open the factory at 7am on the 27th instant failing which our clients have no alternative but to move the court to oblige you to do so"

Naawu's regional secretary, Mr Les Kettleidas, said in the light of Ford's decision to open the truck and Neave plants tomorrow, the union would probably reconsider applying for the Supreme Court interdict

Ford's four plants, and those of the General Motors and Volkswagen motor manufacturers, were closed after a strike on July 15 by members of Naawu

Production returned to normal at VW and GM yesterday but Ford opened only its engine and Cortina plants

Most of the workers at these plants are members of the Motor Assembly and Component Workers Union of SA (Macwusa), and did not support the strike by Naawu members after a deadlock in industrial council talks

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R45m

That's what the ^{Mercury} big three ^{27/7/82} motor firms are estimated to have lost . . . in a week

Mercury Reporter

THE big three motor manufacturers — Ford, Volkswagen and General Motors — suffered a mammoth estimated production loss of R45 million during last week's stoppage at their Port Elizabeth and Uitenhage plants, according to figures released yesterday.

Well over 10 000 workers at the three motor assembly plants downed tools on July 14 following a deadlock at the motor industries' Industrial Council wage negotiations

And although production at Volkswagen and General Motors was back to normal yesterday, striking employees at key sections in Ford

failed to resume work.

A Volkswagen spokesman said that considering 250 vehicles were produced at the plant daily, they had lost an estimated R2 000 000 a day during the course of the stoppage

Volkswagen workers resumed work on Thursday

At General Motors the majority of employees had reported for work yesterday, according to a spokesman, and they had resumed normal production

The spokesman declined to comment on production losses, but it is understood they lost an estimated R14 million because of the strike

Ford workers, who are members of the Fosatu-affiliated National Automobile and Allied Workers' Union, turned up at the plant's gates for the fifth day in succession yesterday but the gates were still closed, according to union sources

Follow

Workers from key sections such as the upholstery and parts divisions were invited to return to work, but refused to do so when they realised all the workers would not be re-employed simultaneously, sources said

Mr Dunbar Bucknall, director of public relations at Ford, said the workers could not appreciate that they would return alone the first day and that the rest of the labour force would then follow

In spite of this, he said, limited production had begun in the Cortina and engine plant.

Mr Bucknall estimated the company's production losses at R21 million during the seven days of the stoppage

Mercury
Many ~~1977~~
27/7/82 ~~1982~~
Dano ~~1982~~
workers ~~1982~~
return ~~1982~~

Mercury Reporter

THE majority of Dano Textile Industries' staff returned to work yesterday, ending the Hammasdale company's two-week stoppage

The estimated 1 000 strikers agreed to return last week when the company cut by a third the number of workers it initially had said it would not be able to re-employ, according to union sources

It is understood the company also agreed to recognise the National Union of Textile Workers once the strikers were back at work

A union spokesman said most workers had gone back yesterday but a number had been told to return on Wednesday

He said it was not yet clear how many of the strikers had been re-trenched.

Dano declined to comment yesterday

6/160A 152/192 CML/Twits 28/7/82

Ford: Full production after concessions

Own Correspondent
PORT ELIZABETH — Ford South Africa will resume full production today after apparent concessions by both workers and management regarding the company's reopening procedure

Today's reopening of the Neave and truck

plants follows resumed production in the "cut and sew" and "parts and accessories" departments yesterday morning

It also follows the delivery of an attorney's letter by Mr Fred Sauls, general secretary of the National Automobile and Allied Workers' Union (Naawu), to Ford management on

Monday warning of court action if the factory did not reopen

Ford management closed its plants after a strike by more than 10 000 Naawu members halted production at the three major motor manufacturers in the Eastern Cape on July 15

The strike followed deadlock in wage negotiations in the Industrial Council for the Motor Industry in the area

General Motors and Volkswagen resumed full production on Monday but Ford opened only its Cortina and engine plants, which are staffed mainly by members of the Motor Assemblers and Component Workers' Union of South Africa (Macwusa), who did not support the strike action

The rest of the factory, where Naawu is in the majority, remained closed

On Monday, the 72 cut and sew workers refused an offer to resume work, insisting that all their colleagues be allowed to resume work with them

They rejected management's claim that a day's production in the department was necessary before the other areas could reopen

Yesterday, however, they agreed to return to work after only the parts and accessories department workers had also been invited to resume work

D. I. ...

Union turns the screw

Sowetan
By JOSHUA 28/11/82
RABOROKO

THE Durban-based Dano Textile Industry has decided to solve the dispute between workers and management by agreeing to reduce the number of workers it had planned to retrench.

This has been confirmed by the Midland (Natal) branch secretary of the National Union of Textile Workers, Mr Jabu Gwala, who said the union "welcomed the move".

About 1 000 workers went on strike at Dano last week over the dismissal of a colleague and the union intervened on behalf of the workers.

After talks with the union the management agreed to re-employ the man according to union sources.

During the talks the union also protested to the management about the proposed plans to retrench several hundred workers.

In the agreement between management and the union, it was promised that only between 70 to 80 workers would be retrenched.

Mr Gwala said that the firm also promised that those who would be retrenched would be given preference when new vacancies were available.

The Dano management declined to comment on the issue.

300 strike over firing of colleague

Labour Correspondent

NEARLY 300 workers at an Edenvale knitting plant, AA Fabrics, have been on strike since Friday over the sacking of a colleague and other grievances, worker spokesmen said yesterday

The workers charged that management was firing members of Fosatu's National Union of Textile Workers (NUTW) and refused to deal with it. They alleged the company favoured the rival Garment Workers' Union of SA.

A company source confirmed reports of a strike, but official comment from the firm's managing director, Dr H Prader, could not be obtained.

Workers who approached the Rand Daily Mail yesterday said they had downed tools after a colleague with 15 years' service had been sacked for swearing at a supervisor.

"We don't accept the way he was fired — it was just an argument over a job and the worker who was fired taught the supervisor his job," they said.

NUTW shop stewards had taken the issue up with management but had been told they would all be fired unless they came back without the man who was fired.

They had refused to return unless all were taken back.

The workers alleged that Friday's sacking followed the firings of several other union men.

140A
RCM 28/7/82

(140A) (1st)
~~1st~~ Mawu gets
Star
28/7/82
agreement
with firm

Labour Reporter

The Metal and Allied Workers' Union has won a recognition agreement with a large East Rand electrical firm.

The agreement between Mawu and Litemaster in Wadeville provides for negotiations on wages and working conditions.

Litemaster also agreed not to dismiss any workers during the first 24 hours of any work stoppage and a procedure for retrenchments was worked out.

The firm's managing director, Mr John Houston, described the agreement as a significant step.

Production normal at four Ford plants

By SANDRA SMITH

PRODUCTION returned to normal at the four Ford motor plants today after a strike nearly two weeks ago led to the closing of all the company's operations.

The plants were closed on July 16 after a strike by about 3 000 members of the National Automobile and Allied Workers Union (Naawu). Production was partially resumed at Ford's engine and Cortina plants on Monday.

The strike, which followed a deadlock in talks of the Industrial Council for the Motor Manufacturing Industry of the Eastern Cape, also led to the closure of the General Motors plant

in Kempston Road and Volkswagen in Uitenhage.

Production returned to normal at GM and VW on Monday after the companies held talks with Naawu shop stewards on re-opening last week.

VW's public affairs manager, Mr Rubin Els, said workers in certain sections had refused to do any overtime work.

Naawu's regional secretary, Mr Les Kettledas, said the same applied to GM. The GM spokesman did not wish to comment.

One of the demands made by the union is that all overtime work be voluntary.

In terms of the existing

industrial council agreement, "an employer shall not require or permit a male employee to work more than 10 hours' overtime".

● The chairman of Volkswagenwerk, Mr C Hahn, is visiting the Uitenhage plant this week as part of a tour of Volkswagen plants throughout the world.

Mr Hahn took over the reins of the giant multinational company in February.

Yesterday he held talks with union shop stewards at the Volkswagen plant in Uitenhage.

He returns to Germany tomorrow.

~~140A~~ 140A e. post 28/7/82

Ford
CAPT TIMES 29/7/82
Strike
in PE
ends

PORT ELIZABETH — Production returned to normal at the four Ford motor plants yesterday after a two-week strike that led to the closure of all the company's operations

The plants were closed on July 16 after a strike by about 3 000 members of the National Automobile and Allied Workers Union (Naawu). Production was partially resumed at Ford's engine and Cortina plants on Monday

The strike — which followed a deadlock in talks with the Industrial Council for the Motor Manufacturing Industry of the Eastern Cape — also led to the closure of the General Motors and Volkswagen plants in Uitenhage

Production returned to normal at GM and VW on Monday after the companies had held talks with Naawu shop stewards. Workers in these two plants have refused to work overtime since their return

Volkswagen's public affairs manager, Mr Rubin Els, said workers in certain sections had refused to work any overtime

Naawu's regional secretary, Mr Les Kettledas, said the same applied at GM. A General Motors spokesman was not available for comment

One of the demands made by the union was that all overtime work be voluntary

Ford announced on Tuesday it would open all its plants yesterday, as the cut-and-sew seat section had produced enough material

On Monday, Naawu delivered an attorney's letter to Ford saying the union would take the matter to court if the two plants did not re-open yesterday

The chairman of Volkswagenwerk in Germany, Mr C Hahn, is visiting the Uitenhage plant

He held talks with union shop stewards at the Volkswagen plant in Uitenhage yesterday —

Sapa

Union wins long struggle

Mercury Reporter
THE longest recognition dispute in recent labour history has ended

The British-owned multinational, Revertex, has recognised the Fosatu-affiliated Chemical Workers Industrial Union at its Jacobs plant

The four-year battle between the company and the union ended with the signing of an agreement on Tuesday

This provides for shop steward recognition, union access, wage negotiations and retrenchment procedures

The company has also agreed to a one-year wage agreement giving workers a 20 c an hour increase from July 1

It provides for a further 8 percent increase in December

In a statement the union said its battle at the plant had involved 'support action by unions involved with the parent company' They had been one of the first to expose 'the inadequacies of the E E C code system of company reporting'

It added that it viewed the signing of the agreement as a significant victory

Revertex's production director, Mr Derek Jones, confirmed the agreement



Mercury 29/7/82

Revertex

57 + 30 = 87 = 44% F



200 strikers have 'fired themselves'

By STEVEN FRIEDMAN
Labour Correspondent

MORE than 200 workers who went on strike at an Edenvale knitting firm AA Fabrics had "dismissed themselves" and been told they could re-apply for their jobs, the company's managing director, Dr H Prader, said yesterday

He also rejected several allegations made by strikers at the plant

Dr Prader said the company had begun recruiting new workers, but had agreed to hold off on this for one day - yesterday - to give fired workers a chance to return. He said he had agreed to this at the request of the industry's industrial council, which has intervened in the dispute

"Not many of the strikers have returned. But the longer they refuse to come back, the more replacements we will have hired and their jobs will no longer be available," he said

The plant was currently running on a skeleton staff, he added

Workers downed tools on Friday in protest against the sacking of a colleague. Worker spokesmen charged that several workers, all of them members of the National Union of Textile Workers

(NUTW), had been fired at the plant

They accused management of favouring the Garment Workers Union - affiliated to the Trade Union Council of SA - and acting against NUTW members and said they would not return until their colleague was rehired

Dr Prader said the company had always adopted a "totally neutral" stance to the rivalry between the two unions and had not favoured the Tucsa union

The worker who had been fired had sworn at his supervisor after "he had twice been asked politely to carry out instructions," Dr Prader added

"We then informed the NUTW shop stewards and the workers downed tools"

He also rejected suggestions that several workers had been fired because they were NUTW members

"I can only think of two firings in the past few months. They had nothing to do with union membership and in one case we didn't even know the man was a union member," he said

Discussions with NUTW had been taking place since the strike in an attempt to find a solution, Dr Prader said

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Staff won't work extra hours

29/7/82
Post Reporter

MOST black workers at Borg-Warner, a motor industry component manufacturer in Uitenhage, have refused to do overtime work for nearly a month after a deadlock in wage negotiations

This was said by a spokesman for the National Automobile and Allied Workers' Union (Naawu)

Naawu is involved in wage negotiations with three Uitenhage component manufacturers — Borg-Warner, SKF Bearing Manufacturers, and Bosal Afrika

Borg-Warner and SKF are affiliated to the Steel and Engineering Industries Federation of South Africa (Seifsa) which, at an industrial council hearing this year, offered all workers a 30c increase in minimum wages

Borg-Warner workers have demanded a minimum hourly wage of R3
Present minimum is R2

Last week Naawu modified its demand and proposed an immediate minimum wage increase to R2,50 an hour, increasing to R3 by April, 1983. The company has rejected this proposal

At SKF Bearing Manufacturers, management has also rejected a demand for a minimum wage of R3 an hour

The company has rejected a union proposal calling for equal pay for women employees in the same job categories as men

Despite a deadlock, SKF Bearing Manufacturers has paid an increase in hourly wages from R2 to R2,30 since the expiry of last year's agreement on July 1

On Tuesday, shop stewards at Bosal Afrika presented management with a demand for a minimum hourly wage of R2,50

Workers down tools at VW

~~12/17/82~~ Post Reporter (40A)

E-Post 29/7/82
Ford opened all its plants yesterday, but workers at GM and VW, open since Monday, have refused to do overtime work

HUNDREDS of workers at the Volkswagen plant in Uitenhage downed tools today and the rest of the more than 5 000 work force were sent home

A National Automobile and Allied Workers' Union spokesman said today they were trying to get clarity on the situation at VW

This is the latest development in the labour unrest which burst on the Eastern Cape scene early this month, leading to the closure of all three local motor manufacturers — Ford, Volkswagen and General Motors

A VW spokesman confirmed the walkout He also said there seemed to have been a go-slow as production had fallen off this week



Umfoloji

mill workers

return to jobs

= 37%

F

Mercury Reporter

benefits

All answers

STRIKING Umfolozi sugar mill workers yesterday ended their two-day stoppage over wage and other grievances

Number

Number

The mill's general manager, Mr I Bales-Smith said the day shift had started work yesterday morning and the night shift was expected to follow suit.

Surname

This followed the issuing of an ultimatum by the company which stated that if workers did not return to work by 6 a m yesterday it would 'close the kitchen and canteen facilities and commence dismissal procedures', according to a company statement

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The company, though, did undertake to investigate the strikers' demand of clocking facilities for transport workers and the revision of certain jobs to see if upgrading was needed

But, workers were advised, the company was not prepared 'to consider any wage increases as such matters were negotiated at the industrial council'

The general secretary of the National Union of Sugar Manufacturing and Refining Employees, Mr Selby Nsiband, said the strikers had told him at a meeting on Wednesday that they felt their jobs were incorrectly graded 'but wages was not an issue'

He said he told workers that a sub-committee consisting of an industrial council official, company representatives and himself would begin to investigate the grading system at the mill next week 'Workers had then decided to go back'

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

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Car industry production disrupted

Cape Times 30/7/82

All answers

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Own Correspondent
PORT ELIZABETH — Production was disrupted at Ford, General Motors and Volkswagen yesterday

At Volkswagen in Uitenhage, 2 000 workers were sent home yesterday after repeated requests to them to resume work had been ignored, said Mr Bob Kernohan, press relations manager for the company

Management had delivered an ultimatum to employees to get production up to "normally achievable production targets" within an hour of starting their shifts this morning or face being sent home again

At General Motors, a shop steward claimed the company was yesterday faced with so many cars with missing or ill-fitting parts that it threatened to close the plant on Monday

Threats

He also said workers had claimed foremen were threatening them when they said they could not work overtime because of prior commitments

Ford workers in the Neave and truck plants

demanding their pay slips to know what they were to be paid during the factory's closure when they had been at the gates every morning available for work

They were told they would receive their payslips this morning

The demand halted production in the trim section in the Neave plant for two hours

The three companies were closed after production was halted by a strike on July 15 by more than 10 000 members of the National Automobile and Allied Workers' Union (Naawu)

Deadlock

The strike followed deadlock in Industrial Council wage negotiations for the motor industry in the Eastern Cape

Volkswagen's closures came after workers in the press and body shops downed tools

A shop steward said the workers had said they wanted management to accede to Naawu demands

The union is demanding an immediate R2 50 an hour minimum wage with an eventual R3 25 rate. Management has offered a R2 15 hourly minimum

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The battle for a 'decent living wage'

A key issue raised in the recent strike by more than 10 000 motor workers and the subsequent closure of three Port Elizabeth motor companies for nearly a week after the workers had decided to return to work is that of a "decent living wage".

PHILIPPA GREEN,
The Argus Labour Reporter, reviews the recent motor strike in Port Elizabeth

said that while the report of the record car sales had been correct, the market had been made "artificially high" through incentive programmes and discount schemes

But the workers disagree

"The employers are talking now about a downturn in the economy, but when there was a boom they did nothing to uplift the living standards of the workers," said Mr R Gamomo, chairman of the shop-stewards' committee at Volkswagen

Naawu has alleged that motor employers are co-operating on a national basis to crush the union

A further complication in the dispute between Naawu and the employers has been the attitude of the previously militant Motor Assembly and Components Workers' Union (MACWUSA), which represents part of the workforce.

MACWUSA has refused to support the Naawu workers in their wage demands. About 1 300 MACWUSA members manned the engine and Cortina plants on Monday and Tuesday this week before Naawu and Ford agreed on procedure for a return to work by the Naawu workers

A MACWUSA spokesman said the reasons for the refusal to support Naawu were

●The fact that the conflict erupted after a breakdown in Industrial Council wage talks. MACWUSA rejects the Industrial Council system as "an apartheid vehicle geared to please management"

The display of strength by both the National Automobile and Allied Workers' Union (Naawu), representing the workers, and the three motor giants — Ford, General Motors and Volkswagen — in the deadlocked conflict has raised two further questions about the strategies of management and labour. These are

●The allegations by Naawu that the motor employers are co-ordinating on a national scale to undermine the power of the union.

●The inter-union conflict that has emerged in Port Elizabeth with the Motor Assembly Component Workers' Union (MACWUSA) members refusing to support their fellow workers in their demand for R2,50 an hour.

Previously the demand had been for R3,50 an hour

Thousands of workers at two mass meetings held in Port Elizabeth last week stressed that they did not consider their demand for R2,50 an hour excessive

Although motor workers are probably the highest paid factory workers in South Africa, the workers and their union consider themselves in the forefront of the battle for a "decent living wage" for all workers

The chairman of the shop-stewards' committee at Ford, Mr Douglas Slingers, said the battle was an important one for "our futures and our families' futures"

Another worker said their children should remember them as the ones who fought for a better standard of living for workers of the future

Naawu's mother body, the Federation of South African Trade Unions (FOSATU), has come out in strong support of the workers' demands for a decent living wage and a better standard of living

Referring to a report of record car sales over the past two and a half years, FOSATU said they made a "mockery" of the 7,5 percent increase offered by the employers. "This does not even compensate for the increase in the cost of living," said the federation.

The employers, who have stood by their original offer of R2,15 an hour, maintain they cannot afford further increases

Mr Fred Ferreira, Ford's industrial relations director, said the motor firms paid "substantially higher" wages than any other employer in the country and they were "well in excess of the minimum living wage." Employers could not afford to pay the R2,50 an hour the workers were demanding, he said

Mr Rubin Els, PRO for Volkswagen,

●Naawu had not supported MACWUSA in strikes last year at Ford, General Motors and Firestone

●Naawu members had stopped work for only five minutes during the half-hour work stoppage to mourn the death of trade unionist, Dr Neil Aggett, in spite of a call by Naawu's mother body, FOSATU, to support the stoppage

FOSATU has accused MACWUSA of being an "opportunistic" union which has been used by the employers to weaken and divide the majority of workers.

On August 5 the Industrial Council will meet to discuss ways of resolving the formal dispute that was declared last week. There is little chance that there will be agreement on the manner of resolution.

Output low: VW sends 1 000 home

CINE Times 31/7/82
Own Correspondent

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PORT ELIZABETH — More than 1 000 assembly workers at Volkswagen were sent home yesterday morning after only four hours of their shift because of excessively low production in the company's manufacturing sections on Thursday

Yesterday afternoon Mr Ruben Els, public affairs manager at VW, announced that the assembly area would also be closed on Monday because production was still too low yesterday

On Thursday morning 2 000 workers were sent home from the manufacturing area of the plant after workers in the press and body shops had downed tools

Workers at the company have also refused to work overtime since Tuesday

At Ford yesterday, workers from the truck plant were sent home at noon because normal production targets were not being met

Volkswagen, Ford and General Motors resumed their operations this week after closing down their plants two weeks ago following a strike by more than 10 000 members of the National Automobile and Allied Workers' Union which halted production on July 15

The strike followed deadlock in Industrial Council wage negotiations

Volkswagen go-slow hits production

~~140A~~
140A
~~1972~~
1972
RDM
31/7/82

By STEVEN FRIEDMAN
Labour Correspondent

PRODUCTION has been hit at Volkswagen's Uitenhage plant by a worker go-slow, causing hundreds of workers to be sent home

And union sources claim similar action has been taken at the other two motor plants in Port Elizabeth — only days after workers returned to the plants after a 10-day stoppage

The Volkswagen unrest has been prompted by the Eastern Cape motor industry's pay dispute — and a key factor is believed to be worker demands to negotiate directly with employers, rather than through the industry's industrial council

A go-slow and strike in two departments prompted the company to send home 2 000 workers on Thursday. The 1 000 final assembly line workers were sent home yesterday because of a go-slow and will not work on Monday

And the National Automobile and Allied Workers Union said go-slows at the two Port Elizabeth firms had caused the early shut-down of one Ford plant yesterday and "serious production problems" at General Motors. Both companies denied this.

Worker sources also say there is a go-slow at a Uitenhage motor components plant, where NAAWU and the company are locked in a pay dispute.

Workers returned to all three plants earlier

this week after a stoppage which NAAWU labelled a lock-out and employers a strike. It was prompted by a deadlock on workers' pay demands which has not been resolved.

Volkswagen spokesman Mr Ruben Els confirmed a stoppage in the body and press shops on Thursday had resulted in 2 000 workers being sent home.

Because of a continuing go-slow, final assembly line workers were sent home yesterday after four hours. They would not be able to work on Monday because there was not enough production.

"Workers now seem to be demanding direct negotiations with managements, rather than through the industrial council," he said.

NAAWU organiser Mr Les Kettledas confirmed this but added "It's not that they want us off the council. But they're getting nowhere with the official talks, so they want to tackle individual companies."

He claimed a go-slow at Ford had forced the closure of the truck plant at noon yesterday. There had also been stoppages in two departments, he said.

Union shop stewards told the Rand Daily Mail's PE correspondent that workers claimed they had been "locked out".

But a Ford spokesman said the disruption in one department was unrelated to the dispute and was caused by technical factors.

At General Motors shop stewards claimed a go-slow had affected production to such an extent that the company had threatened to close the plant on Monday. A GM spokesman denied this, however.

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Has obviously not done of work
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reading of the reqd.

The argument holds a lot of water, however, where the capitalist market is so aware that the important will be crushed by high interest rates.

around base

'Employers provoking strikes' claim

140A Mercury 2/8/82

Mercury Reporter

THERE was strong evidence that employers were provoking strikes in order to retrench workers, reorganise employment conditions and smash union organisation, Fosatu's Natal Regional Congress said yesterday

The congress, which consists of 70 shop stewards from Natal factories represented by six Fosatu-affiliated unions, met to discuss recent labour disputes in the region

In a statement released after the meeting the congress said it particularly condemned 'the Tongaat-Hulett's group for the action of one of its subsidiaries, David Whiteheads', following a

strike last month

'Workers were required to sign new and worse contracts of employment after the stoppage, shop stewards were dismissed and over 100 workers were not taken back,' it said

Reacting to argument put forward by the company's counsel in Friday's Supreme Court hearing that it was never David Whiteheads' intention that the recognition agreement would be binding in law the congress said 'such a stand by a major company seriously jeopardises all recognition agreements'

'The whole approach of the independent union movement to industrial relations may be altered by this,' the statement added

Keen

Destroying

The delegates also condemned the recent dismissal of shop stewards of the Sweet, Food and Allied Workers' Union from Vleissentraal at Cato Ridge and the company's refusal to talk to the union about the matter, as well as 'provocative actions' of SA Fabrics 'in seriously jeopardising re-trenchment negotiations'

'Such actions are rapidly destroying the prospect of establishing new and more stable forms of collective bargaining in South Africa,' it said

A resolution condemning the proposed land transfer of Ingwavuma and KaNgwane to Swaziland was also adopted and the congress stated its total opposition to all land transfers until such time as a truly democratic South African government decided on such issues

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2 The Cape Times, Monday, August 2, 1982

Firms provoking strikes — claim

Own Correspondent

DURBAN — There was strong evidence that employers were provoking strike action to retrench workers, reorganize employment conditions and smash union organization, Fosatu's Natal regional congress said yesterday

The congress, which consists of 70 shop stewards from Natal factories and represented by six Fosatu affiliated unions, met to discuss recent labour disputes in the region

In a statement after the meeting, the congress said it particularly condemned "the Tongaat/Hulett's group for the action of one of its subsidiaries, David Whiteheads," after a strike last month

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"Such actions are rapidly destroying the prospect of establishing new and more stable forms of collective bargaining in South Africa"

A resolution condemning the proposed land transfer of Ingwavuma and Kangwane to Swaziland was also adopted, and the congress stated its total opposition to all land transfers till a "truly democratic" South African government decided such issues

Firestone SA recognises national union

E. Post
2/8/81
140A
~~12/13~~ ~~1-5/8~~

Post Reporter

A RECOGNITION agreement between Firestone South Africa and the National Automobile and Allied Workers Union (Naawu) signed at the weekend is a step towards the establishing by the union of industry-wide bargaining in the tyre industry

This was said in a statement by the union announcing the agreement, which provides for an interim relationship until a more comprehensive agreement is negotiated

In Firestone plants where Naawu has reached 30% membership, the agreement provides for the recognition of the union, the election of shop stewards and the provision of stop-order facilities

The union does not have 30% membership at Firestone's Port Elizabeth plant but expects to have soon, a Naawu official said today

"The union is satisfied the agreement provides an important first step in establishing a mutually acceptable framework of collective bargaining at Firestone," the statement said

Together with a recognition agreement at Goodyear, it was a step towards establishing majority representation in the tyre industry, and initiating "a new era of industry-wide bargaining in this industry"

By SANDRA SMITH

PRODUCTION at Volkswagen in Uitenhage came to a virtual-standstill today with only 120 workers in the press shop on first shift duty and with 1 200 other workers sent home

A further 2 000 workers in the assembly and machine sections were told by management last week to remain at home today. They will also stay away tomorrow

VW's public affairs man-

Go-slow brings VW to virtual standstill

ager, Mr Ruben Els, said all workers in the body shop were sent home at 9am "because of low productivity". They would return tomorrow

"We need a full day's production from the body shop before the machining and assembly areas can get working," Mr Els said. Production slowed at the

VW plant last week after workers mounted a go-slow in protest against management's offer to increase minimum wages from R2 to R2,15 an hour

In the Industrial Council for the Motor Manufacturing Industry of the Eastern Cape, the National Automobile and Allied Workers Union (Naaawu) has demanded R2,50 an hour,

increasing by 25c every six months for 18 months

A dispute was declared after deadlock was reached in the council last month

Shop stewards say workers at VW are demanding in-plant negotiations on wages and working conditions as a resolution of the dispute may take many months

A Ford spokesman said today that workers in the company's Truck plant were sent home on Friday "because employees did not adhere to normal production schedules"

All four Ford plants opened this morning

Shop stewards have said workers appeared to be involved in a go-slow at

Ford's Neave, Struandale, parts-and-accessories and cut-and-sew sections last week.

A General Motors spokesman said plant production was operating "normally" today

GM shop stewards said productivity last week was low and they claim GM's body shop was closed early on Thursday and Friday

Meat company sacks all its workers after strike

KPH
(150)
(140A)
Mercury 3/8/82

Labour Reporter

THE entire workforce at the Cato Ridge meat company, Vleissentraal, has been fired after a strike over the dismissal of five fellow workers.

The Fosatu-affiliated Sweet, Food and Allied Workers Union yesterday claimed the five workers — including two shop stewards — were dismissed because they had been organising for the union in the factory.

The company has denied this saying the workers

were dismissed because business was 'slack' and it needed to retrench a certain number.

On Friday the workers watched the five being marched off the premises by company security guards and demanded to know what had happened, a union spokesman said.

He claimed the company told them the workers had been dismissed for organising for the union and had added that if anyone wished to remain a member of the union they

should leave with them. The workers then stopped work.

When workers later that day asked the company whether they could return to work, they were told they had all been dismissed and would only be re-employed selectively, the spokesman said.

He said the company had brought in a truckload of new workers on Friday and yesterday, but workers from the nearby abattoir had refused to work at Vleissentraal when approached.

Vleissentraal's manager, Mr H E Hart, denied the workers had been fired because they belonged to the union.

He said the company had never negotiated with the union and did not even know if any of the workers were union members.

The strikers, he said, had been given plenty of opportunity to come back to work.

Mr Hart said previous employees would be re-employed selectively but the company was 'busy bringing in new workers'.

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Degree/Diploma/Certificate for which you are registered (e g B A , B Sc)

B.COMM CTA

Subject ECONOMICS IA
(to be copied from the heading on the Examination Paper)

Paper No I (SECTION A)
(to be copied from the heading on the Examination Paper)

Exam-ners' Initials		

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 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

WARNING

- 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

Claims
by labour
congress
are denied

3/2/87
Labour Reporter

NO responsible employer would deliberately foster strike action in order to retrench workers, the executive director of the Natal Federated Chamber of Industries, Mr Roland Freakes said yesterday

He was responding to a claim by Fosatu's Natal regional congress that there was strong evidence to suggest that employers were provoking strikes to retrench workers, reorganise employment conditions and smash union organisation

The claim followed discussions on recent labour disputes last weekend, by the 70 shop stewards which form the congress

Mr Freakes added that employers were rather looking for stability in industrial relations

"The fact of the matter is that the economic downswing is beginning to bite and an increasing number of companies are reducing staff

Mr Freakes was backed by the national chairman of the Textile Yarn and Fabric Manufacturers Association, Mr Lawrence Lurie, who said the congress's claims were 'absolute nonsense'

VW plant is closed 'until further notice'

By SANDRA SMITH

ALMOST the entire workforce at the Volkswagen plant in Uitenhage was sent home today as a result of a week-long go-slow by workers in certain sections of the factory

VW's public affairs manager, Mr Ruben Els, said 5 500 hourly-paid workers were affected by the shut-down

A shop steward said the workforce was sent home at 9 30am after a notice was circulated saying all production and production-related areas would be closed until further notice

The notice, signed by labour relations manager Mr Jan Louw, said "Management regrets to advise all employees that all production and production-related areas of the plant will be closed till further notice

"This has become necessary due to the current go-slow strike which is in progress in certain areas and is causing the whole factory operation to operate on a completely uneconomical basis"

Employees would be advised of "any

developments which may take place which will enable us to re-open the plant", the notice said

Production slowed at the plant last week after workers mounted a go-slow in protest against a deadlock — which led to the declaration of a formal dispute

VW workers are now demanding in-plant negotiations because the resolution of the dispute could be protracted

Yesterday, only VW's press shop was in operation after about 1 200 employees in the body shop were sent home and 2 000 in the assembly and machine sections had been told to return tomorrow

Ford and GM spokesmen have said production was normal this week. However, shop stewards insisted workers in these plants were also involved in a go-slow

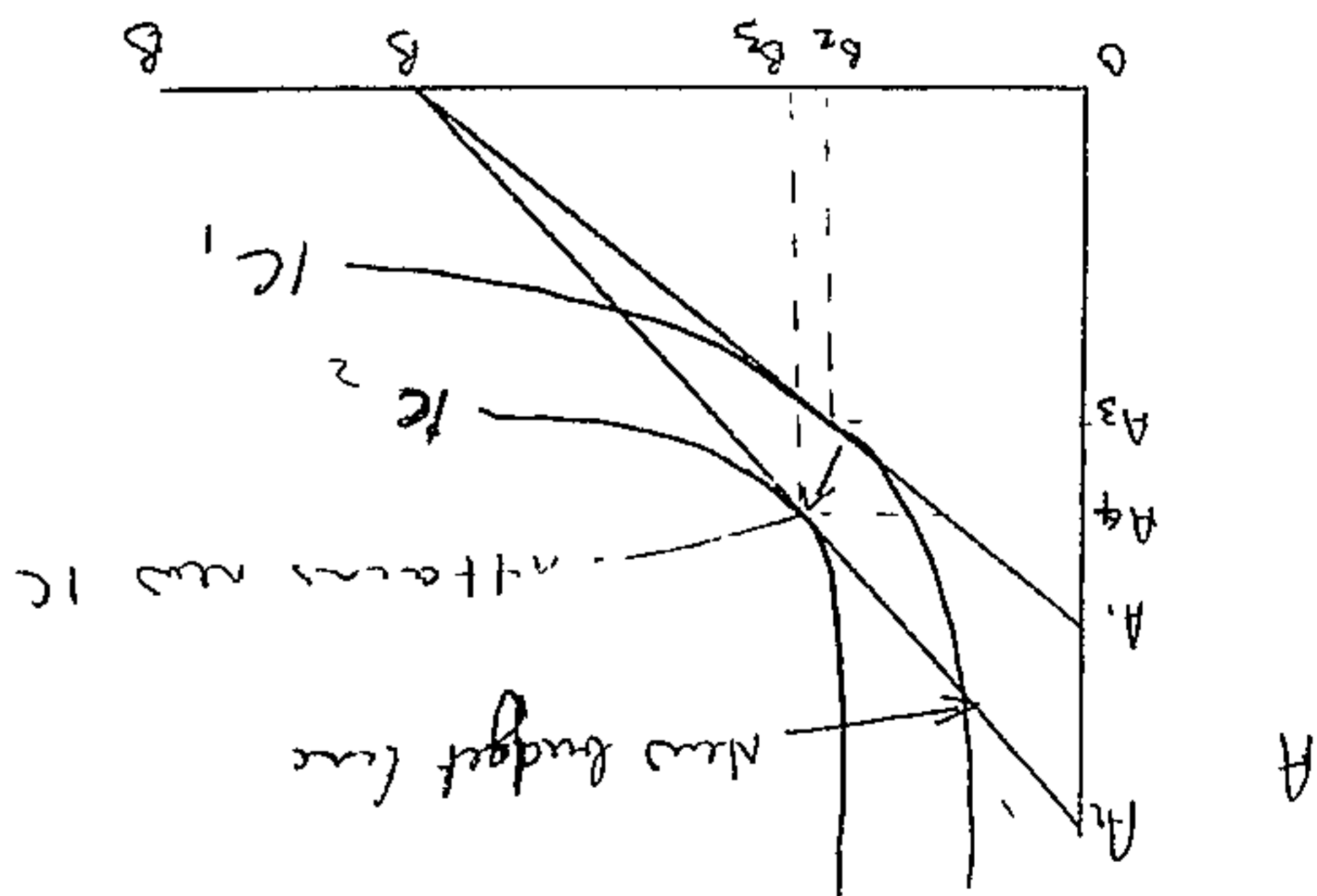
The last Industrial Council meeting was adjourned till Thursday to allow the parties to decide what form the dispute would take

While the employers are said to favour arbitration, Naawu feels this would take the dispute out of the union's hands

140A
E. Post

3/8/82

Both A and B will increase
as it results in the change in the cost of A
as the price of A is the opportunity cost of B



However if a factor such as price should change for only one of the commodities the ratio will change. This is because with a change in the price of one of the goods the overall buying power of the community (or part of it) will increase & vice versa.

Textile firm tells 60 workers to go

Post Reporter

ABOUT 60 workers at the Veldspun International textile company in Uitenhage were told to leave after refusing to do the work of 25 of their colleagues who were retrenched last month, according to a union spokesman.

The local secretary of the Federation of SA Trade Unions (Fosatu), Mr Makaya Sam, said today the workers had refused to move from the knotting to the picking sections last week in protest against the retrenchment of 25 "pickers" a fortnight ago.

On Monday, management warned four of the workers in the knotting section they would be sacked if they continued to refuse to do picking work.

The four were laid off, and workers in the rest of the department refused to do picking work. They were then told to leave and return for their pay today.

Officials of the National Union of Textile Workers, a Fosatu affiliate, held talks with management on the issue yesterday, Mr Sam said.

They were told the company would reach a final decision today.

The dismissed workers have decided not to collect their pay packets until the outcome of the union's talks with management are known.

Asked for comment today, a company spokesman said "We do not deal with the Press. Whatever we do here is our business."

ARGUS 3/8/82

1440A 1440B 1440C 1440D

VW closes plant — 6 000 sent home

Argus Bureau

PORT ELIZABETH — Continued work disruptions at the giant Volkswagen plant in Uitenhage today led to the company sending home its work force of about 6 000 and closing the plant until further notice.

Workers streamed out of the plant's gates shortly after 9 am. In a statement afterwards, the company said it was closing all production until further notice.

"This has become necessary due to the continued go-slow strike in

progress in certain areas and which is causing the whole factory to operate on a complete uneconomic basis," the statement said.

"Employees will be advised of any developments which may take place which will enable us to reopen the plant."

The public affairs manager, Mr Ruben Els, said the company was today still hoping to have discussions with shop stewards on the production problems.

Early today, about 2 000 workers were sent

home by the company when arriving for work, as the assembly and machinery sections remained closed for the third consecutive day because of the go-slow.

The rest of the workers were sent home later when production remained slow in the body shop, where a go-slow strike since early last week has caused major disruptions.

Yesterday, the 1 200 workers in the body shop were sent home while 2 000 other workers were idle because their work

was hampered by the slow production in the body shop.

Mr Els said it was not clear if there had been an intentional go-slow in other departments because they were hampered by the limited production in the body shop.

The company had not been informed officially of the reason for the go-slow strike, Mr Els said.

Volkswagen shop stewards have said, however, that the workers wanted in-plant wage talks to replace the Industrial Council wage talks,

which have been formally declared to be in dispute after a series of deadlocked meetings.

The last wage agreement expired at the end of last month and it could now take months before a new settlement is reached.

The president of the National Automobile and Allied Workers' Union (NAAWU), Mr Jury Harris, a VW shop steward, said today that he had informed the company of the workers' demand and was awaiting its response.

Mr Vause Raw
 meaningful power. They
 are 'rigged' to ensure
 that the National Party
 would dominate the politi-
 cal scene for the foresee-
 able future.

"It is no more and no
 less than tarted-up white
 baasskap

"The ultimate goal
 seems to have been white
 Nationalist control at all
 costs and in this they
 have succeeded. When
 seen together with the
 awesome powers vested
 in the executive presi-
 dent we are witnessing
 the first step towards
 overt dictatorship.

"The so-called checks
 on his power are a fraud
 and the thought of P W
 Botha having even more
 power than he already
 has is a chilling one." Dr
 Boraine said.

hoped the Prime Minister
 and the government
 would have a 'consider-
 able rethink

• After a meeting yes-
 terday the New Republic
 Party leadership issued a
 statement on the NP pro-
 posals

It said the urgency of
 seeking agreement by ne-
 gotiation on the accom-
 modation of blacks both
 inside and outside the
 homelands in the final
 constitutional structure
 was a problem area which
 the NRP hoped to discuss
 with the government.

At the meeting were the
 NRP leader Mr Vause
 Raw and the four provin-
 cial leaders of the party
 — Mr Ron Miller (Natal),
 Mr Pat Rogers (Cape),
 Mr Alex Anderson (Trans-
 vaal) and Mr Willem Bar-
 nard (OFS).

S. Times 3/8/82
**Virtual
 halt at
 VW plant**

Own Correspondent

PORT ELIZABETH —
 Workers operating a go-
 slow at Volkswagen
 brought the Uitenhage
 motor company's produc-
 tion to a virtual halt yes-
 terday.

And today for the third
 consecutive working day
 the assembly and machin-
 ery sections will be
 closed because produc-
 tion in the press and body
 shops has been so low.

Yesterday all 1 200
 workers from the body
 shop were sent home at
 9am because of low pro-
 duction said Mr Ruben
 Els, VW manager of pub-
 lic affairs.

The 2 000 assembly and
 machinery workers were
 sent home on Friday and
 told there would be no
 work for them yesterday.
 There would be no work
 for them again today be-
 cause too few units were
 produced in the body
 shop yesterday said Mr
 Els.

The workers are pro-
 testing at management's
 offer of a R2 15 minimum
 hourly wage.

City attorney suspended

Staff Reporter

A 27-year-old Cape Town
 attorney, Mr Julian
 Horak was suspended from
 the Supreme Court yes-
 terday from practising as
 an attorney for three
 years as from November
 30 1980.

This followed an appli-
 cation for Mr Horak's sus-
 pension brought to the
 Supreme Court by the
 Law Society of the Cape of
 Good Hope. The applica-
 tion was unopposed.

Mr Horak who volun-
 tarily stopped practising
 in November 1980 was
 implicated in the crim-
 inal trial of John
 Friedman on February
 1981.

According to the affida-
 vit of Mr Louis van Zyl,
 president of the Law
 Society, Mr Horak turned
 State witness in the case
 in which Friedman was
 charged with illicit deal-
 ing in uncut diamonds.

Rewarded

Mr Van Zyl said Mr
 Horak acted as go-be-
 tween between Friedman
 and the man who ar-
 ranged the purchase of
 the diamonds. He was
 also rewarded by
 Friedman who gave him
 R2 500. He later handed
 the money to the police.

Mr Van Zyl submitted
 that Mr Horak had been
 guilty of unprofessional
 dishonourable or unwor-
 thy conduct and was not a
 fit and proper person to
 continue practising as an
 attorney.

Mr Horak had been ad-
 mitted as an attorney on
 May 30 1979. He had then
 practised as a profession-
 al assistant with the firm
 Bloomberg and Company
 until he resigned in 1980.

Mr Horak stated in an
 affidavit that he purpose-
 ly withdrew from the le-
 gal profession to try to
 avoid the adverse public-
 ity which might result
 from his involvement in
 Friedman's conviction.

'Ashamed'

"I am acutely aware of
 the seriousness of my mis-
 conduct and deeply
 ashamed of what I have
 done," he said. He asked
 the council to consider
 the circumstances in
 which he became in-
 volved.

He first met Friedman
 who was in a wheelchair
 following a tragic acci-
 dent when he was an in-
 experienced articled
 clerk, he said.

"My sympathy for
 Friedman coupled with
 his ability to evoke my
 sympathy and the fact
 that I got caught up in
 what I can only describe
 as the web of what I saw
 as his sincere gratitude,
 was at all times at the
 root of my involvement,"
 he said.

Mr Justice Grosskopf sat
 with Mr Justice Vivier con-
 curring. Mr D Scott, in-
 structed by Bisset Boehmke and
 McBlain appeared for the
 applicant. Dr W E Cooper as-
 sisted by Mr J Sher and in-
 structed by Fairbridge
 Arderne and Lawton, ap-
 peared for Mr Horak.

MR BIG MAN
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D. 94

down by Zanu (PF) spokesmen

Both Zanu and Zanu (PF) sources predicted last week that a meeting between the two leaders was in the offing in spite of Mr Mugabe's shrill threats against the Zanu leadership

Mr Mugabe claimed the Zanu leadership was secretly behind widespread dissidence and banditry and the kidnapping of the six foreign tourists in the Lupane area, adding he held them responsible for the fate of the hostages

Mr Nkomo would not elaborate on the contents of the peace programme hammered out at yesterday's talks

"We met and agreed to follow a certain course which would be made known to the country as we go along," he said

The talks which included the Deputy Prime Minister, Mr Simo Muzenda and the Minister of State (Security) Mr Emerson Mnangagwa had been "frank" and "a good sign for the future" said Mr Nkomo

Though security forces still appear no closer to finding the kidnapped tourists, intensive military operations in western Matabeleland are resulting in numbers of suspected dissidents and national army deserters being captured

Intense air and ground activity continued yesterday but apparently over a wider area than in the past 10 days of the follow-up operation

Though it is now almost certain the three bodies found in the Eastern Highlands are those of three missing British tourists, police have not yet "positively" identified the bodies

A post-mortem was expected to be held today

Major tyre firm recognises union

ARGUS 3/8/82
140A
1985

Labour Reporter

A MAJOR tyre firm has signed a recognition agreement with the National Automobile and Allied Workers Union (Naawu), bringing the union a step closer to establishing industry-wide bargaining in tyre manufacture

Firestone SA has agreed to recognise Naawu in their Brits plant where the union has about 80 percent membership

The agreement provides for the recognition of the union, the election of shop-stewards and the provision of stop-order facilities in plants where the union has over 30 percent membership

Naawu's membership at the Port Elizabeth plant is just under 30 percent, according to the union's regional secretary in PE, Mr Les Ketteldas

However Naawu is hoping to be in a position to elect shop-stewards at the PE plant "soon", the union said in a statement

The union already had majority membership in the Good Year Tyre plant in Uitenhage where it was recognised by management and was organising at the General Tyre plant in PE, said Mr Ketteldas

Workers in the tyre industry in the Eastern Cape presently have their wages and working conditions determined by an

Industrial Council (IC) covering the industry in the region

Mr Ketteldas said the union did not yet know whether it would sit on the IC

"When we become sufficiently representative we'll consider what form collective bargaining will take," he said

A management spokesman for Firestone confirmed that an "interim" recognition agreement had been negotiated for the Brits plant but said it would not apply to PE until the union had over 30 percent membership there

Naawu already represents more than 10 000 automobile workers in Port Elizabeth and Uitenhage

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R170 000 mailbag theft - mar

Argus Correspondent

PRETORIA — A post office official has been arrested over the alleged theft of R170 000 from mailbags

The money disappeared from mailbags between November last year and July this year. The man was arrested by Railway Police detectives here last week.

The chief of the Railway Police in Northern

Transvaal Colonel Danie Malan said R14 000 went missing from a mailbag which was transported between Delmas and Pretoria in November last

The man allegedly struck for the second time two weeks ago when R156 000 disappeared from a mailbag being transported from Bethal to Pretoria

Police believe the money, meant for several

banks here was removed from the mailbags. The bags were then sealed and handed in at the main post office here

Colonel Malan said the official was arrested last week after nine months investigation. Detectives found R59 000 in the man's possession

Colonel Malan said his men were also investigating the disappearance of

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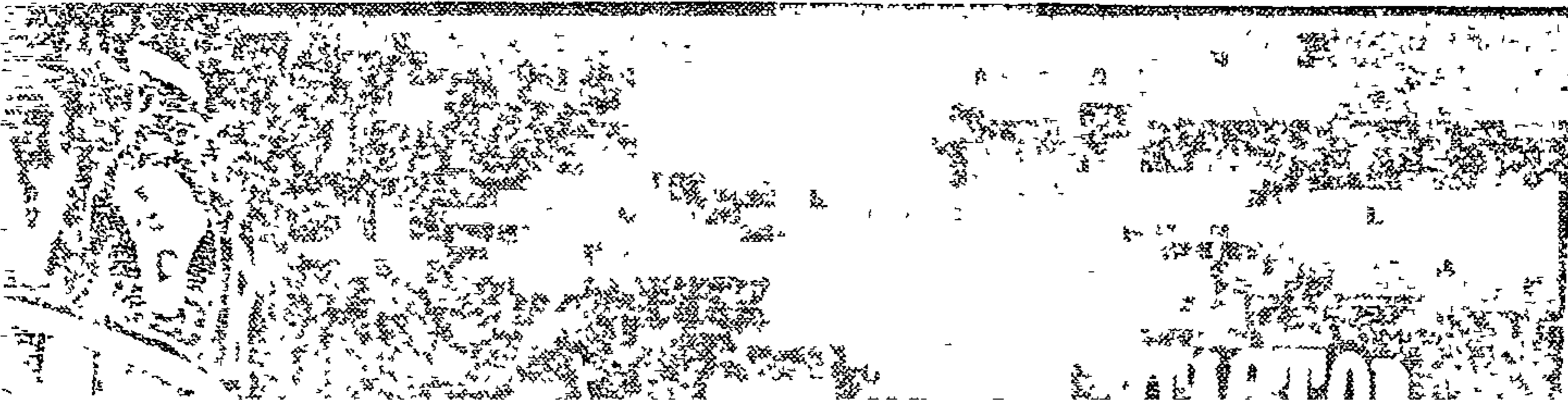
Life, Life, Life.

Leave the roar of the lion for the electric roar of nights in London. From the magic lights of the West End to dancing nights at the Dorchester. The sophistication of Annabel's to the neon vibrancy of Piccadilly Circus. Stroll among the hurrying hot polloi, mingle with the sprigs of a aristocracy and cruise with the punk rockers. That's nightlife. And in London that's wildlife. If you book now, British Airways has a special winter sale. Go for 14 days in

October/November and for R100 you can stay in London in a charming hotel or get a self-drive car so you can experience the nightlife in the rest of Britain. Or you can stay in London for a week and then get a car for a week.

Take a midnight stroll in a glade or drink a jovial pint in an old country pub lit by the hearth. In England, when the sun is down, English spirits are up. That's what makes Britain great.

BRITAIN



Mawu enters no-strike deal

Sowetan 3/8/82
 (C) (U) (P) (A) (F) (E)

A RECOGNITION agreement has been signed between the Metal and Allied Workers' Union (Mawu) and South Africa's biggest manufacturer of electrical accessories, Litemaster Products of Wadeville

According to the agreement signed last week and ending six months of negotiations Mawu has agreed not to go on strike and the company has also agreed not to lock out workers while negotiations mediation or accepted procedures are in progress

In a joint statement released after the signing of the agreement Mr John Houston managing director of Lite-

master, and Mr Moses Mavekiso Transvaal branch secretary of Mawu hailed the agreement as a foundation for good relations

The agreement determines a talk-and-resolve policy for both sides in preference to industrial action

In the agreement both parties reaffirm their fundamental belief in dialogue discussion and negotiation as being the method of conducting industrial relationships

The company has agreed not to dismiss any worker during the first 24 hours of any work stoppage and a formula for retrenchment has been accepted

Members subscriptions to the union will be deducted by the com-

pany and rules on health and safety have also been recognised by the two parties

Disciplinary and grievance procedures will be applied fairly and justly without discrimination or victimisation

In the Code of Employment the company commits itself to developing employees skills maintaining open lines of communication and personal contact promoting and preserving at all times the dignity and self-esteem of employees and improving the quality of life of employees at work and at home

Mr Mavekiso said it was a great achievement for his union to have reached an agreement with Litemaster He said the negotiations were tough but everyone is now happy with the outcome and we hope it will work well he said



SIGNING THE AGREEMENT. From left, Mr John Houston, Mr Richard Ntuli, chairman of the Shop Stewards Committee, and Mavekiso

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VW sets workers

THE VOLKSWAGEN plant in Port Elizabeth, which has been hit by strikes for the past two weeks, is expecting workers to be back for full production today

The wage strike at three motor companies General Motors Ford and Volkswagen in the eastern Cape involving about 10 000 workers was reported to have

been over on Monday last week

At Volkswagen about 2 000 workers were sent home on Thursday after being on a 'go slow' strike despite a management ultimatum

The Volkswagen plant was still running at part production yesterday as it has been since the start of the 'go slow' campaign Man-

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1777

~~1977-1978~~ (140A)

Sacked workers won't accept their dismissal

Post Reporter

8/82

MORE than 500 workers gathered outside the Busaf bus body manufacturing plant in Port Elizabeth today for the fourth day to demonstrate a rejection of their dismissal by management last week

They were sacked after downing tools in protest against the dismissal of members of a workers' committee and for a demand that management recognise the National Auto mobile and Allied Workers Union (Naawu)

The workers mostly women, claim teargas was fired by police. However, police have denied teargas was issued to members of the reaction squad deployed outside Busaf today

The workers' committee has arranged to meet Busaf management on Monday

Pay row
TUA
closes
VW plant
4/8/82

By STEVEN FRIEDMAN
Labour Correspondent

VOLKSWAGEN closed its giant Uitenhage plant "until further notice" yesterday and about 5 500 workers were sent home because of a continuing go-slow over pay demands by members of the National Automobile and Allied Workers' Union.

NAAWU's general secretary Mr Fred Sauls said yesterday that workers at Ford and General Motors were continuing their go-slow and that there had been isolated stoppages.

Production was being more seriously affected at Ford than at GM, he added.

Both companies have denied that production has been disrupted by worker action.

The go-slow comes in the wake of a 10-day work stoppage last month by NAAWU members. The actions are a reaction to the deadlock in pay negotiations between NAAWU and the three motor companies.

A Volkswagen statement said yesterday all workers had been told that production and production-related areas of the plant would be closed.

Workers would be told of "any developments which may take place which will enable the company to re-open the plant", the company said.

The close-down had been prompted by the go-slow in certain areas of the plant, "which is causing the whole factory to operate on a completely uneconomic basis", Volkswagen added.

Mr Sauls said production had been held up to such an extent before the close-down that Volkswagen was producing "only about one unit an hour".

Workers were demanding to negotiate directly with management on their pay grievances, rather than through the industry's industrial council, and union shop stewards were seeking a meeting with management, he said.

At the other two plants, workers had not demanded that the industrial council be by-passed, but were also disrupting production, he claimed.

At Ford's paint shop, workers had been painting all cars one colour only, thus disrupting production schedules, Mr Sauls said.

NAAWU was due to hold a worker meeting last night to decide on strategy in the dispute. A meeting of the industrial council is scheduled for tomorrow, but the union may seek meetings with companies before then.

(140A) (140B) (140C) (140D) (140E) (140F) (140G) (140H) (140I) (140J) (140K) (140L) (140M) (140N) (140O) (140P) (140Q) (140R) (140S) (140T) (140U) (140V) (140W) (140X) (140Y) (140Z)

Another Fosatu union gains recognition in tyre industry

Labour Correspondent

FOSATU'S National Automobile and Allied Workers' Union has been recognised by the Firestone tyre company, which means Fosatu unions now have bargaining rights at four tyre firms and are negotiating these at a fifth.

The unions are now to co-ordinate efforts in the industry as a probable prelude to setting up industry-wide bargaining.

Three Fosatu unions are recognised in the industry and, in a statement yesterday, the federation said its unions would now work together to create a uniform and "acceptable" pay structure in the industry.

Fosatu says Naawu is now recognised at Firestone and Goodyear, its Chemical Industrial Workers' Union (CIWU) at General Tire subsidiary Piggot and Maskew, and its Metal and Allied Workers' Union at Tensile Rubber, another GT company. CIWU is also negotiat-

ing an agreement with Dunlop Tyres.

A Naawu statement says the Firestone agreement grants the union preliminary recognition pending a fuller agreement.

It grants Naawu shop steward rights and other facilities in Firestone plants where the union has more than 30% membership.

A full agreement is likely to follow within a few months.

Firestone's managing director Mr Peter Morum confirmed the agreement and said another granting Naawu full wage bargaining rights was likely soon.

He said the company was still negotiating with the Motor Assembly and Components Workers' Union of SA, which claims majority membership at the plant. The Naawu agreement would not affect these talks, Mr Morum said.

Weather News

Workers walk out at Ford in protest

140A
g. Post 4/8/82

By SANDRA SMITH

WORKERS at the Ford truck plant downed tools and left the plant today in protest against a company bulletin setting out the employers' wage offer made to the Industrial Council for the Motor Manufacturing Industry of the Eastern Cape

A National Automobile and Allied Workers' Union official said a bulletin was displayed at Ford's Truck plant today outlining the employers' wage offer

The workers objected and left the plant, the official said

And in a further development in the dispute, Naawu has demanded that Ford, General Motors and Volkswagen pay workers for the period plants were closed last month

A statement released by the union also intimated that if a dispute in the industrial council was referred to arbitration, Naawu might decide to withdraw from the council

Ford's director of industrial relations, Mr Fred Ferreira, confirmed the workers had left the plant today

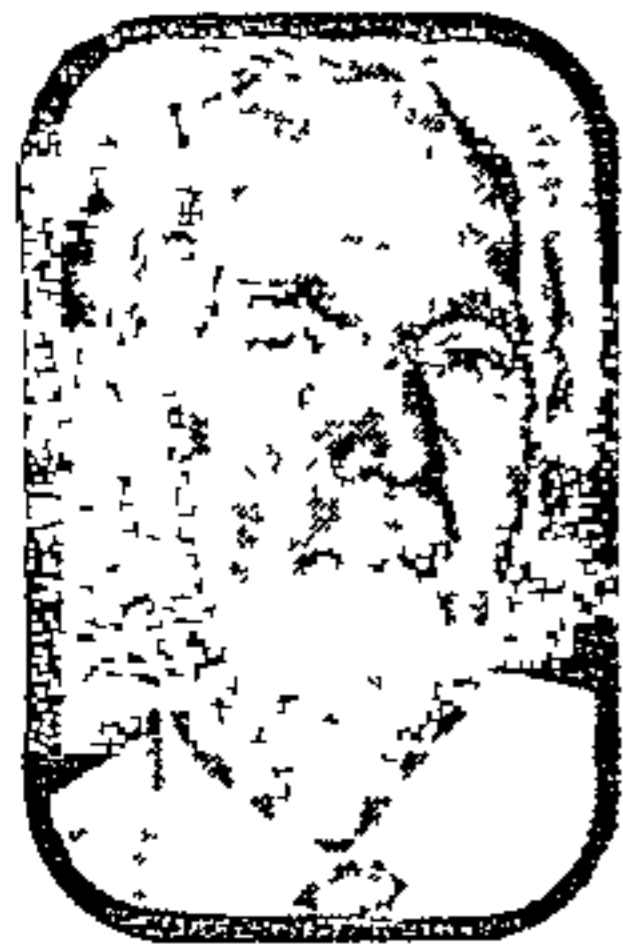
Workers at Ford and GM went on strike on July 15 after a breakdown in industrial council talks

The two motor companies and VW then closed their plants for more than a week until a return to work could be negotiated

In a letter to the companies, Naawu has accused them of an illegal lock-out and demanded the workers be paid out, the union's general secretary, Mr Freddy Sauls, said today

Mr Ferreira said he did not wish to

● To Page 4



It's All
Happening ...
Just tell
ROBIN
STEVENSON

A REGIONAL convention is being held in the great hall of the Greenbushes Motel on the old Cape Road from tomorrow till Saturday by the Full Gospel Businessmen's Fellowship International. This is not restricted to business men.

The main speaker will be Mr Mel Tari, an Indonesian who now lives in America. The other speaker is Mr Bob Trench, of Durban. They will be teaching "What Jesus is today".

□ □ □

THE Algoa Bay Council for the Aged is holding cake sales on Saturday morning at the Greenacres hypermarket and Constantia Centre. They need more cakes as well as scones, crumpets and koeksisters. If you can help, contact Mrs Freda Krupenia ☎ 29171.

□ □ □

MEMBERS of the Wards 5 and 6 Civic Association should be interested to know that the association will be holding its annual meeting at 8pm on August 12 in the North End library.

□ □ □

THE Wiles family exhibition in the EP Society of Fine Arts gallery has been held over a week and will now close on Saturday. Almost all the paintings have been borrowed from places outside PE.

Workers want full wages for 'lock-out'

G. Post • From Page 2
4/8/82
140A
comment VW and GM spokesmen could not be contacted

Naawu's national council has released a statement saying "collective bargaining is an issue for the employees and employer parties only".

Thus any attempt by the employers to have the dispute referred to "a third party" would be opposed by the union, it said.

Labour analysts feel the only path then open to Naawu would be to withdraw from the industrial council.

The VW plant in Uitenhage was closed almost entirely yesterday until further notice because of a go-slow by workers.

GM reported normal production but shop stewards claim workers in these companies are also involved in a go-slow.

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Big egg surplus expected

JOHANNESBURG — A large egg surplus is expected soon and the Egg Control Board is to launch a campaign to promote the sale of eggs.

SABC radio today quoted the chairman of the board, Mr Ian Bartlett, as saying the biggest surplus was expected in the Western Cape.

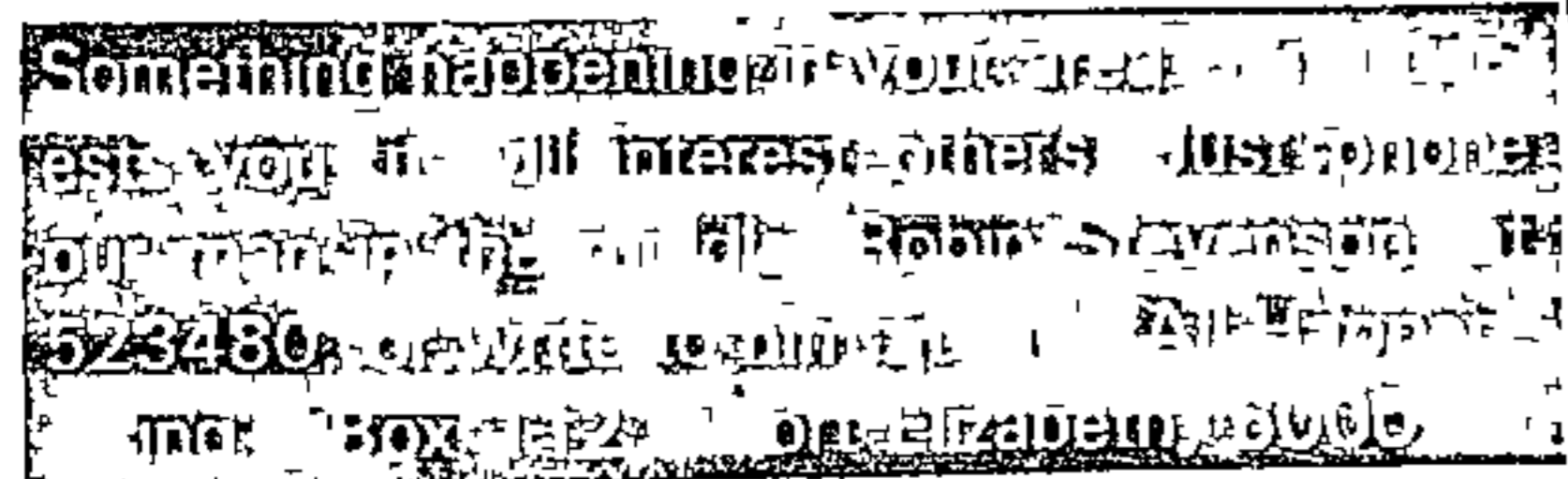
The promotion campaign would therefore be concentrated in that area to begin with, Mr Bartlett said — Sapa

SACC deal as

JOHANNESBURG — Leaders of major African churches after a meeting in Johannesburg, declared their "total rejection" of the government's plan to cede to Swaziland.

In a statement issued today, the South African Council of Churches declared that "in consultation with church leaders, we have rejected the transfer as legal and immoral."

It added that South African church leaders w





Strikes continue

WORKERS at two companies, on the East Rand and in Johannesburg, yesterday downed tools in a continuation of labour unrest along the Reef

About 93 employees at Gold Star Yeast, a member of the Premier group, in Industria, Johannesburg, went on strike, demanding R25 increases

Meanwhile, at Rheem SA in Alrode, Germiston, management denied workers were involved in a work stoppage despite repeated telephone calls to The SOWETAN by workers. The workers said about 150 of them had downed tools yesterday because of discrimination by management.

STRIKE Some of the workers yesterday

60 PE textile workers won't accept offer

By SANDRA SMITH

ABOUT 60 workers dismissed from the Veldspun International textile company in Uitenhage have refused a management offer to re-employ them on condition they signed a document acknowledging their jobs included picking fabrics

The workers were dismissed on Monday after refusing to do the work of 25 of their colleagues in Veldspun International's fabric picking section who were retrenched last month

Officials of the National Union of Textile Workers met representatives of the company's management yesterday to discuss the issue, and were told the workers would be re-employed on condition they signed the document

At a meeting last night, the workers rejected this condition

The local secretary of the Federation of SA Trade Unions (Fosatu), Mr Makaya Sam said "The workers felt that if there were to be conditions, they would like to include some of their own which would be binding on the company"

Management had asked for workers in the mending section to return to the factory today and the rest on Tuesday. This was also rejected by the workers, who decided they would return to work together

Mr Sam said union officials would attempt to meet management representatives today

Veldspun management was not available for comment

140A

2. Post 4/8/82

CML Times 4/8/82

Court told of Sactu link to ANC

Own Correspondent

JOHANNESBURG — South African masterspy Major Craig Williamson told a Johannesburg Regional Court yesterday that "fairly innocent" information allegedly sent to the SA Congress of Trade Unions (Sactu) by Alan Fine was vital for national liberation planning.

Major Williamson, who posed as a member of the outlawed African National Congress for five years, was giving evidence before Mr W G Rosch

Mr Fine, 28, of Sharpe Street, Bellevue, faces a charge under the Terrorism Act or, alternatively, under the Internal Security Act. He has pleaded not guilty to both.

The State alleges that the ANC and Sactu, an exiled labour organization, conspired with each other to violently overthrow the government and that Mr Fine associated himself with the aims of Sactu, and therefore the ANC.

It is also alleged that he sent information on trade unions to Sactu via Mrs Jeanette Schoon, who lives in Gaborone, during 1977 and September 1981.

Major Williamson told the court that "accurate information on trade unions helped the ANC-

led national liberation movement plan strategies and tactics.

The information — which the prosecutor, Mr J Swanepoel, described as "fairly innocent" — was also vital for the propaganda efforts of the ANC and allied organizations, he said.

In attempting to show links between Sactu and the ANC, Major Williamson told the court about his meetings around the world with Sactu officials, adding that he was regularly instructed by the ANC to give all possible assistance to Sactu, although he never became a member.

He said he knew Mrs Schoon well from their student days, and watched how she was cleared through customs by ANC protocol officials after they met in Lusaka in 1979.

Major Williamson will continue his evidence tomorrow.

Mercury

Union bid to mediate fails

Labour Reporter

THE Natal regional secretary of Fosatu, Mr John Mawbey, yesterday attempted to intervene in the dispute between the Sweet, Food and Allied Workers' Union and the Cato Ridge company, Vleissentraal, in a bid to open negotiations

This follows a strike by about 100 workers after the company dismissed five of their colleagues. The workers were subsequently all dismissed.

The Fosatu-affiliated SFAW, which claims to represent the workers, has attempted to negotiate with the company since the strike, with little success.

Mr Mawbey said he had telephoned the company in an attempt to set up a meeting to discuss the dispute but the proposal was turned down.

Vleissentraal's manager, Mr H E Hart, yesterday said he had refused to meet Mr Mawbey because he did not consider that he had a dispute with the union.

A SFAW spokesman said the shop stewards' committee had tried to talk to the management yesterday but they had been told none of the old workers would be taken back.

They were told that their money would be available today, he said.

SPCA cash

ARGUS 4/8/82
140A

Giant car plant still closed today

Argus Bureau closed "until further notice"

PORT ELIZABETH —
The giant Volkswagen factory in Uitenhage was still closed today, with no prospect of a settlement between the company and a large section of the workers who had caused the closure yesterday by their go-slow strike

The public affairs manager for the company, Mr Ruben Els, said today that no meeting between the company and representatives of the National Automobile and Allied Workers' Union (Naawu) was being planned before tomorrow's scheduled Industrial Council meeting in Port Elizabeth

Mr Els announced yesterday that a week-long go-slow by workers in some areas had caused the factory to be operating on "a completely uneconomical basis" and that all production would be

That means that the company is closed for the second time in less than a month, the first time being three weeks ago, when more than 10 000 motor industry workers stopped work at Volkswagen, General Motors and Ford over a wage dispute

After a week, production at the three plants returned to normal, but Volkswagen started experiencing a go-slow strike

At tomorrow's meeting, the council is expected to consider the further negotiation options available

Meanwhile, about 50 workers at the Veldspun International Textile Company in Uitenhage have reportedly been sacked for refusing to do work of about four workers who were retrenched last month because of production cut-backs

Anger at new rush for road through park

Municipal Reporter

Johannesburg City Council's management committee is oblivious of public opinion according to Mr. J. J. Kgomo, chairman of the Cheltondale Residents Action Committee.

He was criticising attempts by the management committee to override a council decision and go ahead with construction of a road through Cheltondale Park.

Residents intend to take the matter to the Supreme Court if the committee persists in attempts to build the feeder road to serve the Hypermarket in Norwood.

The row, which dates back several years, ended in victory for the residents when a management committee recommendation that the road be built was defeated by a majority vote at the council meeting in April.

But in terms of local government legislation the management committee is entitled to reintroduce the recommendation.

It was indicated that 'new factors' will be presented for the council to consider.

It is understood that the matter will be placed on this month's council agenda.

the birth

Natal employers slammed

1400
4/8/82

Labour Reporter

Some Natal employers are trying to smash union organisation in the plants according to a trade union federation.

This accusation was made at the congress of the Federation of South African Trade Unions (Fosatu) which was held in Durban last weekend.

The delegates also accused employers of encouraging workers and of creating employment conditions.

The congress called on the Tongaat Hulets group in particular to state its position on recognition agreements with unions.

DISMISSALS

A dispute at the group's David Whitehead plant was cited and delegates claimed that workers were later re-engaged under worse employment conditions than before.

SA Fabrics and Vleis Sentraal were also criticised over dismissals and retrenchments.

Such actions were destroying the prospect of establishing new and more stable forms of collective bargaining in South Africa, the congress said.

Sun-struck

WASHINGTON — Two comet-orbiting near the sun were sucked in to its fiery surface last year the US Naval research Laboratory said yesterday — Reuter

EDUCATION

Jilted ma suicide

After hearing the evidence of Michael John Robinson and the telling comments of the magistrate Mr P J du Plessis it was apparent that the 31-year-old mechanical engineer was lucky to be alive and well enough to appear in a Randburg court.

A disappointment in love, which the magistrate prosaically referred to as woman trouble, led Michael Robinson to swallow brake fluid in a suicide bid. Doctors saved his life after he was taken to hospital.

This was on June 17. After spending the night in hospital he was discharged and next day decided to drown his sorrows in a more conventional way. He drank enough

liquor to achieve a blood/alcohol content of 0.34 — high enough to send a man into a coma — and then drove his car into the back of a Kombi on the N1 Col Highway. Luckily no one was killed or injured.

He was arrested and charged with driving under the influence of alcohol and pleaded guilty when he appeared in court.

He was found guilty and made a strong plea in mitigation of sentence bearing in mind

that drunk just may R800 sis. In he t trate him been mar in engi sec the to t be su Air fia He B

Rugby VIPs can't

By Michael Shafto

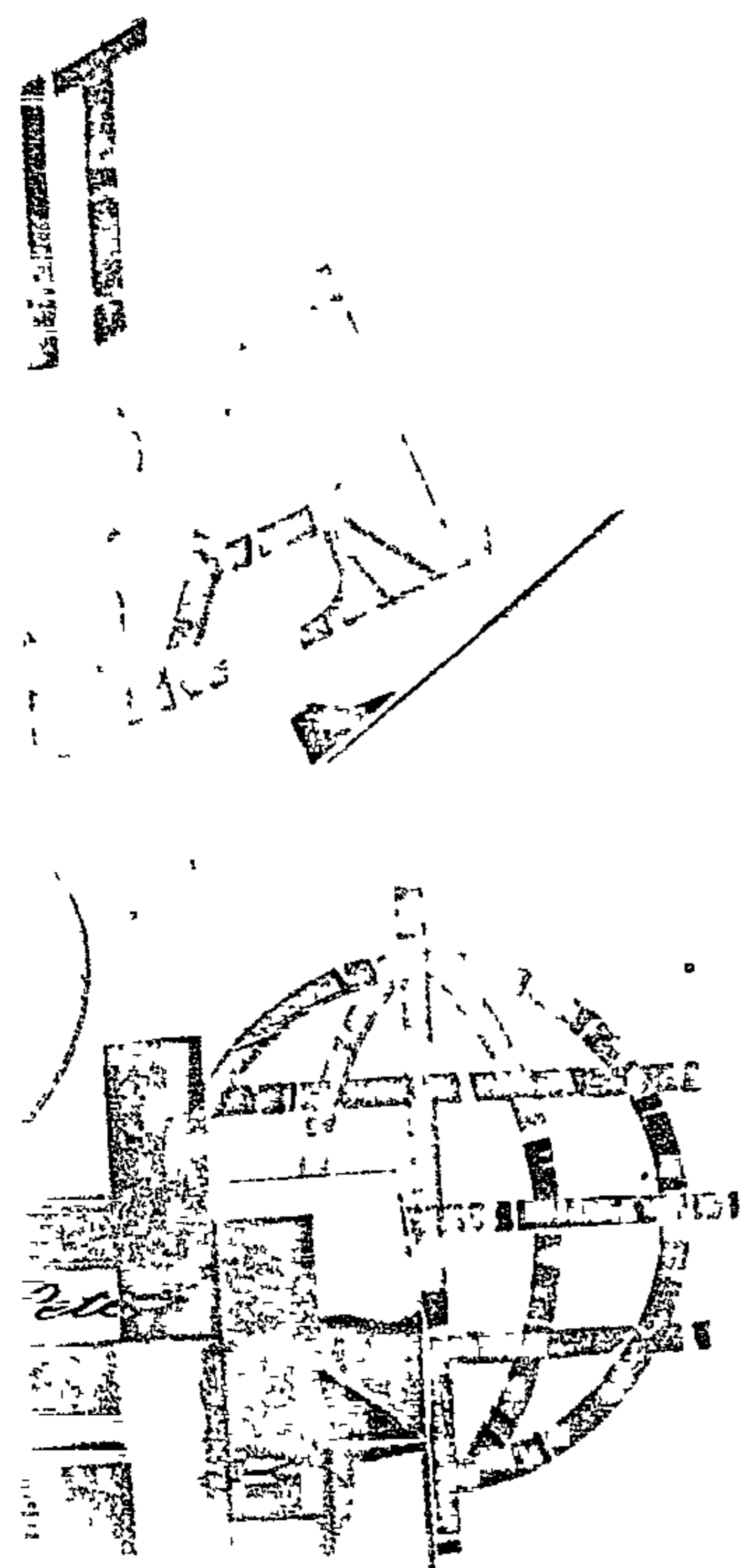
Mr John Smith, president of the England Rugby Union, and his wife can keep the presents they received from the Transvaal Rugby Union — with a clear conscience.

That is the news today from Ellis Park where harassed TRFU general manager Mr Robert Denton confirmed that the value of the gifts given to overseas VIPs who attend the international open-

ing of the stadium was not more than R100.

The Star's London Bureau today quoted Mr Smith as saying he would return his gift, in accordance with the strict amateur code of the International Rugby Board if its value was more than R100.

"No gift presented to officials from overseas countries exceeded that limit," said Mr Denton. "The necklaces for the wives cost R90"



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(140A) (9812) (1206)
**CDA, unions close
to agreement** D. Dispatch 5/8/82

EAST LONDON — Management of the CDA motor assembly plant here yesterday moved significantly close to a new labour agreement with both the South African Iron, Steel and Allied Industries Union and the National Automobile and Allied Workers' Union, a statement issued by the company's public relations consultants said

CDA, which assembles

trucks, and the unions, said in a joint statement last night they had reached a "tentative agreement on most points in their negotiations"

They added "Further points and confirmation of the agreement will be finalised in the next few days"

CDA is the largest employer here, with a total workforce of some 2 600

Workers refused entry

E. Post Post Reporter 9/8/82

ABOUT 50 workers who arrived late at the Veldspun International textile plant in Uitenhage today were not allowed into the plant, and two night shifts downed tools last night

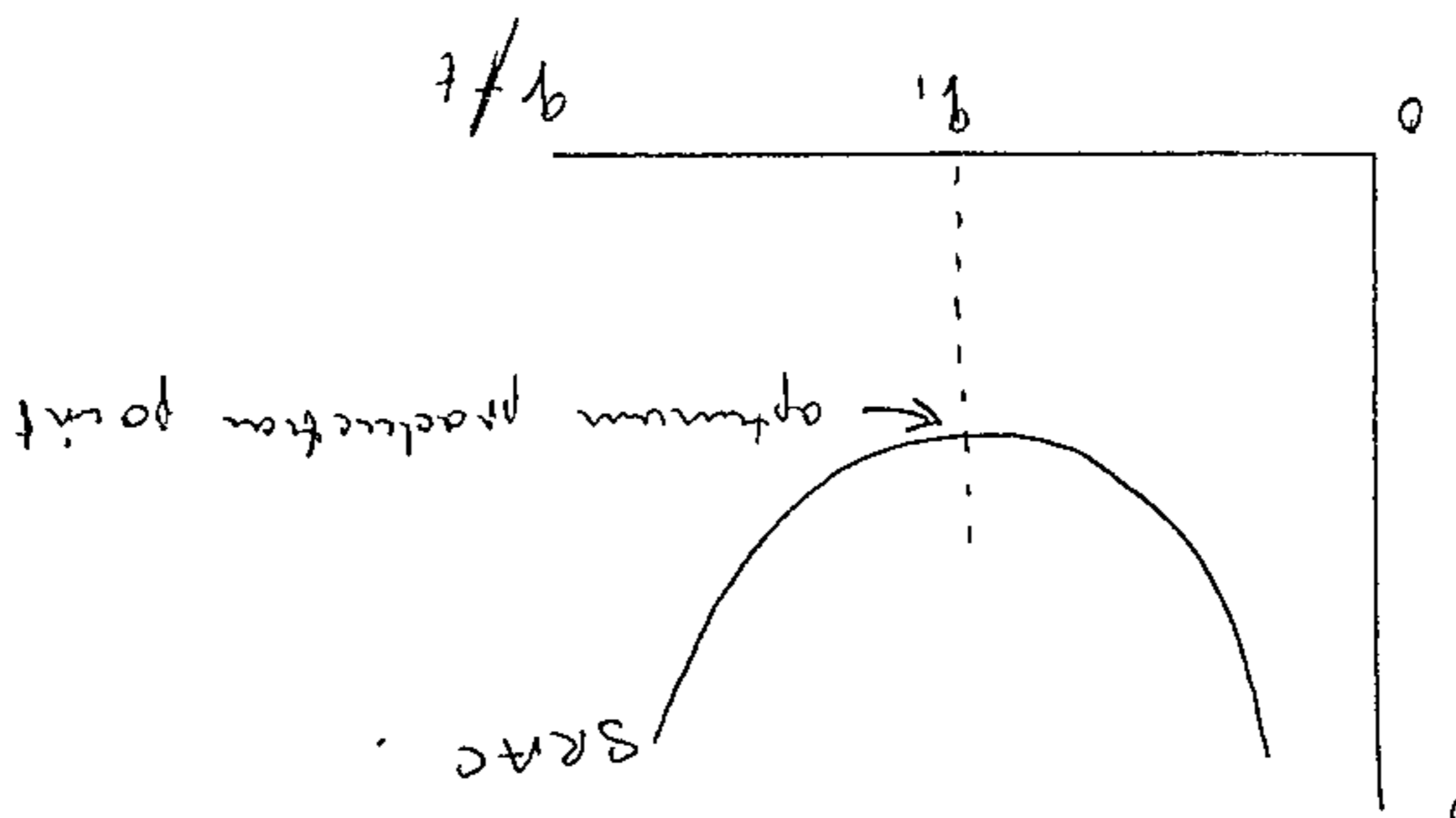
This follows the dismissal of 60 workers at Veldspun this week after they refused to do the work of 25 of their colleagues in the company's fabric picking section who were re-trenched last month

The 60 have refused a management offer to re-employ them on condition that they sign a document acknowledging that their jobs include picking fabrics

An official of the National Union of Textile Workers said the dismissed and locked-out workers would hold a meeting today

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 up to a point when as you increase production, marginal costs increase



q, p

Union hopes for a new wage offer after talks

Post Reporter

THE Industrial Council for the Motor Manufacturing Industry of the Eastern Cape adjourned after two hours today with union delegates hoping that employers on the council would return with a new wage offer when the meeting resumed this afternoon

The council met amid speculation that the National Automobile and Allied Workers Union might withdraw from the council if the dispute is not resolved and is referred to arbitration by a third party

Union delegates confirmed a deadlock on wages had been discussed at today's meeting and said the

employers had "gone to discuss the issue".

While the parties negotiate, sporadic work stoppages have continued to cripple production at all three motor manufacturers in the Eastern Cape

Volkswagen closed its Uitenhage plant "until further notice" this week after a go-slow by workers

At General Motors, workers in certain areas of the assembly line downed tools, halting production in the vehicle assembly plant yesterday

This was after bulletins of the employers' wage offers in the council were put up in the plant

Worker representatives

said the bulletin "indicated to the workers that the employers were not prepared to budge from their offer of a minimum hourly wage of R2,15"

At the Ford truck plant yesterday, production stopped when the bulletins were displayed and workers gathered in groups to discuss them, Ford shop stewards said

An official "started pulling people about and told them to get back to work or clock out", a shop steward said

The official then said everyone "standing around" should leave the plant

Spokesmen at Ford were not available for comment

E. Post

5/8/82

140A

Closure of plants a 'lockout'

ARGUS 5/8/82

140A

152 152 156

Argus Bureau

PORT ELIZABETH — The closure of plants by Ford, General Motors and Volkswagen for more than a week last month after a strike by about 11 000 workers was "an illegal lockout," according to the deputy general secretary of the Steel and Allied Industries Union, Mr H Ferreira

"We will go all the way if necessary to get payment for our members," Mr Ferreira said. The union supported Naawu's demand for severance pay of one month's wages, for every completed year of service

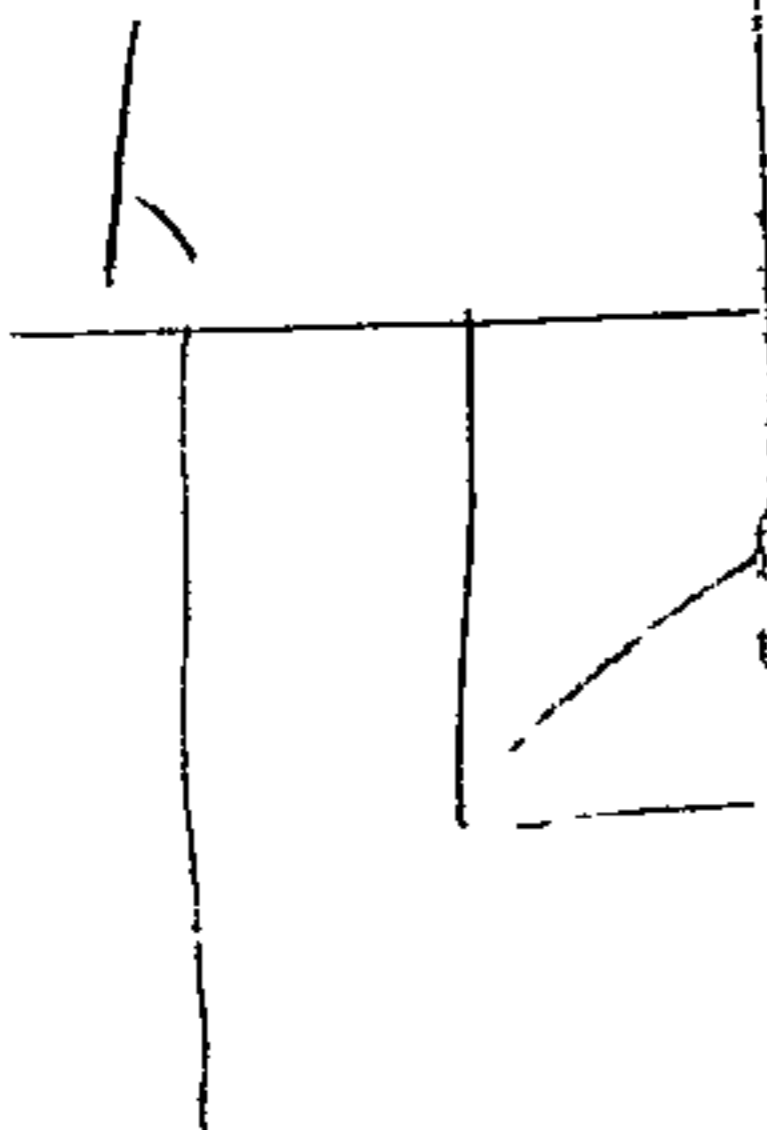
The union, one of the more conservative white unions, is negotiating on wages and working conditions at the industrial council for the motor manufacturing industry of the Eastern Cape, which meets today.

Also represented are the three companies and the National Automobile and Allied Workers' Union (Naawu).

Mr Ferreira said his union had asked the employers to pay its members for the period the plants were closed. Its members did not take part in the strike on July 15 by members of Naawu

Naawu has also demanded payment for the period the plants were closed,

The manufacturers refused to pay the steel union's members for time not worked. The union has demanded that the matter be discussed at today's meeting



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More E Cape motor plants hit by strikes

PORT ELIZABETH — The current wage dispute in the motor industry in the Eastern Cape was further highlighted yesterday with the assembly section of the General Motors plant the truck plant at Ford and the whole of the Volkswagen plant closed

And a statement issued by the National Automobile and Allied Workers Union (Naawu) yesterday indicated that the union might withdraw from the Industrial Council if the dispute was referred to arbitration

The council meets today to discuss the procedure it will adopt to resolve the deadlock in negotiations

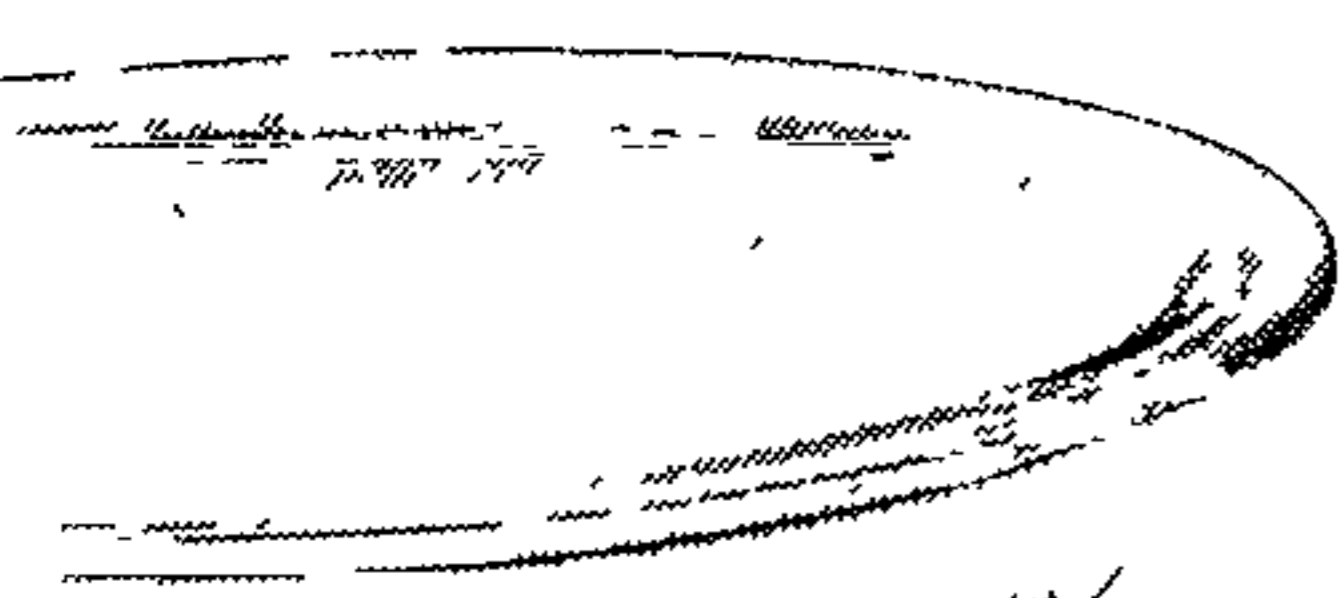
At Ford yesterday the truck plant was closed after workers downed tools in protest at a company bulletin which was posted in the plant detailing a management's wage offer at the IC talks

A shop steward said the workers saw this as provocation and believed it indicated that the company would insist again on its offer of a R2 15 minimum hourly wage when the IC talks resumed today

Volkswagen was closed until further notice on Tuesday after a week-long go-slow affected production so badly that the company announced it was no longer able to operate economically

TODAY'S PRICES

7 AUGUST WHILE STOCKS

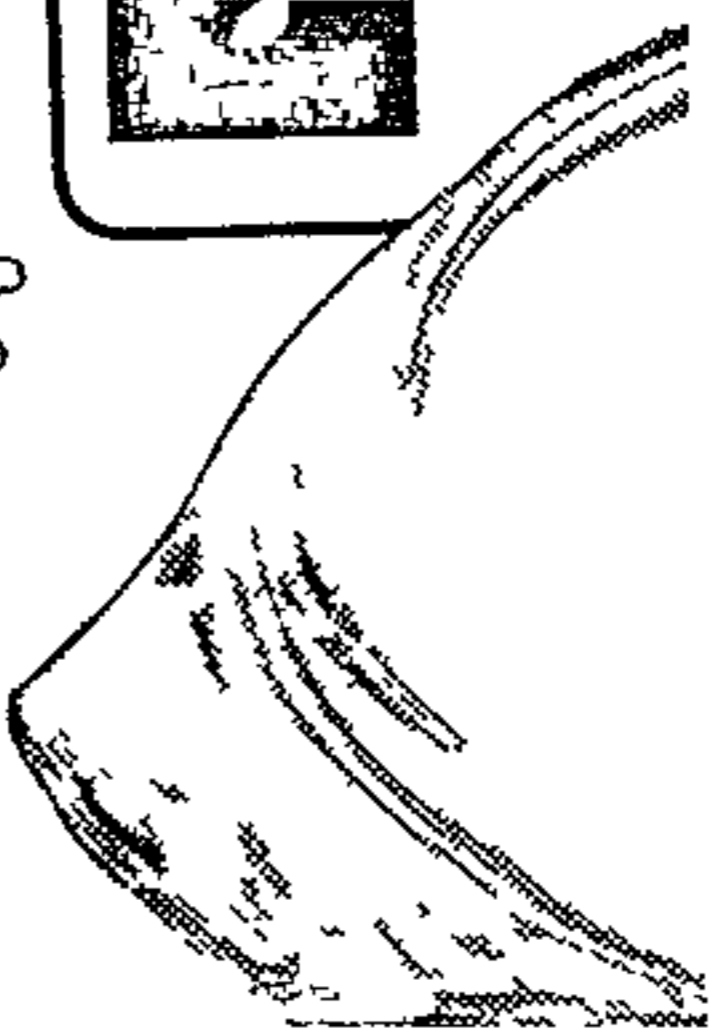
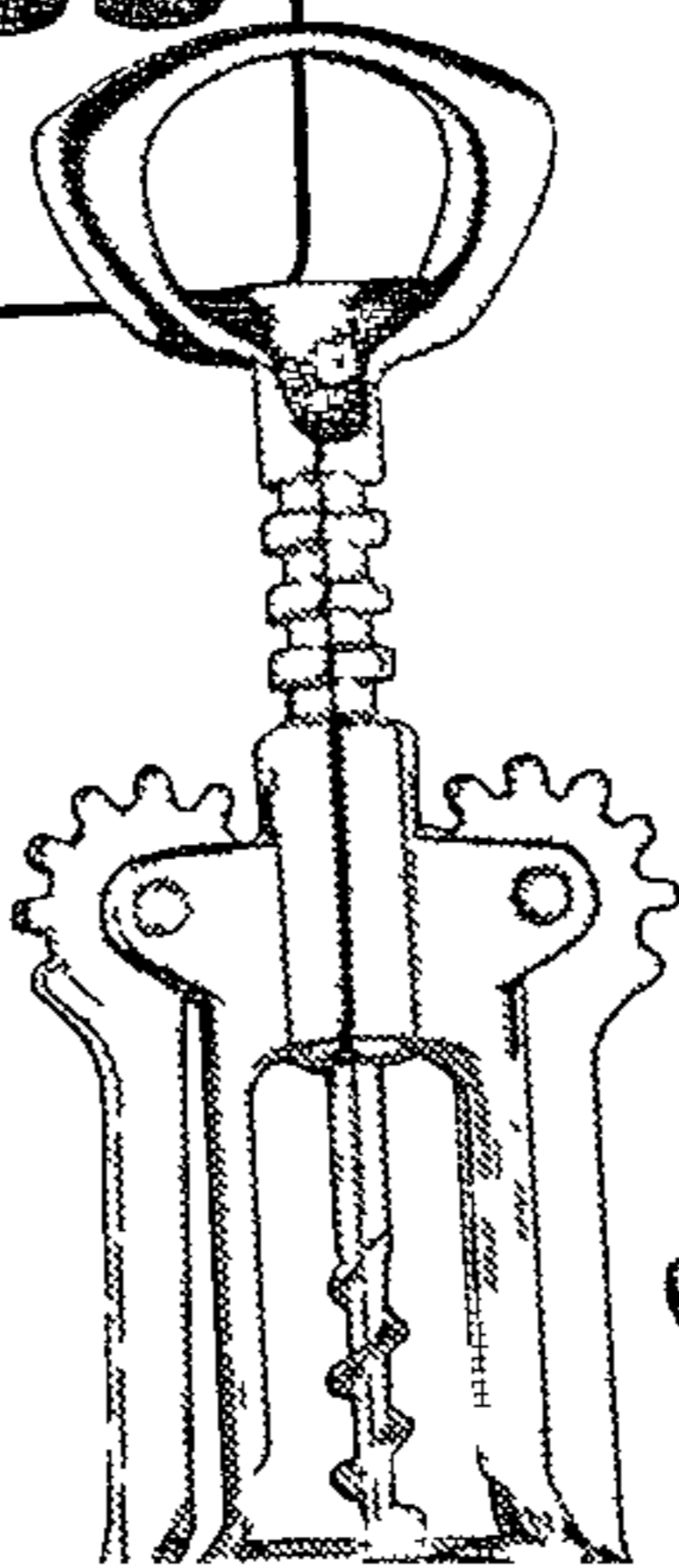
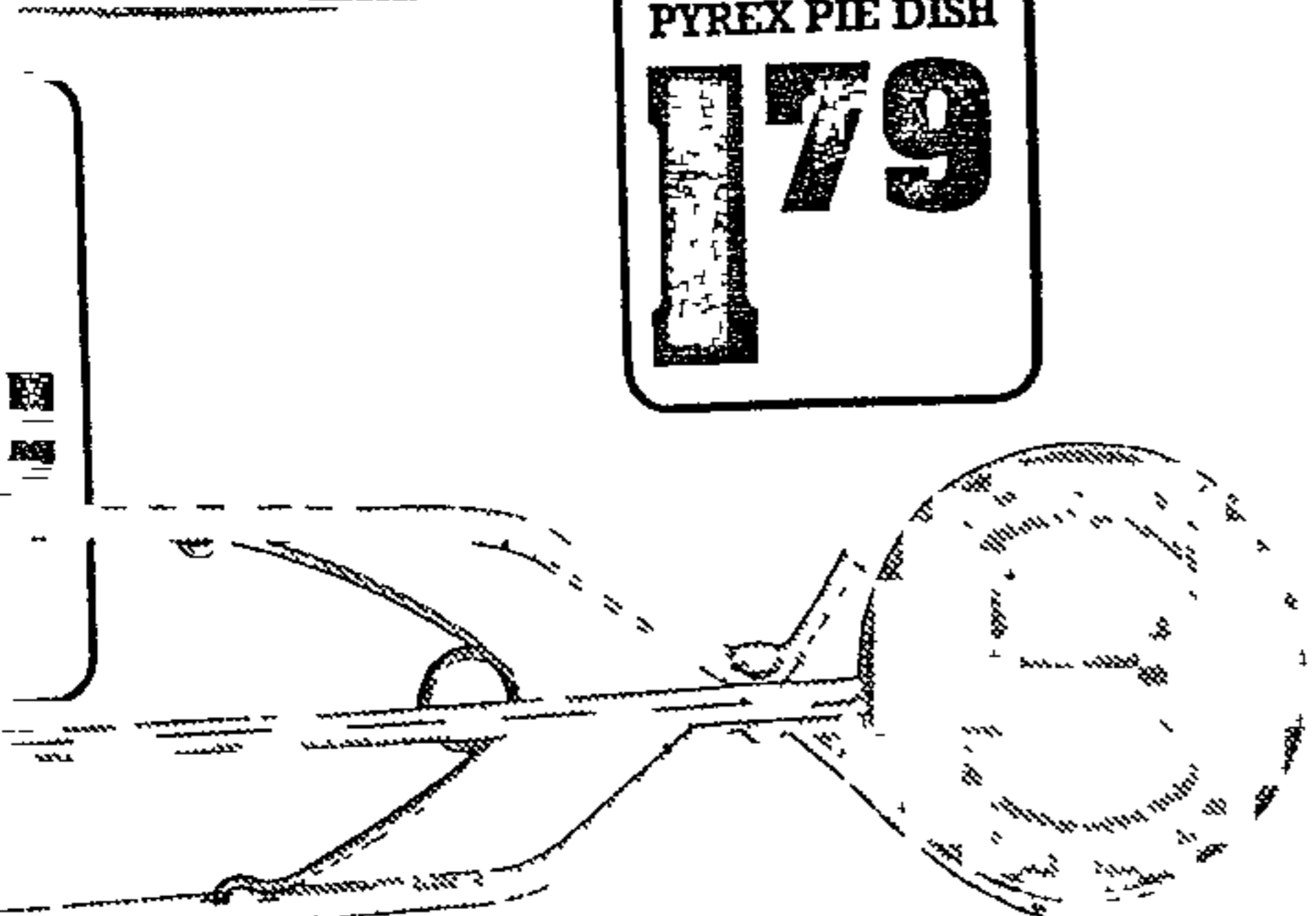


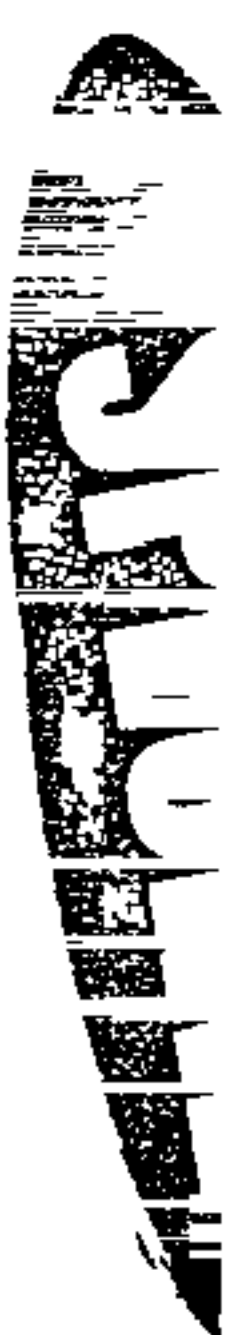
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LEVER
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1,14 L ROUND PYREX
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COVER
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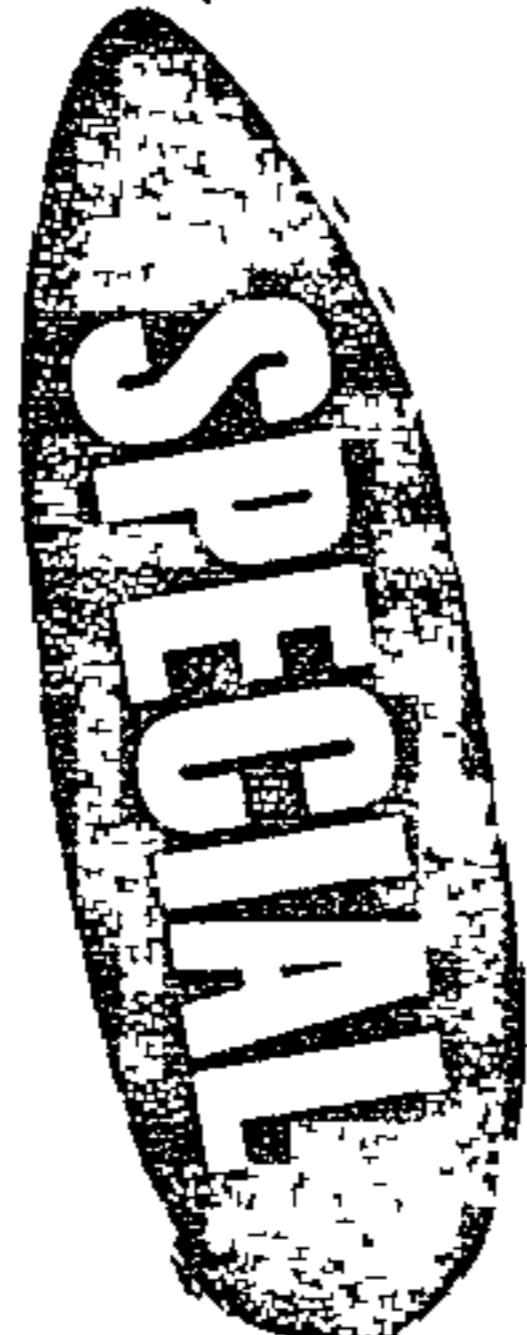




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Labour deal 'close' in EL

Post Reporter

CDA, which assembles Mercedes-Benz cars and trucks in East London, moved significantly close today to a new labour agreement with both the SA Iron, Steel and Allied Industries Union and the National Automobile and Allied Workers' Union

In a joint statement last night, the unions said they had reached "tentative agreement on most points in their negotiations" and that "further points and confirmation of the agreement will be finalised in the next few days"

Naawu officials said there were certain points to be resolved which the union's membership had asked the negotiators to

The fact that several fishing trawlers had an- ation would cost in the re- gion of R1 million

White union leader joins Naawu in 'lock-out' claim

By SANDRA SMITH

THE closure of plants by Ford, General Motors and Volkswagen for more than a week last month after a strike by about 11 000 workers was "an illegal lock-out", Mr H Ferreira, deputy general secretary of the South African Iron, Steel and Allied Industries Union, said in an interview last night

The union, one of the more conservative white unions, is negotiating wages and working conditions at the Industrial Council for the Motor Manufacturing Industry of the Eastern Cape, which meets today

Also represented are the three motor manufacturing companies and the National Automobile and Allied Workers Union (Naawu)

Mr Ferreira said the SAISAU had asked the employers to pay its members for the period when the plants were closed. Its members did not take part in the strike on July 15 by members of Naawu

Naawu has also demanded payment for the period the plants were closed

The motor manufacturers refused to pay SAISAU

a one-party state plan in Under the constitution, new Zimbabwe became inde-

members for time not worked, and the union has demanded the matter be placed on the agenda for today's meeting "We will go all the way if necessary to get payment for our members," Mr Ferreira said

The union had previously not made public its wage demands, as statements to the Press "could jeopardise negotiations and confuse the workers", he said

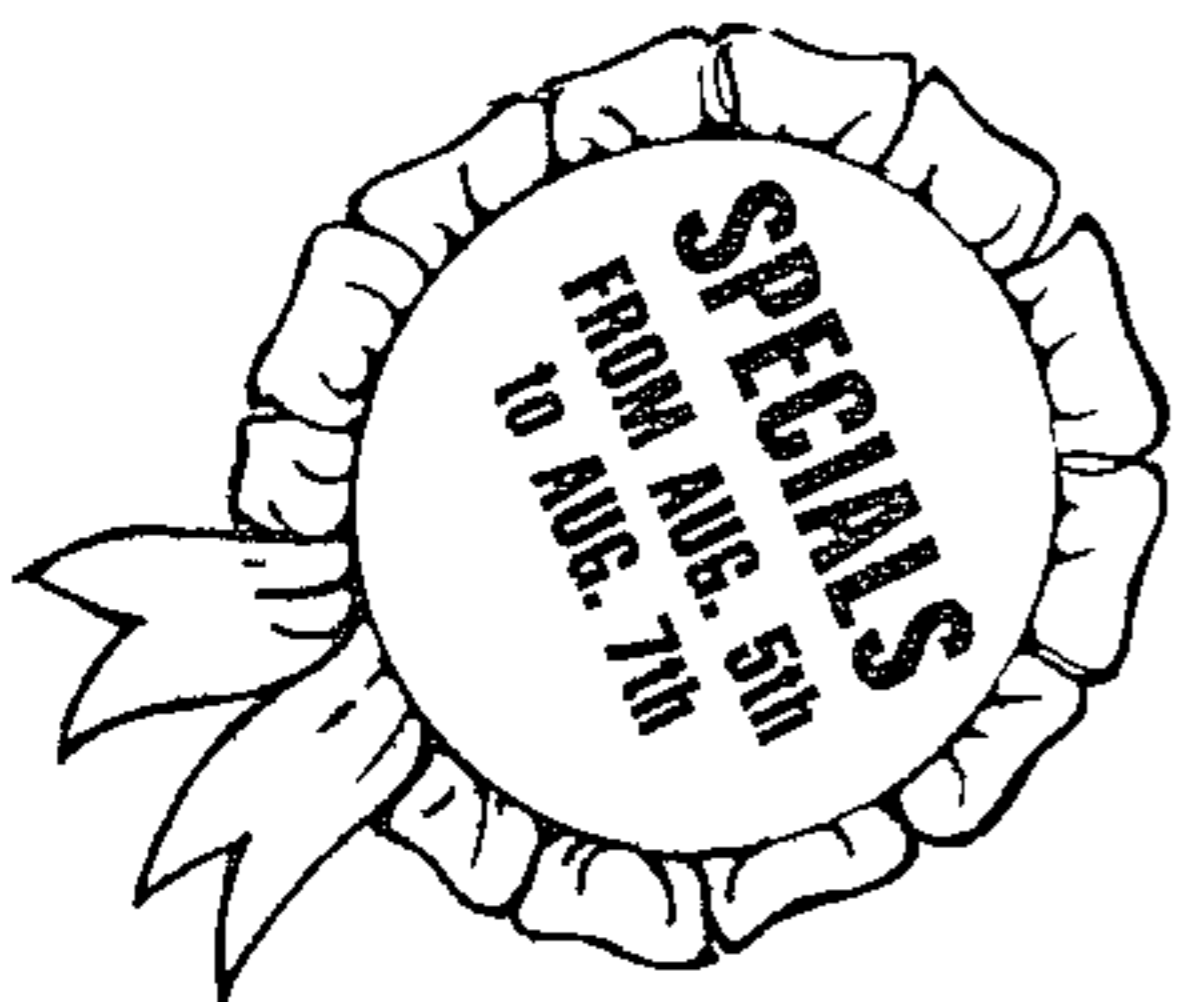
"We have now been accused by our membership of being inactive for not making statements," added Mr Ferreira The union, a SA Confederation of Labour affiliate, has a white membership in job categories three to eight

The union put forward proposals for a minimum hourly wage for artisans in grade seven of R4,37, increasing to R5,10 by January, 1984 The employers have offered a minimum hourly wage for grade seven A of R3,80, increasing to R4,06 in August and to R4,22 in February, 1983 Mr Ferreira said "We are not satisfied with the employers' offer and think a compromise can still be reached"

The union supported Naawu's demand for severance pay on the basis of one month's pay for every completed year of service

MEATWORLD

YOUR FAMILY BUTCHERS



HALF or WHOLE

LAMB

FIRST GRADE

R279 per kg

Treason trialist tells why he became a 'soldier'

PRETORIA — Convicted high treason trialist Thelie Simon Mogoerane, 23, told the Pretoria Supreme Court today that he had decided to become a "soldier" to help in the armed struggle to free blacks from their oppression

Mogoerane, Jerry Semano Mosoli, 25, and Marcus Thabo Molaung, 27, were found guilty yesterday of high treason and alternative charges of murder, attempted murder, robbery and contravention

Mogoerane gave an account of his participation in the attacks on the Moroka, Orlando and Wonderboom poort police stations. He said he had not killed anyone in any of the attacks

Speaking in a mixture of Sotho and English, he told how his frustration and confusion at the injustices suffered by black people in South Africa led him to leave school in 1976, when he was in Standard 9 and go to Botswana

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6/11/82
SACTU
1408

Court hears of Sactu aims

Own Correspondent
JOHANNESBURG — It was not necessarily unlawful to send information to the exiled SA Congress of Trade Unions (Sactu), Major Craig Williamson agreed under cross-examination in the Johannesburg Regional Court yesterday.

He was giving evidence before Mr W.G. Rosch in the trial of Mr Alan Fine, 28, of Sharpe Street, Bellevue, who faces a charge under the Terrorism Act or, alternatively, under the Internal Security Act.

He has pleaded not guilty to both.

Not unlawful

One of the allegations made by the State was that Mr Fine sent information on various trade unions to Sactu via Mrs Jeanette Schoon, who lives in Gaborone, from 1977 to 1981.

Major Williamson said it was not unlawful to send information on trade unions to Sactu "depending on the motives of the person sending the information and the motives of the recipient".

He believed Sactu, an exiled labour organization which has not been declared unlawful, was a genuine trade union federation, "but unfortunately had revolutionary aims". He said he had no evidence of strikes in which Sactu had participated.

Clandestine

He agreed it had no visible presence in South Africa, but was a clandestine organization which "always struggled to maintain its separate identity".

He said he was not sure if the security police were interested in information sent to Sactu because it was clandestine or if the information was sent in a clandestine fashion because of security police interest in labour matters.

Major Arthur Cronwright, head of John Vorster Square's investigation unit, disclosed that of the 41 trade unionists detained in the last year, five had been charged, including Saawu officials and Mr Fine.

The trial continues today.

INDUSTRIAL COUNCILS

Fosatu guidelines

FM 6/8/82 (14 Dec)

The lively debate among emerging trade unions about whether they should conduct collective bargaining through industrial councils has been taken an important step further. A resolution adopted by the central committee of the 100 000-member Federation of SA Trade Unions (Fosatu) paves the way for more of its affiliates to join industrial councils, providing certain conditions are met.

The whole issue of joining industrial councils has been debated by Fosatu officials and shop stewards during the past 18 months. One affiliate sits on a council, but others have refused to take this step, preferring to sign recognition agreements with individual companies instead.

Fosatu remains critical of the structure and operations of most industrial councils, arguing that employers and minority unions have used them to protect their own sectional interests. It says these unions have allowed themselves "to be seduced into the bureau-

cratic bog of boardroom negotiations" rather than to use their shopfloor base to bargain from a position of strength.

However, a statement containing the central committee's resolution says that this trend is not necessarily the fault of industry-wide bargaining or the council system itself. Accordingly, the committee has decided that affiliates should observe the following principles in deciding whether to join a council or any other industry-level bargaining system.

Guidelines

- Industry-level negotiation should not preclude plant-level bargaining.
- The system should not in any way interfere with or restrict the rights and functions of shop stewards as determined by the unions concerned.
- The granting of organisational rights at plant level, such as stop-order facilities, should be based solely on the representation of the union at the plant, and such rights should not be granted to minority unions in the face of a majority union in the plant, and
- It should not restrict the right of workers to join the union.

Fosatu will now be examining closely the constitutions of industrial councils to determine whether they meet these requirements. That should take the debate even further.

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Work

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1 000 Uitenhage textile workers sacked

Post Reporter
MORE than 1 000 workers out of a workforce of about 1 500 at a Uitenhage textile company have been dismissed after they downed tools in support of a demand for the reinstatement of 63 of their colleagues

The Veldspun International workers were dismissed this week after they refused to do the work of 25 employees in the company's fabric picking section who were retrenched last month

After talks with officials of the National Union of Textile Workers, management offered to take back the workers on condition they signed a document acknowledging their work included picking fabrics. The workers refused to accept this condition for a return

On Wednesday, about 900 workers walked off the job demanding the reinstatement of those dismissed. Yesterday, several workers who arrived late were refused entry and most of those inside walked out.

A spokesman for Veldspun International said today that between 250 and 300 workers, mostly members of the Textile Workers' Industrial Union (TWIU) continued to work today

The TWIU's general secretary, Mr N Daniels, said today members "definitely do not" support the strike

The Veldspun International spokesman confirmed the dismissals and said recruitment of new staff would begin soon

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Lay-off offer hailed

E. Post
140A
18/8/82

Post Reporter

THE senior regional secretary of the SA Iron, Steel and Allied Industries Union, Mr Lieb Pretorius, has described the new Eastern Cape motor employers' offer on lay-off pay as a move which could lead to greater stability in the industry.

Calling the offer a "major breakthrough", he said one effect could be to attract more black artisans to the industry

The new employers' offer on short time payment and a new separation allowance system was also very important, he said

Under the present system workers contribute a certain amount every year, depending on their grade, and are then entitled to draw maximum benefits a year in the event of a lay-off

The new system is the latest management offer in the Industrial Council negotiations. It would allow employees a certain number of days basic pay in lay-off compensation, depending on the worker's length of service

Mr Pretorius said the effect would be to give substantially greater benefits

Under the present system a person in one of the top categories with more than 10 years service would contribute R52 during the year in order to qualify for a maximum benefit of R104

Under the proposed new system an employee on the same grade and with the same number of years of service would qualify for R413 with no contributions

At the lowest grade a person presently contributing R17,94 has a maximum benefit per year of R36. Under the new system he would qualify for R84,6 with no contributions

The lay-off schedule as presented by the employers offers workers with fewer

than two years service four days basic pay lay-off compensation, those with between two and five years service five days pay, those with more than five years seven days pay, and those with more than 10 years service 10 days

Another management offer introduces the idea of a separation allowance to be payable by employees in the event of permanent lay-off (retrenchment)

The allowance varies from 10 days at basic rates to 35 days pay depending on years of continuous service

Mr Pretorius will be holding a report back meeting to union members this evening. The union represents more than 2 000 members on the Industrial Council

Ford truck plant is closed

By SANDRA SMITH

THE Ford truck plant ceased production today when about 300 workers were sent home after refusing to work. Some workers in the Neave plant also downed tools and left the plant

This follows a rejection by thousands of Ford, General Motors and Volkswagen workers at meetings last night of new wage proposals made by employers at yesterday's sitting of the Industrial Council for the Motor Manufacturing Industry of the Eastern Cape

Ford spokesman Mr Fred Ferreira confirmed the stoppages but said the Neave plant was still in operation

The Industrial Council declared a formal dispute in wage talks last month, but after

sporadic stoppages at the motor plants and a shut-down of Volkswagen in Uitenhage, the employers upped their offer

In terms of their new offer, while the hourly minimum wage for grade one workers already in the employ of all three companies will be R2,15, they will receive a 5c increase this month to R2,20

This will increase by 10c in February and August next year and in February 1984, bringing the hourly minimum to R2,50

The employers' previous offer was for an increase from R2 to R2,15, increasing to R2,25 in February next year

Members of the National Automobile and Allied Workers Union (Naawu) have demanded a minimum hourly wage of R2,50, increasing by 25c every six months to R3,25 in February 1984

54, 5 + 30 = 84



UNIVERSITY OF CAPE
EXAMINATION ANSWER

All answer books must be numbered

Number of books handed in	
Number of this book	

Fighting as strike tensions mounts
 1407
 2/8/82
 AMG u.s. 6/8/82

Paper No
 (to be copied from the heading on the Examination)

NOTE CAREFULLY

- 1 Enter at the top of each page and in column of the block on this cover the number of question you are answering
- 2 Blue or black ink must be used for 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

PORT ELIZABETH — After three weeks of major disruptions in the Eastern Cape motor industry, the peaceful strikes took an ugly turn today when fighting broke out between workers at the giant Ford Neave plant

Authoritative sources reported that striking Ford workers were involved in brawls with workers who wanted to continue their jobs

A later report said knives were used in the fighting, and that 11 people were injured, but not seriously, and that they were being treated at the company's first aid department

The police liaison officer for the Eastern Cape, Major Gerrie van Rooyen, confirmed that police were on standby outside the Neave plant, including a contingent of the reaction unit (riot squad)

Meanwhile the Neave plant was said to be on the point of closing because of walkouts there today, the Ford truck plant was closed early and the General Motors plant at noon today

With the Volkswagen plant closed since Tuesday, this brings the number of closed motor industry plants in Port Elizabeth and Uitenhage to a confirmed three, with another pending and walkouts of numbers of workers were also reported at a Ford plant at Struandale

EVADED

An authoritative spokesman said that shortly before noon, a group of workers who had walked out at Ford's Neave assembly plant, had evaded security personnel by climbing over a fence

Inside the premises they argued with workers who would not leave their jobs and fighting broke out, resulting in five people being injured and treated in the first-aid department

All Ford's top executives were said to be at the Neave plant in an

ARGUS
BUREAU

attempt to "sort things out"

A spokesman for General Motors confirmed that the company has closed its production section when workers walking off their jobs "made it impossible to continue"

The workers had collected their pay before noon, when downing tools

At three report-back meetings last night, several thousand members of the National Automobile and Allied Workers Union (NAAWU) employed at three motor companies rejected outright the new wage offer made by the companies at yesterday's Industrial Council talks

The council, which is negotiating an agreement for the motor industry in the Eastern Cape and is formally in dispute over the talks, adjourned until Monday for the union to take the offer to members

Workers were told that the employers had offered R2,20 minimum wages — 5c more than their previous offer

The union is demanding an immediate R2,50 an hour minimum with six monthly increments of 25c to an eventual R3,25 an hour

The national secretary of NAAWU, Mr Fred Sauls, said today that the union would not accept arbitration or mediation as a further procedure to try to resolve the issue as it did not want another party to decide on the issue, which was being handled by collective bargaining

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do not 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

Cape Times 6/1/82

Naawu rejects new wage offer

160A

Own Correspondent *[Signature]*

PORT ELIZABETH — Several thousand members of the National Automobile and Allied Workers' Union (Naawu) employed at Ford, General Motors and Volkswagen last night rejected outright the new wage offer made by the companies at yesterday's Industrial Council talks

The council, which is negotiating an agreement for the motor industry in the Eastern Cape and is formally in dispute over the wage talks, was adjourned until Monday for the union to take the offer to its members

At the three Naawu report-back meetings on the talks, workers were told that the companies had offered a R2,20 minimum hourly wage — five cents more than their previous offer

The union is demanding an immediate R2,50 hourly minimum with six-monthly increments of 25 cents to an eventual R3,25 hourly minimum at the end of two years

A severance pay offer was rejected by all three meetings on the grounds that it did not make provision for workers with less than two years' service to the companies

At the General Motors and Volkswagen meetings workers accepted a management proposal for "lay-off" pay which would provide workers with scaled guaranteed annual payment if they should have to work short-time during the year.

Ford workers rejected this proposal

DOM 6/8/82
140A

Collapse averted as motor bosses offer an extra 5c

By STEVEN FRIEDMAN
Labour Correspondent

AN IMMEDIATE collapse in negotiations between warring East Cape motor employers and worker leaders was averted yesterday as employers made a fresh wage offer — an extra 5c an hour — at a meeting of the motor industry's industrial council

And yesterday Ford's truck plant and General Motors' vehicle assembly plant resumed production after being closed on Wednesday by a worker walk-out, company spokesmen said. The Volkswagen plant is still closed.

Last night, Fosatu's National Automobile and Allied Workers Union was putting the new offer to workers at Volkswagen, Ford and General Motors, but the odds appeared against them agreeing to accept it.

The industrial council is to meet again on Monday to continue discussions.

It is understood employers have offered a R2,20 an hour minimum wage — 5c more than their previous offer. This is the first change in their offer since a 10-day work stoppage halted production at all three plants last month.

They also offered yesterday to replace a four-year-old supplementary unemployment benefit scheme — which is funded jointly by workers and management — with benefits for laid-off workers funded by management only.

Naawu originally demanded a R3,50 an hour minimum, but has since substantially scaled down its demands.

This week the other union on the council, the all-white SA Iron, Steel and Allied Workers Union, revealed for the first time it was demanding increases averaging 20% for its members, most of whom are in the highest job grades.

Its deputy general secretary, Mr H Ferreira, said the union supported Naawu on some issues raised in the dispute, but not on others. Its demands aimed at compensating for inflation "and what we have lost in previous agreements".

Yesterday, the industrial council met against a background of continued worker action on the wage dispute and signs that Naawu could quit the council — the only one on which a Fosatu union has agreed to serve.

Employers were expected to push for arbitration of the dispute and Naawu indicated it would reject this and possibly leave the council as a result.

The council's chairman, Mr Fred Ferreira, said after a lengthy meeting that it had been agreed to continue talks on Monday.

● The Iron and Steel union has backed Naawu's demand that workers be paid for the period of last month's stoppage and raised the issue at yesterday's meeting, informed sources said.

Labour dispute still crippling production

~~140A~~ 140A ~~140A~~ E. Post 7/8/82

Post Reporters

AS wage negotiations entered their fourth week of deadlock between workers and the Eastern Cape's top three motor plants — Ford, General Motors and Volkswagen — fresh labour unrest occurred at Busaf and Veldspun this week

The latest situation is

● **General Motors:** Thousands of workers left the plant midday yesterday after being paid. Some said there had been hints of violence

The company's assistant managing director, Mr Rod Ironside, said the current motor industry unrest had kept more than R1 million out of the economy

● **Ford:** At the company's Neave plant yesterday, which shut down along with their truck plant, fighting broke between workers who wanted to down tools and those who wished to carry on working. Reports received indicated that at least 11 people were injured, some by knives

A police spokesman confirmed that members of the reaction unit had been deployed at the Neave plant, but not at the request of Ford

A number of workers at the Cortina and engine plants downed tools, but according to a company spokesman, Mr Fred Ferreira, work was continuing and a skeleton staff would be brought in

● **Volkswagen:** According to the managing director, Mr Peter Searle, the company hopes to be on limited production on Monday

In Johannesburg yesterday, Mr Searle appealed for a

meeting between Government, business and workers to establish common ground and mutual objectives

● **Busaf:** About 900 workers were refused entry to the company's Port Elizabeth premises on Thursday

Yesterday they were told to collect their termination pay, which they refused to do. The workers intend returning to the factory again on Monday

The executive director of the company, Mr John Herdman, said the company regarded those who had downed tools during the week, and who declined a request to return to work, as having dismissed themselves

According to workers, a dispute arose at the plant when management refused to allow their workers to join the National Automobile and Allied Workers Union (Naawu), which they support

● **Veldspun.** More than 1 000 employees — 1 500, say unions — regarded by the company as having dismissed themselves, refused to collect their termination pay yesterday

Dispute arose early this week when 60 workers, refusing to do the work of 25 colleagues retrenched last month, were fired

They were offered re-employment on condition they acknowledged the work they had earlier refused to do was now part of their "new" job. They refused to do so

On Thursday, workers who had downed tools in sympathy were given an ultimatum to start work by 9am. When this was not met, the factory was closed and the workers were regarded as having dismissed themselves

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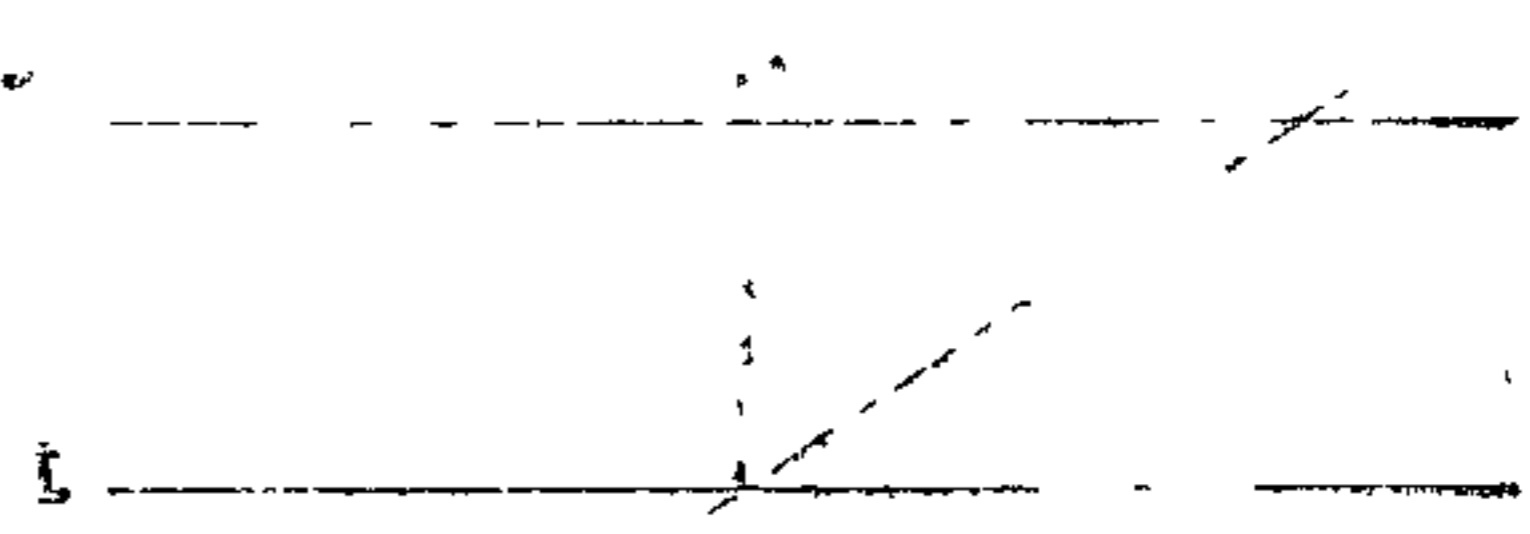
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$$GDP = Income = CTS$$

$$G.N.P. = Output = C.T.I.$$



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VW may
bring in
robot
workers

Labour Correspondent

THE managing director of Volkswagen SA, Mr Peter Searle, yesterday attacked the trade union stance in the East Cape motor industry's wage dispute and said employers might introduce robots into plants if the labour situation remained unchanged

Volkswagen's plant has been closed for much of this week after a continuing go-slow over wage demands and further unrest had led to the closure of one Ford and one General Motors plant yesterday as workers rejected a fresh wage offer which would raise minimum pay to R2,20 an hour

Mr Searle was speaking at a seminar organised by his company in Johannesburg

The East Cape motor industry has been hit by continuing unrest as employers and the National Automobile and Allied Workers Union remained deadlocked on the wage dispute

The union initially demanded a R3,50 an hour minimum, but now wants R2,50

Mr Searle said the union's demand was "totally unrealistic relative to current wage levels, the state of the economy and the state of the businesses on whom the demands are made"

● See Page 2

CRUCIAL WEEK AHEAD FOR MOTOR INDUSTRY

W/E AUG 5 - 7 / 8/82

1404

Weekend Argus Reporter by one of the motor industry unions were totally unacceptable

PORT ELIZABETH — The troubled Eastern Cape motor industry will be largely at a standstill next week, and thousands of workers may lose their jobs if the situation is not resolved at an industrial council meeting on Monday.

More than 2000 workers in other industries here have lost their jobs in the past two days through strike action

A motor industry official, who asked not to be named, said the employers were likely to set ultimatums next week for strikers to work or lose their jobs

A spokesman at another company said only that it would regard it in a "very serious light" if employees did not return and work normally next week

Already, more than 15 000 workers are idle at Eastern Cape factories, two major factories are closed and at least three others have been operating at less than half their production capacity

The managing director of Volkswagen, Mr Peter Searle, yesterday told a conference in Johannesburg that wage demands

by one of the motor industry unions were totally unacceptable

Go-slow action which paralysed Volkswagen for most of this week has been attributed to workers wanting in-plant wage talks. The company is reopening some sections of its plant on Monday and is hoping to be in full production on Tuesday

Ford will open its gates on Monday. The company closed its truck plant for two consecutive days this week and many workers downed tools in its three other plants.

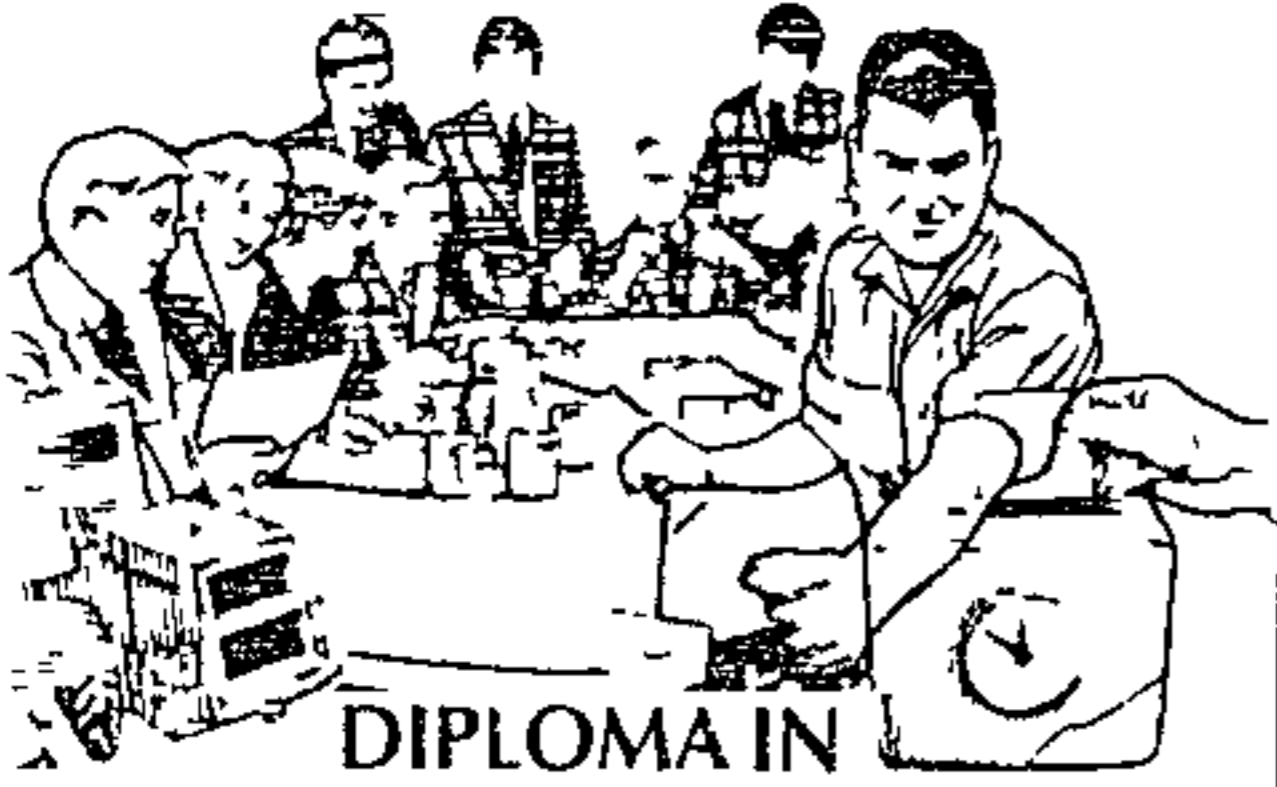
General Motors closed at noon yesterday because of the walkout and it is believed the plant will remain shut on Monday.

Thousands of members of the National Automobile and Allied Workers' Union (Naawu), rejected an improved wage offer from employers this week.

The white SA Iron, Steel and Allied Industries Union said it believed it could get its members to accept the wage offer. The employers are now offering R2,20 an hour on their minimum scale — an extra five cents. Naawu is demanding R2,50, with six monthly increments of 25c to an eventual R3,25.

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 and it's just being totally
 ignored" said the group's
 secretary



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24th August

Once a week at 6.30 p.m.

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CAPE TIMES 7/8/82

Kaplan: Student bodies shocked

Staff Reporter

STUDENT organizations have expressed their shock and condemnation of the deportation on Wednesday of UCT post graduate student Mark Kaplan

Immigration officials and members of the security police gave Mr Kaplan, who was detained for 51 days last year, an hour to pack before putting him on an aircraft to Zimbabwe

The UCT Community Video Resource Association (CVRA) of which Mr Kaplan was co ordinator released a statement yesterday protesting in the strongest possible form

"His deportation amounts to conviction without trial. It implies guilt where there is none of an offence for which the State has no name after imprisonment for no reason

Video shows

His only 'crime' had been to help produce video documentaries in Cape Town on such issues as poverty TB and education the statement said

The Nusas head office called the deportation an underhand means by which the State removed "so-called undesirable aliens". It was a method used by a "fearful crisis riddled government" unable to cope with opposition

● The South African Society of Journalists yesterday condemned the deportation as a 'sinister attack on the media and the free flow of information'

● Leading article, page 8

CAPE TIMES 7/8/82

Motor plants close as men down tools

Own Correspondent

PORT ELIZABETH — At most the entire workforce at General Motors walked out yesterday and Ford's Neave and truck plants were closed after workers had downed tools

A number of workers at Ford's Cortina and engine plants also downed tools but Mr Fred Ferreira director of industrial relations at the company said production in these plants was continuing and a skeleton staff would be brought in to man the other sections of the factory essential to their operation

The closure of the plants follows repeatedly disrupted production at the three motor firms currently facing a wage dispute in the Industrial Council for the Motor Manufacturing Industry in the Eastern Cape

Ford GM and Volkswagen — which has been closed since Monday — are trying to reach an agreement with the National Automobile and Allied Workers' Union (Naawu) and the SA Iron Steel and Allied Workers Union to replace an agreement which expired at the beginning of this month

Fighting

At report-back meetings on the Industrial Council talks on Thursday, thousands of Naawu supporters rejected the companies' new wage offer

At the Neave plant yesterday fighting broke out between workers who had downed tools and those who wished to continue working. A reliable source said 11 workers

were injured some with knife wounds

However, neither Mr Ferreira nor a spokesman for Naawu was able to confirm this

Major Gerrie van Rooven police press liaison officer for the Eastern Cape confirmed that members of the reaction unit had been deployed at the Neave plant but said this was not at the request of Ford

The policemen had been present in case the workers spilled into the street from inside the plant and in case a public disturbance was created

'Compelled to close'

At GM, thousands of workers left the plant after being paid and went home

Mr Peter Sullivan public relations manager for the company said the company was "compelled to close when workers walked off the job and made it impossible to continue normal production

He said the company was not in a position to give details of the number of people who walked out

Meanwhile, Volkswagen announced yesterday after discussions with shop stewards that it would reopen most of its Uitenhage plant on Tuesday

A company spokesman said more than 75 percent of the workforce would start on Tuesday in order to enable full production to begin on Wednesday

A union spokesman confirmed the decision had been reached after discussions with management

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Union pulls out of council over arbitration

By SANDRA SMITH

IN a move which will have far-reaching effects on the motor manufacturing industry in the Eastern Cape, the nine-man National Automobile and Allied Workers' Union (Naawu) delegation today withdrew permanently from the industrial council for the industry

Leaving the council meeting after two hours of talks, Naawu's general secretary, Mr Freddy Sauls, said the union had decided to withdraw because the dispute was to be referred to arbitration

The union is opposed to resolution of the wage dispute through a third party, believing this will take control of the situation out of the workers' hands

Mr Sauls said the employers on the council — Ford, General Motors and Volkswagon — did not come forward with a new wage offer at today's sitting

Naawu reported to the council that its members had rejected a new package offered by the employers last week

"Before we can indicate where we will go from here we will have to report back to our workers' committee," Mr Sauls said

The employers had indi-

cated that they did not favour individual in-plant bargaining

The Naawu delegation refused an employer request to extend the existing agreement — which expired on July 31 — for six months

Last week's work stoppages at all three motor manufacturing plants were raised at today's meeting

The Naawu delegation said employers should discuss the matter with shop stewards

After the Naawu delegation had left, the employers and the SA Iron, Steel and Allied Workers' Union continued talks

GM and VW spokesman said production at the two companies would return to normal on Wednesday after both plants closed last week

Workers at GM downed tools on Friday and VW closed on Tuesday after a go-slow by workers following the dispute in the industrial council

Workers at GM and Ford plants were also reported to have been involved in go-slows last week

Workers at Ford's cut-and-sew seat section and parts-and-accessories area refused to return to work today and there was a high rate of absenteeism at the

Neave plant

The company would attempt to staff the cut-and-sew seat section with a skeleton staff, but if production was not at an acceptable level the section would have to be closed, said Mr Fred Ferreira

GM's manager of public relations, Mr Peter Sullivan, said "We have been informed by shop stewards that the workforce will not return until Wednesday"

However, Naawu's regional secretary, Mr Les Kettleidas, said as far as the union was aware, GM workers planned to return to work tomorrow

VW's public affairs manager, Mr Ruben Els, said "After discussions with employee representatives it has been agreed to recommence production in certain areas from Tuesday. Full production is planned from Wednesday, depending on output achieved tomorrow," he said

Sections where production would resume tomorrow were the press and body shops, sections of the paint shop and of the final assembly area, trim manufacturing, areas in the seat assembly and full machining sections, and the axle and engine assembling areas

2/11
140A
9/8/82
E Post

Textile
union
hits at
actions
& Post
of rival

9/13/82

Post Reporter

THE union which claims to represent the majority of workers at Veldspun International in Uitenhage, the National Union of Textile Workers, today strongly criticised the actions of a rival union, the Textile Workers' Industrial Union

Mr Obed Zuma, general secretary of the NUTW, said Veldspun management was refusing to talk to his union

He claimed the TWIU was collaborating with the company and union organisers were recruiting for the company at their union offices

Workers from Veldspun International today went into the sixth day of their strike

They went out on Wednesday afternoon last week in sympathy with 60 colleagues who were dismissed last Monday

Mr Zuma said Veldspun workers at a meeting today branded the actions of the TWIU a "pure sellout"

"We condemn the actions of the TWIU. We wonder what type of trade unionists they are

"We call upon Norman Daniels, general secretary of the TWIU, to tell the world what type of union he is running"

Mr Zuma said his union was still trying to find some means of talking to Veldspun

Sacked Busaf workers gather again

Post Reporter

WORKERS at Busaf bus body manufacturers sacked after a work stoppage gathered outside the Port Elizabeth factory gates for the third day today

The workers, about 25% of Busaf's employees according to management, refused to accept their dismissal or collect their pay

They also claimed to represent the majority of the company's work force, and not only 25%

More than 500 workers were sacked last week after they downed tools in protest against the dismissal of members of a newly-elected workers' committee

They are also demanding that management recognise the National Automobile and Allied Workers Union (Naawu), and have resigned from the Motor Industry Combined Workers' Union, which has a closed shop agreement in the plant

Workers outside the factory gates today said night shift employees had decided to join them in their demands for the reinstatement of the dismissed committee members and the recognition of Naawu

Busaf's executive director, Mr J H Herdman, said the management had received a request from the union for a meeting to discuss the issue, but that a time had not been fixed

140A
Post
9/2/82

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Unions
differ:
whites
clinch
pay deal

Post Reporter

THE SA Iron, Steel and Allied Industries Union, representing more than 2 000 white automobile workers in the Eastern Cape, yesterday clinched an interim pay agreement with employers at the Industrial Council meeting

The agreement was reached after the National Automobile and Allied Workers' Union (Naawu) — one of the other parties in the council — had pulled out

According to Mr Lieb Pretorius, senior regional secretary of the union, the industrial council will meet again on August 16 to negotiate a complete agreement and to decide on the date of implementation for the increased wages

He said the union had decided — in the interests of stabilising the labour situation — to continue with mediation over pay issues rather than to opt for arbitration

Iron and Steel is also to push for an immediate implementation of the package agreement worked out at the Industrial Council meeting last week

The new interim scales range from R2,15 minimum an hour on grade one (up 15c on the current minimum rate) to R4,43 an hour on grade 8 (up from R4,06)

Across the board increases range from 15c in grade one to 30c in the top grade

Naawu calls on PE motor companies to show balance sheets

140A E Post 10/8/82

By SANDRA SMITH
THE National Automobile and Allied Workers' Union (Naawu) has called on the three Eastern Province motor manufacturing companies to make available their balance sheets "so that workers can see if their wage demand is unreasonable"

The union, which has been involved in a dispute with Ford, General Motors and Volkswagen, and yesterday withdrew from the industry's industrial council, has also released a statement condemning "violence or intimidation in any form"

At a meeting last night shop stewards said "We totally reject statements by the company's managements that the wage demand by the auto work-

ers is unrealistic" The union therefore called on the companies to

- Make available their balance sheets "so that employees can see whether their demand is unreasonable",

- Make available the salary scales of salaried staff,

- State clearly what percentage of the companies' total wage cost is paid to salaried personnel and what percentage to hourly personnel

"It is high time that the real issues affecting our wage dispute were highlighted" the statement said

By refusing to make known these things the companies would "clearly illustrate their strategy to keep on ripping off the

workers and the consumer"

The South African consumer paid higher prices for motor vehicles than those in the United States, the United Kingdom and West Germany, "while workers in South Africa are earning poverty wages in comparison with workers in the auto factories in those countries"

VW's public relations manager, Mr Ruben Els, said the company was "not prepared to respond" to the Naawu statement

Ford and GM had not commented at the time of going to press

Naawu's President, Mr J Harris, also said "The union has noted reports of alleged assaults by workers on others at Ford's Neave plant on Friday

"While the union has received no reports from members or shop stewards who witnessed or were the victims of the alleged attacks, we want to clearly state our position on such occurrences," Mr Harris said

"Naawu cannot condone violence or intimidation in any form as we believe the interests of workers should be achieved through their commitment to the workers' struggle, and not through acts of thuggery"

Police spokesmen said no charges had been laid in connection with the alleged assaults at the Neave plant on Friday

However, three men, Mr D Momborg, a foreman, Mr P A Slabbert and Mr L Slabbert, claim they were assaulted

to plan

final solution
 st crisis ap-
 it today as the
 s hastily sum-
 an American
 ation of Pales-
 Beirut.

and Egypt had agreed
 take his fighters
 Mr Arafat said, however,
 his organisation was
 ready to fight to the
 ath if the Israelis
 tacked

He said the countries
 had agreed to take
 O forces had only done
 provisionally and he sug-
 sted an international
 ference after the hostil-
 es to decide where Pales-
 is would go in the long
 m

The whole world should
 p solve the problem at
 international conference
 all the countries con-
 ned, including the super-
 ers," he said

Arafat also suggested
 ssible softening of the
 O's charter, which de-
 s Israel's right to exist

Asked if such a charter
 s not a weapon in the
 nds of the PLO's en-
 es Mr Arafat said "We
 e already said several
 es through our national
 ed that armed struggle
 s not the only way

to put an end to these
 biguties, I now propose
 meeting of Palestinian,
 -eli and Arab thinkers
 "the war"

n Washington the
 gan Administration

Traffic island to be removed

Municipal Reporter
THE island in Baakens Street between Military Road and Whites Road will be removed to ease the traffic flow, the Port Elizabeth City Council's Works and Traffic Committee decided yesterday

This will provide four traffic lanes. Motorists turning left into Whites Road will keep in the left lane, eliminating the present bottleneck

Another improvement in the area will be the creation of 11 parking/loading bays adjacent to the Feather Market Hall

No action was taken at the meeting on a proposal to recruit staff for the City Engineer's Department in an overseas campaign

The committee's chairman, Mr Bill Hayward, said the vacancies would again be advertised locally

Mr Hayward said other municipal departments were also in need of competent trained staff. If a campaign was undertaken overseas it should be a "co-



SANDRA PIZZOLITTO ... going to Italy

Rotary student to visit relatives

Post Reporter
 ROTARY Exchange student Miss Sandra Pizzolitto will be visiting her grandparents and relations in Italy, and holidaying in a village near Venice for about 10 days before returning to Canada after a "wonderful" year in Port Elizabeth

Miss Pizzolitto, who comes from Windsor, the twin city of Detroit on the Hudson river in Ontario, thoroughly enjoyed her stay in Port Elizabeth

Achieving distinctions in two subjects at the University of Port Elizabeth, which she attended from the beginning of this year, and being chosen for the SA Universities' volleyball team are no small feats for a foreign student

During her stay she visited Cape Town, the Kruger National Park and Durban

She also visited Transkei and can boast a prize collection of photographs of her visits to people in the rural areas there, accord-

ing to her 1 Rundle

While in Port Elizabeth she was one of four hostesses for Dominic's Picnic at Port Elizabeth

At UPE, English and subjects she year exam. other two students attend a Rotary time

She was a volleyball team member at the University in Stellenbosch and the SA University

She was a programmes announcer

Mr Rundle programme

Wife lied to break his death fast

MOSCOW — Soviet hunger striker Yuri Balovlenkov, 33, broke his 36-day fast today after his American wife lied to him, saying authorities here had promised he could emigrate if he re-

turned to Moscow on Friday, vowing she would force-feed her husband if she could not persuade him to end the fast. Today was the last day he could starve himself without damaging his body beyond repair.

2 arrested after robbery

Crime Reporter
THE Port Elizabeth murder and robbery squad has arrested two men for the robbery of R2500 and a

made in TV

Bosses want more strikes, says Fosatu

140A

16/2/82

Industrial week

16/2/82

By Hugh Poulter

AT A RECENT congress in Natal, Fosatu, the massive umbrella union representing black workers, alleged that employers are provoking strike action in order to retrench workers, re-organise employment conditions and smash union organisation.

John Mawbey, Natal regional secretary for Fosatu, told Industrial Week that management had been taking advantage of the recession for it is now more difficult for workers to hit back.

A statement issued by Fosatu at the congress warned that such action is rapidly destroying the prospect of new and more stable forms of collective bargaining in SA.

Carte blanche

Dr Anne Scheepers, President of the Trade Union Congress of SA (Tucsa), said she has never heard of an employer provoking a strike in order to retrench workers.

"Fosatu should examine themselves. They

seem to feel that they have carte blanche to strike at the smallest thing and they don't appear to believe in working through an industrial council that is why they have so many disputes."

"I believe that Fosatu is doing more harm than good to its members and this was particularly evident during the pension related strikes where many workers not only lost their jobs but also their entire pensions."

Rod Ironside, chairman of labour affairs for the Federated Chamber of Industries said relations between employers and unions in the Eastern Province have been good until recently when some acts on the part of one union have upset negotiations.

Ben Nicholson, director of the Confederation of Metal and Building Workers Union said that South African employers are not out to smash unions but are beginning to recognise the right of workers to belong to a union and to realise that this could eventually be to their benefit.

The Natal Supreme Court is to decide a test case on whether a recognition agreement between a Natal textile firm David Whiteheads and the National Union of Textile Workers (NUTW) is legally binding.

Repercussions

The court's decision will effect at least 200 similar agreements throughout the country.

The National Union of Textile Workers charges that David Whiteheads fired a union shop steward without following the procedure laid down in its recognition agreement with the union.

"Such a stand by a major company seriously jeopardises all recognition agreements and the whole approach of the independent union movement to industrial relations may be altered by this," said Fosatu's John Mowbey.

A spokesman for David Whiteheads said he could not comment as he considered the matter sub judice.

Jobs are now being made in the Transvaal by capacity of 50 000 l. As can be seen in the hand laminated.

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Huge computer potential going to waste

LESS THAN 10% of the computers in SA are used in manufacturing yet enormous potential exists for planning and control by a computer during production.

Medium and small companies often find the purchase and installation cost of computerised manufacturing systems prohibitive, according to Ben Lindeque MD of Computer Analysts and Programmers (CAP).

Many companies are also aware of the problems and expense involved in recruiting and retaining skilled data processing personnel to run the systems."

"Because manufacturers are generally unfamiliar with computers, they tend to ignore the benefits and retain manual systems with which they feel more comfortable," said Lindeque.



Ben Lindeque

Ford orders shutdown as wage unrest simmers

Post Reporter

THE Ford motor manufacturing company has closed down all its Port Elizabeth operations until August 20 after continued disruptions in production over a wage dispute

The firm's director of industrial relations, Mr Fred Ferreira, said the four Ford plants would be closed from tomorrow "because of continued disruptions"

Workers would receive a "holiday allowance to a certain degree" during the closure. Details still had to be worked out.

Mr Ferreira said workers at the Neave plant had walked out today and the plant had been closed. This followed the sacking yesterday of six workers, one a shop steward.

Mr Ferreira said the men had been dismissed "for molesting other workers"

Workers at Ford's cut-and-sew and parts-and-accessories sections returned to work today after downing tools yesterday, and attendance at the Neave plant before workers downed tools was up on yesterday.

At Volkswagen in Uitenhage production was

partially resumed after the plant was closed last Tuesday because of a go-slow.

And at General Motors hundreds of workers gathered at the gates but were told to return to work tomorrow.

Three police vehicles were outside GM, and two at the gates of Ford's Neave plant.

A VW spokesman said production was satisfactory, but it was possible a number of workers in part of the final assembly area would be sent home. Some had indicated they would prefer to work when the entire workforce returned tomorrow.

GM's public relations manager, Mr Peter Sullivan, said some workers returned to the plant today "but we had not been notified of their intention to return." The firm expected to resume normal production tomorrow.

The three motor manufacturers have been hit by work stoppages and go-slows since deadlock was reached in the Industrial Council for the Motor Manufacturing Industry of the Eastern Cape last month.

● See Page 2

2011
140A
140A
140A

Union opts for war on the floor

By STEVEN FRIEDMAN
Labour Correspondent

A LABOUR relations crisis hit the Eastern Cape motor industry yesterday as Fosatu's National Automobile and Allied Workers' Union (Naawu) withdrew from the industry's industrial council and a drawn-out shop floor battle loomed between workers and employers over wage demands.

The council is the only one on which a Fosatu union has agreed to sit.

Meanwhile, labour unrest continued to keep about 10 000 workers off work and the Volkswagen and General Motors plants were closed yesterday. Ford's plants are producing partially with a stayaway of about 25%.

Volkswagen is planning to resume limited production today and General Motors will re-open tomorrow, company spokesmen said.

Despite this Port Elizabeth sources predicted continued conflict in the factories. "Things will get worse before they get better," said one source.

Naawu general secretary Mr Fred Sauls said yesterday the union had left the council chiefly to avoid arbitration of its wage dispute with employers and would probably rejoin it after the dispute.

"We believe it is impossible for us to resolve the dispute on the council. The only way we can achieve this is to bargain plant by plant. But employers insist they will not bargain with us individually," he said.

The council's constitution meant arbitration was inevitable if the deadlock continued and the union would not accept a solution dictated by a third party, Mr Sauls said.

The dispute would now probably be settled by the degree of unity workers showed on the shop floor and the union believed that employers would now "take a very tough line", Mr Sauls said.

The council's chairman, Mr Fred Ferreira, confirmed that employers had suggested arbitration to settle the dispute.

But if it remained deadlocked, the Minister of Manpower could appoint his own arbitrator to settle it. "We felt it would make more sense for the two parties to appoint their own arbitrator rather than accept one appointed by the Government," he said.

Because the all-white Iron, Steel and Allied Workers' Union is still on the council, it will continue to operate and will meet again on Monday.

Now that Naawu has left the council, employers could decide to conclude a wage agreement with Iron and Steel and extend it to all workers.

They could also opt to re-open talks with Naawu through their employer association outside the council or to bargain plant by plant with the union.

Mr Ferreira said it was too early to say what option employers would choose, but it is understood that they are against plant-by-plant bargaining.

● Naawu and employers are deadlocked on the union's demand for a R2,50-an-hour minimum wage — originally R3,50. Employers are offering R2,20 an hour.

By SANDRA SMITH
PRODUCTION was again brought to a standstill at General Motors today when workers downed tools

The plant resumed normal production today after it closed on Friday when workers refused to work

Today's stoppage followed the sacking of 18 workers, one a shop steward, in connection with incidents when some workers allegedly assaulted others and destroyed company property on Friday

GM's public relations manager Mr Peter Sullivan, said the company anticipated normal production tomorrow

Production returned to normal at Volkswagen today after it closed last week when workers mounted a go-slow

Meanwhile, the Ford company today closed all its Port Elizabeth operations until August 20 after work stoppages last week and yesterday

About 1 000 workers gathered at the gates of the Neave plant in Henry Ford Road today. The plant

Production at GM at a standstill

E. Post
11/8/82
140A

closed yesterday afternoon when employees downed tools after the sacking of six workers, one a shop steward

Ford's director of industrial relations, Mr Fred Ferreira, said the four plants were being closed "as a result of the work stoppages"

The National Automobile and Allied Workers' Union (Naawu), which withdrew from the Industrial Council for the Motor Manufacturing Industry this week when it was decided to refer a dispute to arbitration, will approach the three employers to negotiate individual in-plant agreements

● The international Union of Automobile Workers (UAW) has written to

GM and Ford in the United States calling on the companies to 'use your personal influence to resolve as soon as possible' the "critical situation" in the Eastern Province motor-manufacturing industry

The letter to GM said "The wage proposals presented by the union to GM in South Africa are fair and responsible"

Letters to both companies said Naawu's wage demand was based on "solid and sound economic reasoning"

"In the face of 16,5% inflation it is extremely important that the unions secure for their members significantly more than the 7,5% offered by your subsidiary," the letter said



Thumbs down for
~~140A~~ ~~151~~ ~~186~~ ~~187~~
Cato Ridge union's
Mercury 11/8/82
bid for recognition

All answer
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 Number of

Labour Reporter week

VLEISSENTRAAAL has turned down the Fosatu-affiliated Sweet Food and Allied Workers' Union's application for recognition at its Cato Ridge skin and hide factory because it was 'not necessarily in the interests of the workers'

Vleissentraal's general manager, Dr J A Lombard, when asked to elaborate on the contents of the letter yesterday, said they were doing 'everything that was necessary and possible' for the company's workers

Surname

According to a letter received by the union this week from the company's head office in Pretoria, the decision was made at a recent senior management meeting where 'all the arguments for and against union recognition were taken into account'

He said the company had formal and informal structures to negotiate with their workers and did not feel it necessary to introduce another bargaining situation

First Name

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In the midst of last week's strike by about 100 employees at the Cato Ridge factory, local management had refused to negotiate with the union on the grounds of the impending arrival of the letter

The workers had downed tools in support of the dismissal of five colleagues who they claimed had been dismissed for being union organisers in the factory

They were all subsequently fired but the union is to apply to the Supreme Court for their reinstatement later this

A union spokesman said workers did not feel they had a workable relationship with the management 'which is why they joined the union'

B.COM
 LCS II
 Examination Paper

Examination Paper

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
(1)	(2)	(3)
SECTION B		
Q4	00	
Examiners' Initials		

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 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

WARNING

- 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

Textile firm sacks 300 employees after strike

E. Post 11/8/82

~~137~~
~~137~~
140A

Post Reporter

ABOUT 300 workers at a Port Elizabeth textile company, Union Spinning Mills, have been sacked after a strike yesterday

The workers, members of the National Union of Textile Workers (NUTW) downed tools yesterday when a list of grievances presented to management was ignored

The union's president, Mr G Ngqawana said the workers' grievances included low pay and the recent dismissal of 22 of their colleagues

The strikers demanded a minimum wage of R250 an hour and the reinstatement of those dismissed

Mr Ngqawana said union officials had been told by management those who downed tools yesterday had dismissed themselves

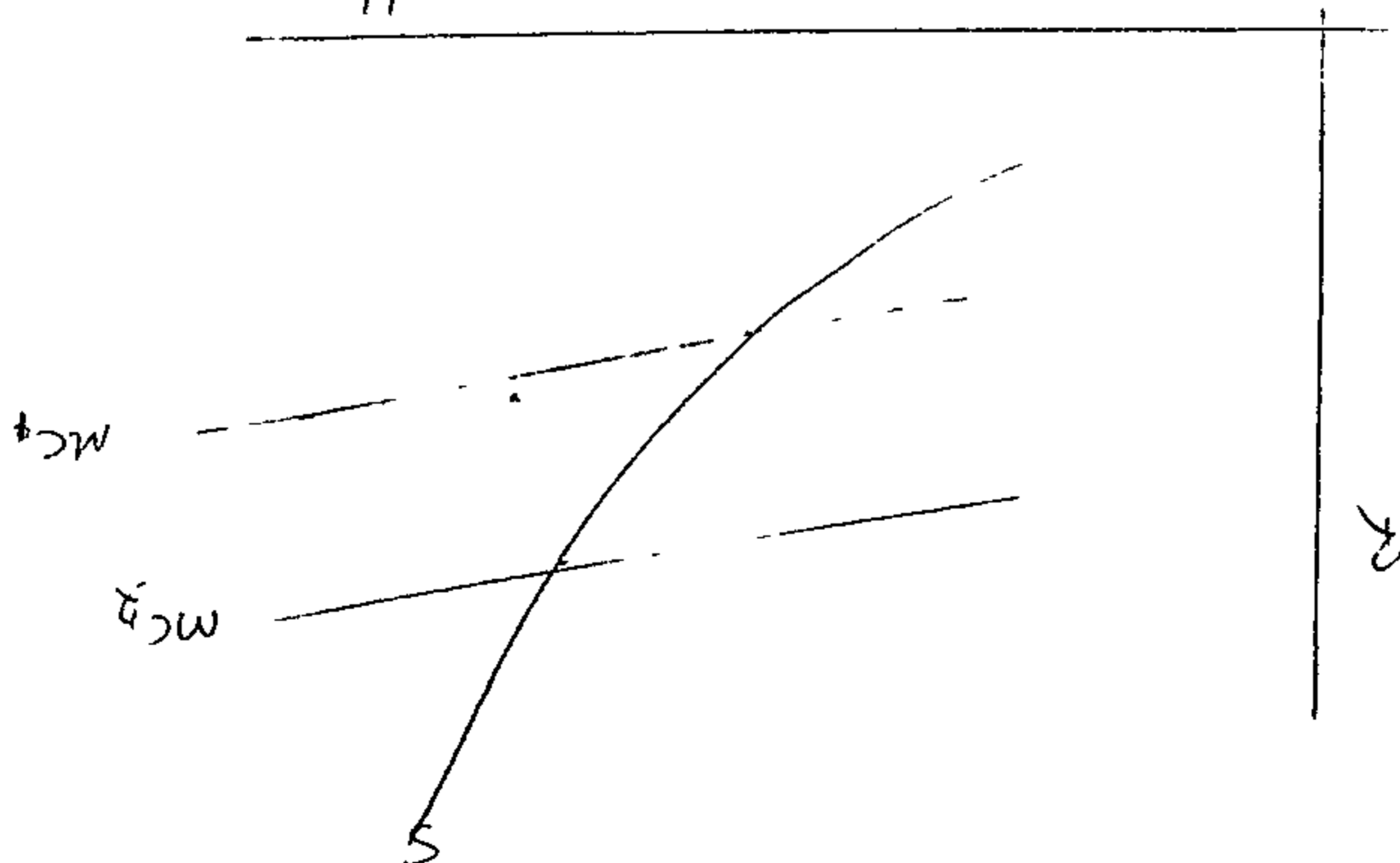
A management representative also said it did not recognise the NUTW, and only dealt with the Textile Workers' Industrial Union, a Tucsa affiliate

The dismissed workers gathered at the factory gates today, and were told to disperse by police in camouflage uniform, Mr Ngqawana said

A secretary at Union Spinning Mills today told the Evening Post management did not wish to comment

The firm is essential to economic theory as it provides for a model for combining a certain amount of all the factors of production.

The country supply curve is S, the marginal cost curve is MC₁ and MC₂



140A ~~140A~~ ~~140A~~ ~~140A~~ E-Post 11/8/82

Labour unrest threatens entire E Cape economy

THE entire economic structure of the Eastern Cape is threatened by the labour unrest which has crippled the vital motor industry over the past several weeks, leading Eastern Cape industrialists and economists said this week.

Describing the deadlocked wage dispute as "cause for great concern", they said they foresaw "very grave consequences" to the area's economy.

"When the motor firms catch a cold, the rest of the Eastern Cape catches pneumonia," said Mr Brian Matthew, executive director of the Midland Chamber of Industries. "Without the motor industries there would be no Eastern Cape economy."

He said the fact that the three motor firms were not at full production and that their workers were forfeiting their wages would have a ripple effect and would filter right through the economy.

The three motor industries employ a workforce of more than 15 000 people, while industries which supply the motor firms provide employment to many thousands more.

Directly or indirectly, these people and their families rely on the motor industries.

Mr Dennis Creighton, president of the Port Elizabeth Chamber of Commerce, said it was important for the community to acknowledge the dependence of everyone in the Greater Algoa Bay area on the motor industry.

"They must realise that

the livelihood of at least half of the population is dependent on a healthy and thriving motor industry," he said.

He said he felt the wage levels paid within the motor industry would also have a ripple effect throughout commerce and industry in the region.

"Unrealistic demands may have the effect of greater mechanisation within the existing industries and the switchover to labour-saving methods," Mr Creighton said.

It was ironic that the current labour issues occurred against a background of an "extremely high unemployment rate", Mr Creighton said.

Dr C Wait, senior lecturer in economics at the University of Port Elizabeth, saw the role of the motor industry in the Eastern Cape economy as "the goose that lays the golden eggs".

Dr Wait said the current deadlocked wage dispute could severely hamper the competitiveness of Eastern Cape industries on local and foreign markets.

"For example, there is potential for exporting motor components from this area and I fear excessive wage increases will price these component manufacturers out of the foreign market."

He said extensive wage increases would set a wage spiral in motion which would increase the cost structure of all Eastern Cape industries.

"If wages go up in the motor industry then it

By JERRY McCABE
Post Reporter

siphons right through to everyone. This would nullify the economic benefits which could have been gained from the recently announced Government incentives for the promotion of development in this region," Dr Wait said.

All sectors which relied on the purchasing power of employees of the motor firms would be economically affected.

"This could go all the way to the farmers of the region," he said.

While the goose is alive, well and laying, then all is well in the economy of the region.

But what if the goose should decide to move to another region to lay its eggs?

Expensive and unstable Eastern Cape labour could make the lucrative Witwatersrand seem more and more attractive to Ford, GM and Volkswagen.

"It will be a major catastrophe to the local economy. There could even be a famine in the area," was the pessimistic view of Port Elizabeth's Mayor, Mr Hendrik van Zyl Cillie.

"These unions don't realise that if they continue downing tools the motor industries may decide to move away and that they will be the losers."

Of major concern to economists and businessmen spoken to, was the possibility that prospective developers for the region would be frightened away

by sporadic industrial unrest and that this would be a major setback to the region's economy.

"The actions of the unions and their members have now reached a stage where they are seriously harming efforts by public bodies in this area to promote industrial development and the consequent provision of more job opportunities," Mr Ronnie Kruger, chairman of the Port Elizabethse Afrikaanse Sakekamer, said.

He said that although the sakekamer acknowledged the right of the worker corps to negotiate for the best possible conditions of employment, no society could allow labour intimidation to disrupt production and harm the economy.

"All in the Eastern Cape are the losers in the present dispute, but the workers have more to lose than anybody else," he said.

Already, as was reported in the Weekend Post on Saturday, several industrialists have changed their minds about investing in the Eastern Cape and have cited the labour unrest as a reason for their decision.

The economic effect this "scaring away" of developers will have on the economy of the area, is "incalculable", according to economists.

The general feeling among those interviewed was that, in the present economic climate, the Eastern Cape could not afford the problems of labour unrest — a situation that could irreparably harm economic stability and devel-

opment in the region.

The Eastern Cape and Border region is known to have the highest unemployment figure in the country and a withdrawal by the motor firms would leave further thousands without work.

The prolonged wage dispute between the National Automobile and Allied Workers Union (Naawu) and the motor companies has already cost the Eastern Cape economy several million rands.

At the Volkswagen plant alone, striking workers have forfeited more than R1 million. Workers at GM and Ford are believed to have lost similar amounts in wages.

"The loss of this money clamps down on the purchasing power of the region," Mr Ruben Els, public affairs manager for Volkswagen, said.

Mr Rod Ironside, assistant managing director of General Motors South African, said that, from an industrial point of view, the inevitable consequences of the dispute were the curtailment of manufacturers' products and a loss of sales.

"The total economic effect on the area can only be detrimental."

Mr Ironside said another important matter was the effect the work stoppage was having on families who have had to lose earnings.

Mr Freddie Sauls, general secretary of Naawu, which has been at the centre of the wage dispute, declined to comment on the effect the wage dispute was having on the economy.

10-day closing for Ford plants

Cape Times 11/8/82
(140A)
102

Own Correspondent
PORT ELIZABETH — The Ford Motor Company yesterday announced that all its Port Elizabeth plants would be closed until August 20 after workers at the company's Neave plant had downed tools and walked out at midday.

Reaction Unit police in camouflage uniforms

were stationed at both Ford and General Motors yesterday and workers emerging from the Neave plant were told their gathering on the pavement outside the plant was illegal. They were given two minutes to disperse.

Workers said they walked out yesterday in protest at the firing of six of their colleagues and the

suspension of a seventh on Monday.

Ford's director of industrial relations, Mr Fred Ferreira, confirmed the dismissals saying the six had been fired for "their participation in the hooliganism at the plant on Friday."

He could not confirm the suspension of the seventh man.

It was reported on Friday that fighting between workers who downed tools and those who wished to continue their shifts had resulted in 11 people being injured.

However, the National Automobile and Allied Workers' Union (Naawu) said earlier this week that efforts to confirm the alleged acts of violence and intimidation had been unsuccessful.

'Saw no acts'

Workers interviewed said they did not know of anyone who had been injured on Friday and said they had not witnessed acts of violence.

The whole factory was closed last month after deadlock in wage negotiations in the Industrial Council for the motor-manufacturing industry in the Eastern Cape had sparked off a strike by more than 10 000 Naawu members.

The Volkswagen and General Motors plants were also closed.

Production has repeatedly been disrupted since the three companies reopened.

Mr Ferreira said Ford would be closed today "as a result of work stoppages." It would reopen on August 20.

Holiday pay

About 5 000 hourly workers affected by the closure would receive three days' holiday pay, he said.

At General Motors yesterday several hundred people arrived for work to find the gates closed.

A Naawu spokesman said there was confusion about the reopening of the plant, which closed on Friday, because the union had not had time to contact all its members after being informed by management on Monday that the plant would reopen only today.

... after taking the South Africa Good Hope Centre last night tournament, back page

... after taking the South Africa Good Hope Centre last night tournament, back page



... after taking the South Africa Good Hope Centre last night tournament, back page

... a ... ye ... ce ... U ... ev ... gu ... ru ... ed ... A ... II ... tl ... ut ... v ... t ...

Carl Rogers in SA Report,

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HENSILWOODS

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CAPE TOWN 12/8/82

Sackings: GM plant shut again

Own Correspondent
PORT ELIZABETH — General Motors again closed its Port Elizabeth plant yesterday after workers downed tools in protest at the firing of 17 colleagues

It had reopened yesterday morning after three days of closure followed

the downing of tools on Friday

Mr Peter Sullivan, the firm's manager of public relations, said the company had taken "disciplinary steps against certain employees" following "incidents of intimidation and/or violence and damage to company property" he

said occurred on Friday. It was anticipated that production would be normal again today.

Earlier this week spokesmen for the National Automobile and Allied Workers Union (Naawu) said they had tried to get confirmation of the acts of intimidation and violence reported to have occurred at Ford and General Motors on Friday. It had been unsuccessful.

Mr Fred Sauls, the general secretary of Naawu said it appeared the terms of the formal grievance procedure had not been adhered to in that the dismissed workers had not been given access to shop stewards.

If it was found that some of the dismissed workers were not union members Naawu would seek power of attorney to act on their behalf.

The four Ford plants were closed yesterday after workers at the Neave plant downed tools on Tuesday in protest at the dismissal of seven workers.

A company spokesman said they had been fired "for their participation in the hooliganism which took place at the plant on Friday." He said the closure of the factory until next Friday was "because of work-stoppages".

● Last night Mr Sauls said he had been mandated by the union executive to write to all three companies to request a date to begin in-plant negotiations.

The union walked out of negotiations in the Industrial Council for the Motor Manufacturing Industry in the Eastern Cape on Monday when it was decided to refer the dispute in the council to arbitration.

NRP scoffs at PFP optimism

Political Correspondent
THE New Republic Party yesterday rejected as "far-fetched" Progressive Federal Party designs on some 60 constituencies including all eight seats held by the NRP.

Mr Claude van Wyk, director of the NRP secretariat, discounted PFP suggestions that the NRP would be eliminated at the next general election.

"When South Africa is starting to realize the 'NRP has the only practical plan for power-sharing, we believe our time for growth has arrived'."

He was reacting to a statement by the leader of the Opposition, Dr Van Zyl Slabbert, that the PFP planned to increase its 26 seats to a minimum of 45 at the next election. The PFP has since named the 60 seats it believes can be brought within its range.

Mr Van Wyk said that last year's general election results showed how far-fetched Dr Slabbert's predictions were. The NRP had polled more than double the number of votes drawn by the PFP in many of the seats the PFP now believed it

could win, with the PFP frequently coming third behind the National Party.

He rejected in particular the PFP suggestion that it could capture the Durban Point seat of the NRP leader, Mr Vause Raw, or other NRP Natal bases like Umhlanga, South Coast or Umbilo.

Another PFP target was King William's Town, the only Cape seat held by the NRP. Both the NRP and the NP had polled nearly double the number of PFP votes.

For the PFP to claim that Cape Nationalist seats like Algoa or Humansdorp were within its reach went "from the sublime to the ridiculous", he said. In Rosettenville and Turffontein, two Transvaal Nationalist seats earmarked by the PFP, the NRP had beaten the PFP.

Accusing Dr Slabbert of having "a rush of blood to the head", he said the NRP had increased its number of public representatives in last year's election, after the PFP had predicted its demise with equal confidence.

Blast on airliner kills boy

HONOLULU — An explosion believed to have occurred under a passenger seat killed a 16-year-old boy and injured four people just before a Pan-American World Airways Boeing 747 airliner landed in Honolulu yesterday, airline officials said.

All the casualties were Japanese.

The jumbo jet, carrying 270 passengers and 15

crew from Tokyo, was flying at 8 000 metres when the explosion occurred.

The inside of the aircraft was badly damaged and air pressure dropped, but the pilot landed the aircraft safely in Honolulu 23 minutes after the explosion, the officials said.

Police and the FBI are investigating whether the explosion was caused by

a device placed on board the airliner.

The aircraft, flight 830, had been scheduled to continue to Los Angeles.

When air pressure dropped in the cabin the pilot brought the aircraft down from 8 000 metres to 3 100 metres, airline officials said.

The injured were said by airport officials to be in satisfactory condition. — Sapa-Reuter



Whoops of joy and congratulations from the election results greeted Mr Stuart Collins Ivan Hampshire. The first to hug Mr Collins wife.

Hampshire, Johnstone lose Divco seats

By JANE ARBOUS
Municipal Reporter

TWO long-standing divisional councillors, Mr Ivan Hampshire and Mr Ronald Johnstone, suffered resounding defeats in yesterday's election while two newcomers, Mr Tony Powell and Mr Willie Schultz, scraped home.

One councillor, Miss Mary Olsen, lost her seat while another, Mr Dennis Lambert, kept his.

A large crowd of supporters greeted last night's election results with roars of approval and blowing of motor car hooters at the council's headquarters in Wale Street.

After a day of steady voting, the men who got in with landslide victories were Mr Stuart Collins in Ward 2's Oranjezicht/Vredehoek area and Mr Jasper Walsh in Ward 7's Claremont/Kenilworth area.

"It's nice to win," said a

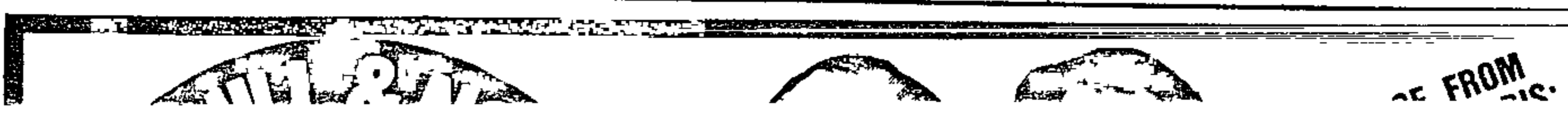
stunned Mr Collins, drew 1 072 votes to former council chairman's 483 votes in a of 20,6 percent.

Mr Walsh, a financial consultant, swept in 1 365 votes, 744 more than councillor Mr Johnstone.

In Ward 5's Observatory/Mowbray/Rosebosch area, councillor Dennis Lambert held to a narrow 80-vote majority to defeat challenger Mr Ludi Borckenhoff. The lowest poll of percent was recorded here.

In Ward 8 — Milnerton/Brooklyn — with the highest poll 27,4 percent — Miss Olsen lost her seat to a newcomer, Mr Tony Powell, who won by votes.

A Philippi farmer, Willie Schultz, defeated Mr Robert Leslie by 1 100 votes in Ward 11, which was vacated by councillor Mr Jimmy Earle.



Sackings bring GM plant to standstill

PORT ELIZABETH — Production was brought to a standstill again at General Motors yesterday when workers downed tools in protest at the sacking of colleagues.

The plant had resumed normal production in the morning after its closure last Friday when workers refused to work.

Yesterday's stoppage followed the sacking of 18 workers, one a shop steward, in connection with incidents on Friday when some workers allegedly assaulted others and destroyed company property.

GM's public relations manager Mr Peter Sullivan said the company expected normal production tomorrow.

Production returned to normal at Volkswagen yesterday following the plant's closure last week in the face of a workers' go-slow.

Ford closed all its Port Elizabeth operations until Friday next week after work stoppages last week and Tuesday.

About 1 000 workers gathered at the gates of Ford's Neave plant yesterday. The plant had closed the previous day after employees downed tools in protest at the sacking of six workers, one a shop steward.

After waiting outside the factory under the watchful eyes of police the workers were taken by bus to a meeting at a nearby community centre.

Ford's director of industrial relations Mr Fred Ferreira, said the company's four plants

were being closed "as a result of work stoppages".

The closures would enable the company to 'realign stocking levels and redraft forward production schedules'.

About 5 000 hourly-paid workers would be affected, he said. They would receive three days' leave pay during the closure.

The National Automobile and Allied Workers Union (Naawu) which withdrew from the motor industry's industrial council this week when it was decided to refer a dispute to arbitration will approach the three employers to negotiate individual in-plant agreements.

The international Union of Automobile Workers (UAW) meanwhile has written to GM and Ford in the United States, calling on the companies there to help resolve the "critical situation in the Eastern Cape motor industry".

The letter to GM said "The wage proposals presented by the union to GM in South Africa are fair and responsible".

Letters to both companies said Naawu's wage demand was based on "solid and sound economic reasoning".

"In the face of 16,5% inflation, it is extremely important that the unions secure for their members significantly more than the 7,5% offered by your subsidiary," the letter said — Sapa.

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
(1)	(2)	(3)
3	54	
A	55	
Examiners' Initials		

Subject Economics II
(to be copied from the heading on the Examination Paper)

Paper No 1A2 I
(to be copied from the heading on the Examination Paper)

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 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.

WARNING

- 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

Rebel union Sowetan 12/8/87 140A lauds walkout

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THE Motor Assemblies and Component Workers' Union of South Africa (Macwusa) has approved of the National Automobile and Allied Workers' Union (Naawu) walking out of the Eastern Cape Industrial Council during wage negotiations.

In a statement to The SOWETAN on Tuesday Macwusa said it regarded the withdrawal from the council 'an effective and challenging initiative in shop floor bargaining'

Macwusa's support for Naawu comes after Fosatu had slammed Naawu for not supporting the strike by more than 10 000 workers in the motor industry in the Eastern Cape recently

Macwusa earlier maintained that Naawu, a Fosatu affiliate had agreed to serve on industrial councils. Macwusa insisted that the union should now deal directly with employers outside the industrial councils

After almost two weeks of deadlock negotiations at the council, Naawu finally pulled out and supported a collective bargaining system

In the statement Macwusa said they regarded the walkout as another beam of light brightly thrown into the future of

By JOSHUA RABOROKO

the workers in this country'

The Industrial Council has once again proved itself to be 'a fruitless channel for negotiations. The various phases of its response clearly demonstrate its unwillingness to adjust and apply the required constructive direction of negotiation

STATEMENT

'We reiterate that if this dragging issue of registration is abandoned then trade union movement in this council will enjoy a united working class'

The statement added that unions should dissociate themselves totally from registration of

unions and participation in industrial councils

Naawu's general secretary Mr Fred Sauls rejected employer protests that the wage demands were 'unrealistic and called on companies to reveal their balance sheets and management salaries claiming that the workers and customers were being 'ripped off'

The chairman of the Industrial Council, Mr Fred Ferreira said that an arbitration would be appointed if the council's members agreed. Otherwise they would call on the Minister of Manpower to appoint an arbitrator

Employers have offered a minimum hourly R2 20 as opposed to Naawu's R2 50 demands

Mr Sauls said that it would be interesting to see whether or not employers would deal with them directly as is the case with the rival Macwusa which is not a member of the council

ANY CANDIDATE MUST enter in column (1) the number of each question read (in the order in which it has been answered), leave columns (2) and (3) blank

	Internal	External
(1)	(2)	(3)
58		

- 1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
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- Do not write in the left hand margin

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

Unionists
E. Post
'should'
look at
12/8/82
car sales

Business Editor

TRADE unionists who have asked to see Port Elizabeth motor manufacturers' balance sheets need look no further than the latest car sales figures to be persuaded that all is not well in the local industry, according to Mr Tony Gilson, secretary of the Chamber of Commerce

"And if the sliding fortunes of Ford, Volkswagen and General Motors fail to convince workers that their very future is on the line, then they can do worse than looking at the profit performance of the public companies in the industry — Toyota and Eriksens "

Mr Gilson's comments follow news that all three local manufacturers have again lost ground in the highly-competitive motor market

● Full report — Page 12

GM opens E. Post again 12/8/82 after 140A walkout

By SANDRA SMITH

PRODUCTION resumed at General Motors today, leaving only Ford's Port Elizabeth plants closed after a strike, go-slows and walkouts in the Eastern Province motor manufacturing industry during the past month

GM closed yesterday after workers downed tools when 18 employees were dismissed in connection with alleged assaults and damage to company property on Friday

Ford has closed its Port Elizabeth operations until August 20, after repeated work stoppages

At Volkswagen, production returned to normal yesterday, after the Uitenhage plant closed last week when workers started a go-slow

The disruptions in production came after a dispute was declared in the Industrial Council for the local motor industry on the issue of minimum wages

The National Automobile and Allied Workers Union (Naawu), which represents about 10 000 workers in the Eastern Province motor manufacturing industry, withdrew from the council this week when the dispute was referred to arbitration

The union intends pressing ahead with individual bargaining with the three manufacturers, who have not indicated whether they will be prepared to conclude in-plant agreements

OTOR INDUSTRY DISPUTE

FM 13/8/82

More than just wages



seems as if abnormality is becoming the norm," complained an exasperated Eastern Cape motor industry executive this week. The cause of his ire was the protracted wage dispute between employers and the National Automobile and Allied Workers' Union (Naawu), which seems likely to continue for some time.

However, there are some employers who believe the dispute may result in a fundamental restructuring of the way in which collective bargaining has been conducted in the industry. In recent years a dualism has developed in this process, with the Motor Assembly and Components Workers Union (SA (Macwusa) refusing to join the industrial council of which the SA Iron and Steel and Allied Workers' union and Naawu are members.

These employers believe that Naawu's decision to quit the industrial council this week provides a valuable opportunity to explore the possibility of creating a new collective bargaining structure which is acceptable to all parties.

"I think there are more opportunities in problems," says one of the most exper-

enced industrial relations practitioners in the industry.

That may be so, but there is little doubt that difficult negotiations lie ahead over the most immediate problem — the pay dispute. Employers are offering a R2,20/hour minimum wage (up 5c on their previous offer), while Naawu is holding out for an immediate minimum of R2,50/hour, rising to an eventual R3,25 at the end of two years. Its initial demand was for a R3,50/hour minimum.

The union quit the council on Monday because it felt this was the only way to avoid submitting to arbitration of the wage dispute. It still supports the principle of industry-level bargaining, and says it will return to the council after the dispute.

Naawu's actions reflect a more considered approach taken by some unionists towards the issue of arbitration. They are increasingly drawing a distinction between a dispute of interest (for example, an impasse over wages) and a dispute of right (where the impasse concerns a disagreement over the implementation of a negotiated procedure).

They are opposed to arbitration over a dispute of interest, but see it as a possibly valuable mechanism in dealing with the dispute of right.

Employers tend to see the distinction as an academic one, however. So far they are not commenting about how they intend responding to Naawu's insistence that pay negotiations should be held with individual companies. A better indication of their intentions should emerge after an industrial council meeting next week.

Meanwhile, although production had resumed by midweek at the Volkswagen and General Motors plants, Ford had announced a week-long production stoppage to "re-align stocking levels and redraft forward production levels."

'It's lunacy to cool down the economy...'

140A
13/8/82
Mercury

Labour Reporter

IT WAS 'lunacy' in the face of poverty and unemployment to 'cool the economy down' and cut back production, Mr Alec Erwin, branch secretary of the Fosatu-affiliated National Union of Textile Workers, said yesterday

'This strange logic clearly effects workers and the strength of their organisation and we must fight the logic that now prevails that the great free market will solve the problem,' he added

Mr Erwin was addressing a workshop organised by Diakonia to discuss how to build bridges between the Church and workers

He told delegates that 'the free market

never has existed and never will exist and those elements of the concept which did exist created the present problems, so have little chance of solving them'

'It was madness to implement the same monetarist policies in South Africa which have caused unemployment both in Britain and in America

'The Churches must understand the problem and then take a clear political stand on it,' he said

Earlier, Mr Erwin said a high proportion of churches' congregations were workers so 'it was hard to see how they could turn a blind eye to their serious plight

And if the Church were going to identify itself with the fight for justice in South

Africa, then it was again hard to see how it could escape giving assistance to unions and their members

'What we need is support in our task of ensuring that people have a better job and working life

If the Churches remained neutral, they would be seen by workers as siding with employers,' he said

Mr Erwin said there was no system of free bargaining in the country because employers knew they had the full support of the police and the State

'The odds are stacked massively against the unions,' he said

Fm 13/8/82

RECOGNITION CASE

Legal relationship

14 Dec
Is a recognition agreement concluded between a trade union and a company legally binding? The way has been paved for the

an Supreme Court to give a ruling on
issue

ring the past three years, about 200
nition agreements, which regulate the
onship between unions and employ-
ave been negotiated Many employers
unionists have assumed that these
ments can be enforced in civil courts,
ugh they operate outside official
rtive bargaining systems and are not
ifically provided for by labour
ation

st month the National Union of Textile
ers sought an order in the Durban Su-
e Court requiring the textile firm Da-
/Whitehead & Sons, a subsidiary of the
aat-Hulett Group, to reinstate certain
stewards who were not re-employed
a strike The union claims the com-
has not adhered to the procedure laid
in the recognition agreement con-
d with the union

e company argues that it is not bound
e agreement because the union and its
stewards have not fulfilled their
ations in terms of the agreement The
de of Whiteheads is that in the ab-
of a statutory provision regulating
egal effect of recognition agreements,
binding effect on employers, unions
mon members must be determined on
provisions of each particular
ment

iteheads says that in principle it is

strongly in favour of collective bargaining
and the role of unions in establishing a sta-
ble and fair employment environment But
it believes that where a union and certain
union members act in breach of a recogni-
tion agreement, the company must be free
to place in question the enforceability of
such an agreement by the union

As a result, in the course of the proceed-
ings, counsel for the company argued before
Mr Justice Booysen that the particular rec-
ognition agreement concluded between the
company and the union was not enforceable
as law

This argument has attracted widespread
interest from unions, employers and labour
academics The case focuses attention on
the legal enforceability of only one particu-
lar agreement — and the form and content
of such agreements vary considerably
However, the court's ruling is being
awaited with great interest because it
could possibly set an important precedent

In the past, most employers and unions
have placed little emphasis on the legal
enforceability of recognition agreements
To them, recognition has involved the cre-
ation of a relationship, rather than the ne-
gotiation of a contract However, legal
enforceability has been regarded by some
as desirable because it provides a channel
through which disputes can be resolved
when the relationship enters a crisis

The case will resume on September 20

R42-million lost in motor strikes

Cape Times 13/8/82

140R

Own Correspondent
PORT ELIZABETH — Two of the three strike ridden Eastern Cape motor manufacturing giants, have together lost about R42-million in revenue and production and 11 400 workers have lost about R2-million in unpaid wages since the start of the troubles on July 15

These figures were released by spokesmen for Ford in Port Elizabeth and Volkswagen in Uitenhage yesterday.

General Motors which has 4 000 hourly-paid workers declined to supply figures but said that

the effect on families in loss of earnings through work stoppages was of particular concern to the employers

GM's assistant managing director Mr Rod Ironside, said that despite repeated appeals for responsible action and a realistic approach compensation the economics of the situation were not being viewed on a rational basis

Volkswagen's public affairs manager Mr Ruben Els, said that with R96 000 as the daily pay packet for the company's 6 000 hourly-paid workers unpaid wages totalled

more than R1-million in 12 working days lost from July 15 to Tuesday this week

Mr Els said that over the 12 days the company had lost R24-million in production turnover

Ford's public relations officer Mr Harry Hill said the company was working on a figure of R100 000 a day for its 5 400 hourly paid workers

In nine lost working days and six days of interrupted production, workers had lost about R1-million in wages

The figure did not include Ford's present closure from Wednesday this week to August 20 during which workers would get three days' holiday pay

With daily revenue losses estimated at about R2-million the company had lost R18-million in the nine days' shutdown

He expressed particular concern for the large number of workers who were compelled to lose earnings because of the actions of others

Inevitable industrial consequences were that manufactured products had been curtailed and sales lost

● Production resumed at General Motors yesterday, Sapa reports, leaving only Ford's Port Elizabeth plants closed after a strike, go-slows and walkouts in the Eastern Province motor manufacturing industry during the past month

General Motors closed on Wednesday after workers downed tools when 18 employees were dismissed in connection with alleged assaults and damage to company property on Friday

At Volkswagen, production returned to normal yesterday after the Uitenhage plant had closed last week when workers started a go-slow

Ford pays off 507 workers

3 Post
13/8/82
140A

By SANDRA SMITH

THE Ford Motor Company today laid off 507 hourly paid workers because of the slump in the South African economy.

Those affected were told of the move in a letter when they collected their pay packets

At the Neave plant where 330 are believed to have been laid off workers were paid through the fence instead of inside the plant

Five police vehicles were parked opposite the plant and reaction squad police in camouflage uniform watched the payout. There were no incidents

Ford's Port Elizabeth operations have been closed down until August 20 after repeated work stoppages in the wake of a dispute in the industry's Industrial Council

In a statement today, Ford's director of industrial relations, Mr Fred Ferreira, said "The need to reduce our work force has been occasioned by the worsening economic situation

"As shown by July sales results, the economy is now firmly set on a downward phase of a cyclical adjustment, which is not expected to show any relief in the near term"

The high sales in the industry in recent months had largely been due to the market having been artificially stimulated

Ford now expected a marked decline in the demand for new vehicles, and had accordingly found it necessary to align labour requirements with lower production levels

The company had delayed laying off workers for as long as possible through shorter shifts and working weeks and the non-replacement of staff leaving

"This latest action, combined with the three days paid leave being taken by hourly paid employees during the current shutdown, should stabilise production and minimise any effect

should future sales fall below current projections," Mr Ferreira said

The trade unions were kept apprised over the past three months of the possible need to observe a mid-year shutdown and to effect lay-offs he said

"We regret this action but the alternative of continued excessive short-time can no longer be considered because of the impact on workers' income"

General Motors and Volkswagen said today they did not expect to retrench workers in the near future

VW's manager of public affairs, Mr Ruben Els, said VW did not have plans to retrench staff at present

"In the current economic climate the position will have to be reviewed on a continuing basis in relation to the vehicle market and the company's overall performance," he said

VW laid off 316 workers in April

The director of the Midland Chamber of Industries, Mr Brian Matthew, said the lay-offs were not unexpected

He said it was forecast last year the passenger car market would be below last year's record in 1982

During the first six months of this year car sales had held up well. If the market was down by a predicted 10 to 12% at the end of the year, it meant that there had been a big downturn during the second half of the year

"Taken together with the local motor industry's declining share of the market, lay-offs are not really unexpected," Mr Matthew said

The National Automobile and Allied Workers' Union was unable to comment as it was holding urgent meetings to discuss the matter

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Polling stations announced

Municipal Reporter

THE polling stations in the four wards in Port Elizabeth which will be contested in the City Council elections in September have been officially announced by the Town Clerk, Mr P K Botha

The booths, which will open on September 1 at 8am and close at 7pm, are

● Ward 2 The University of Port Elizabeth Building (behind the UPE Auditorium), Bird Street, Central

● Ward 7 Newton Park Methodist Church Hall, Third Avenue, Newton Park, NG Kerk Hall, Broadway Avenue, Sunridge Park

● Ward 8 Sacred Heart Church Hall, 512 Cape Road, Kabega Park

● Ward 12 Walmer Town Hall, Main Road, Walmer

Mayor calls for unions to weigh up the consequences of strikes

Municipal Reporter

THE Mayor of Port Elizabeth, Mr H van Zyl Cillie, called on trade union leaders to "weigh up carefully" the possible consequences of the present strikes

He said it would be difficult to increase job opportunities and existing job opportunities might even be decreased

If excessive demands for increased wages were granted, Port Elizabeth

products would be priced out of the market

The city had the finest facilities for training artisans in various fields of labour and industrialists elsewhere considered that the pool of trained labour here outstripped that of many other centres

Since the publication of the Louis Heyl report on the potential for economic development in the area, the Greater Algoa Bay Devel-

opment Committee, the City Council and other bodies had gone out of their way to attract additional industries

They had also done everything possible to persuade existing industries not to leave Port Elizabeth

Labour troubles could permeate throughout the country and labour leaders should ask themselves who would be the losers in the long term, he said

Latest detainee death opens old

DURBAN — Dr Neil Aggett's sister told a packed church in Durban last night that the latest death in detention had opened up old wounds and had shown the Government did not care about detainees

Addressing a singing, arm-waving crowd of more than 400 people in St Anthony's Church, Mrs Jill Berger said she had been comforted when her brother died "by the hope that his death would change the state of affairs and would not have been in vain"

But it was clear through the death in detention of Mr Ernest Dipale that things had not changed

All the hurt and anger returned when she heard about his

death — six months after her brother's cell at John Vorster Square

Another speaker, Detainee Summan Mr Zach Yacoob, criticised Order, Mr Louis le Grange, for his death

"We are not asking for detainee hotels. It is the deprivation of liberty."

Mr Yacoob said the Minister had the latest death and his attitude man — Sapa

to speed leasehold ownships

The Cabinet new measure to become one of the 99-year scheme for

of Co-nd Develop-let Koornhof, y

looking at a reformation at the of Business

er said that in where the name applied had not been surveyed

of a reservoir has stood implementing system speed-up of said

ugh the so-C system of the problem and produced the pace was too costly" committee, Dr

Koornhof said, had made recommendations which, if applied, would help greatly in speeding up implementation of the leasehold system

These recommendations had been approved by the Cabinet and were effective immediately

It was estimated, he said, that countrywide there were about 370 000 residential stands (excluding Soweto) where the leasehold system was applicable and which had to be surveyed eventually

"The Steyn Committee concluded that the only way to dispose of the necessary surveys as soon as possible is to undertake the work on a programme basis, supported by the necessary finance," Dr Koornhof said

The committee had negotiated with the surveying profession, which had responded positively, he said

Weather

FORECAST for the coastal belt from Plettenberg Bay to Port Alfred for the period ending 6pm tomorrow

CONDITIONS Fine and warm

WIND Light to moderate north easterly to north-westerly

EXPECTED TEMPERATURES

Maximum 26C
Minimum 9C

TODAY'S CONDITIONS (1pm)

Sea Temperature 16C
Temperature 27C
Pressure 1 020 3mbar
Humidity 35%
Wind Calm

THE MOON

New Moon August 19
First Quarter August 26
Full Moon September 3
Last Quarter September 10

THE SUN

Sets today 5 45pm
Rises tomorrow 6 58am
Daylight yesterday 10hr 45min

THE TIDES

High Water
Today 9 41am 10 22pm
Tomorrow 11 08am 11 39pm
Low Water
Today 3 22am 3 38pm
Tomorrow 4 45am 5 19pm

THE WORLD

	Min	Max	Weather
	C	C	
Amsterdam	12	21	clear
Athens			n/a
Berlin	14	28	clear
Brussels	15	28	clear
Buenos Aires	9	16	clear
Chicago	8	25	clear
Copenhagen	15	21	clear
Dublin	10	19	clear
Frankfurt	15	27	clear
Geneva	14	26	clear
Helsinki	10	19	clear
Hong Kong	28	33	clear
Jerusalem	19	31	clear
Lisbon	19	27	clear

Jackpot stands at R450

Post Reporter

THIS WEEK'S Evening Post-Checkers-Checkers Hypermarket Jackpot offers a prize of R450 after last week's bumper prize of R1 650 was won by Mr Anthony Cronje, of Schauderville

To put yourself in line to win the jackpot simply forecast the winners of races THREE to EIGHT at Arlington tomorrow

Uitenhage and Despatch entries will be accepted today until 7pm

East London entries close at 4pm

Grahamstown entries have already closed

In Port Elizabeth entries can still be deposited up to 11am tomorrow

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 as many entries as you wish, but only the official entry



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Jackpot

(Arlington, 14/8/82)

Race 3

Race 4

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Race 6

Race 7

Race 8

Name

Address

E Cape strikes affect liquor outlets

By SIMON BLOCH

ALTHOUGH striking workers in Port Elizabeth and Uitenhage have lost out on their wages during the past few weeks, turnovers at supermarkets do not appear to have been affected by the lesser spending power of the workless

But it seems that the luxury of liquor, often regarded as the panacea of the working class, has been relegated on the list of priorities of the new wageless

Supermarket spokesmen have reported that their businesses "are running normally without any noticeable drop in turnover"

They said the buying power of the out-of-work employees was too scattered to notice any effect

However, liquor stores in the area today reported that their turnovers had taken a dive and they were feeling the pinch. The manager of a bottle store near the General Motors plant in Kempston Road, Mr Piet Louwrens, said business was "definitely down and the turnover had dropped considerably — by about 20% to 30%".

He said workers at General Motors were the biggest source of income to his store, but they had not been spending as much since the unrest began

In Uitenhage, near the Volkswagen plant, and in Despatch, liquor outlets are also losing out as a result of the strikes

A spokesman for a large retail chain liquor store said that he had noticed a downswing in the spending power of black and coloured workers in the last two months

"They're still coming in, but they are spending far less than previously," he said

"Instead of buying case lots, they are rather buying loose bottles

"And they are also changing to cheaper brands"

The manageress of another large liquor store confirmed the downswing

"I would say our figures are down by about 15%. We usually have to fill our shelves about five times a week, but this week we have not done so once," she said

140A ROM
14/2/82

Lay off strikes hit firms as union advises talks

By STEVEN FRIEDMAN
Labour Correspondent

THREE strikes over threatened retrenchment of workers were reported yesterday as a major trade union urged employers to consult their workers about lay-offs

About 500 workers at a Rosslyn firm Auto Plastics downed tools on Thursday in protest at the planned retrenchment of 63 workers and returned yesterday after management opened negotiations with the National Automobile and Allied Workers Union (Naawu)

Another retrenchment strike was reported at a Roodepoort firm Lucas Batteries. The company's managing director Mr R I Henshaw said the strike had been settled

Unionists also reported a recent retrenchment strike at B and S Engineering in Brits which was settled after the firm agreed not to trim staff

At Auto Plastics, the planned retrenchments followed a decision by the company's Port Elizabeth branch to work short time a Naawu spokesman said

The company agreed to discuss possible alternatives to retrenchment with the union

At Lucas Batteries Mr Henshaw said management explained to workers that retrenchments were necessary because of a fall-off in work. They accepted this and agreed to return to work. The retrenchments would go ahead

"We had no alternative because of the nature of our business and the state of the economy. There are a growing number of strikes over this issue, which seems inevitable as the economic downturn continues," Mr Henshaw said

Naawu's spokesman said in both the other strikes management planned to inform workers that they were to lose their jobs only on the day they were expected to leave

"This is not only traumatic for the workers concerned but it angers colleagues because they are not consulted"

And in both cases management when challenged by workers, seemed to find it 'relatively easy' to find alternatives, he said

Union says sackings raise conflict chance

N/E ARGUS 14/8/82

~~12/8/82~~ (KOA) ~~12/8/82~~ ~~12/8/82~~

Weekend Argus Bureau
PORT ELIZABETH — The mass retrenchment at Ford this week is seen by workers as an attempt to frighten them of calling further strikes, but it has raised the 'conflict potential'.

This was said today by the secretary of the National Automobile and Allied Workers' Union (NAAWU), Mr Fred Sauls.

His union's members have in the past month been responsible for an unprecedented wave of strikes in the Eastern Cape motor industry related to a protracted wage dispute.

MEETINGS

Mr Sauls said in an interview that a further line of action would be decided at a series of union-worker meetings early next week.

Ford announced yesterday that 507 workers were being laid off because of hardship in the industry. The company has already this year im-

plemented shorter weeks and short-time.

The reaction of workers to their retrenchments "could not be expected to be passive and without resistance," Mr Sauls said.

MANUFACTURERS

Contrary to frequent claims that the motor manufacturers in the Eastern Cape were there for the well-being of the community, Ford had shown it protected the interests of its shareholders "irrespective of the repercussions on human life or the effects

on any country it operated in."

Irrespective of the workers' decision NAAWU would take up with managements the lay-offs and the sacking of six Ford workers and 17 General Motors workers for alleged "molestation" of other workers, he said.

The sackings led to walkouts at both plants early this week.

Ford then closed its operations until August 20, but General Motors has remained open.

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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
(1)	(2)	(3)
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Examiners' Initials		

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
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Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

Car workers are prepared to suffer in wages fight

S. Post 14/8/82
By SANDRA SMITH

142
143
140A

DISRUPTIONS in production at the three Eastern Province motor manufacturers — Ford, General Motors and Volkswagen — by strikes, go-slows and stoppages since a deadlock in wage talks, have meant a hard time for thousands of workers

Many workers at VW have lost about 13 days' full pay, those at GM about 11 days' pay, and when Ford re-opens on August 20, many workers will have lost about 22 days' wages

Weekend Post interviewed workers from the three companies this week to find out how they and their families were affected by the lighter pay-packets

The interviews were granted on the understanding that the Weekend Post would not name the workers

One worker said he had been employed by Ford for 27 years and took home an average of R89 a week before overtime work

He supported a wife and six children, five of them at school and one at university.

"It has, of course, been difficult to get by but we are not complaining or begging from anyone," he said

His daughter was a nurse who had "helped out", although since the first walkout at Ford the family had eaten less than normal

"Some wives are worried, especially when they hear about the police outside the factory gates," he said

"However, my wife realises all of this is necessary if we are to get the wage we want."

Workers were prepared to accept the lighter pay packets they would receive if the companies went on short-time, rather than see their colleagues retrenched, he said

Another worker who had been employed at VW for three years said he took home an average of R160 a fortnight to support his wife and two small children

His rent was R32 a month, and he was also paying off furniture and clothing accounts

"We were out during 1980 for three weeks, and no-one starved. People help each other and somehow we manage," he said

Men with family responsibilities were firmer in their resolve to achieve "a living wage" than those with none, he said

Another VW worker had seven children, all at school and earned about R109,12 a week

"There have been times — in April when we went out over the retrenchments, and these last few weeks — when we have eaten nothing but bread and pap," he said

The worker's three eldest sons had been picked to attend an athletics meeting with their school in Durban in September but the family was unable to afford the R80 each that this would cost

A GM worker for 24 years who earned R70 a week before overtime, on which he supported a wife and six children said

"This morning there was nothing to eat in the house. The children had to go to school hungry. I had 29c and a loaf costs 30c, so we had to ask the neighbours for a cent"

The family ate meat only on Sundays

"My eldest boy has gone to school this winter without shoes. It's a damned shame!" he said

"But for my children's futures, I must stick with our wage demand to the end"

All the workers interviewed who had children at high schools complained that teachers made unrealistic demands on them. They said the children came home with repeated requests for money for stationery and donations

At many schools children were also sent home if they did not wear the full school uniform, they said

Ford operations in PE closed and some workers laid off

By SANDRA SMITH

THE Ford Motor Company closed down all its Port Elizabeth operations and laid off 507 hourly-paid workers this week, a move which could prolong the continuing disruptions to production in the Eastern Province motor manufacturing industry

The industry has seen a month of go-slows, work stoppages and a strike after a breakdown in talks with the Industrial Council for the Motor Manufacturing Industry

On Tuesday, Ford announced the closure of its four Port Elizabeth plants for 10 days after repeated work stoppages

Yesterday it laid off 507 workers because of the worsening economic situation

The National Automobile and Allied Workers Union (Naawu), which represents about 10 000 workers, has warned that workers "cannot be expected to be passive and without resistance" to the move

Members of a rival union, the Motor Assembly and Component Workers Union of SA (Macwusa), have also been hit by the

lay-offs, and Naawu shop stewards say this will act as a unifying factor

This week the Naawu delegation to the Industrial Council pulled out of talks when a dispute was referred to arbitration by a third party

The union is now pushing for individual bargaining with the three motor manufacturers, who have not indicated whether they will be prepared to conclude in-plant agreements

Workers at General Motors downed tools on Wednesday when 18 employees were sacked in connection with alleged assaults and damage to company property the previous week. The plant had just opened after closing on Friday, when workers downed tools

Following the retrenchments at Ford Naawu has demanded that all those paid off be re-instated unconditionally; that the union is consulted on any plans to reduce the work forces of any of the motor manufacturers, and that any retrenchments take place in consultation with employees

E. Post

140A

14/8/82

507 motor workers affected

Lay-offs spark fresh fears of unrest at Ford

(140A) (14/8/82)

By STEVEN FRIEDMAN
Labour Correspondent

THE Ford Motor Company is laying off 507 hourly-paid production workers at its Port Elizabeth plants, sparking fears of a new confrontation between it and the National Automobile and Allied Workers' Union.

The announcement came days after Ford closed its plants because of work stoppages by Naawu members. The stoppages were prompted by the deadlocked pay dispute which has led to repeated stoppages at Eastern Cape motor plants.

And last night Naawu sharply attacked Ford for the lay-offs, saying its members would not react "passively and without resistance". Workers would meet on Tuesday to discuss further action, it said.

The union demanded the unconditional reinstatement of laid-off workers and consultation with workers on any staff reduction.

The lay-offs come only days after the announcement of unexpectedly high July car sales. But in a statement announcing the move, Ford's industrial relations director, Mr Fred Ferreira, said the company expected a "marked decline" in the sale of new vehicles.

He said unions at Ford had been "kept apprised over the past three months of the possible need to observe a mid-year shutdown and to effect lay-offs".

Ford regretted the action but said "excessive" short-time "can no longer be considered because of the impact on workers' incomes".

Recent high car sales were "largely due to the market having been artificially stimulated" and the economy was now firmly set on a downward phase "which is not expected to show any relief in the near term".

The company had delayed lay-offs for "as long as possible".

The lay-offs, together with the three days paid leave granted to hourly-paid workers during the shutdown, should stabilise production and minimise the effect if sales fell below current projections, Mr Ferreira said.

A Naawu statement said the lay-offs proved the union's view that Ford acted only "in the interests of the profits of its shareholders at the expense of workers and that management and worker interests were irreconcilable".

This was contrary, it said, to statements during the wage dispute by city councillors and businessmen that the motor companies were in the Eastern Cape "for the well-being of the community".

"Ford would do anything in the interests of its shareholders irrespective of the repercussions on human life," the statement said.

The lay-offs were "a clear attempt to sow confusion among people struggling for survival and against exploitation".

BY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has answered), leave columns (2) and (3) blank.

	Internal	External
	(2)	(3)
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	58	

NOTE CAREFULLY

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136 140A
E Post 182

Whites are unpaid victims of car strikes

16/8/82

By JERRY McCABE

THE continued wage dispute which has disrupted production at the Eastern Cape's three motor giants has also disrupted the lives of hundreds of white workers who have become the "unfortunate victims of circumstances"

Mr Henry Ferreira, deputy chief secretary of the white Iron, Steel and Allied Industries Union, said white workers had found themselves in an impossible situation in which they had played no part

"They want to work, but are prevented from doing so. They are suffering through no fault of their own," Mr Ferreira said

These workers have remained without income during the time the factories have not been producing and this has resulted in financial hardship for many families

Many hard-pressed families have turned to welfare organisations for aid

Dr M H Vorster, director of Social Work Services of the Christelike Maatskaplike Raad in Port Elizabeth, said today families of motor firm employees had come to them for help

"We have had to help these people with food, paying their lights and water bills and even in some cases their home rentals. There most certainly has been an increase of people from motor firms asking for help since the start of the dispute"

He said his organisation was concerned that last week's laying off of workers by Ford would result in more requests for aid

"When we budgetted for this year we obviously did not know there would be these problems at the motor firms. I don't know if we have budgetted sufficient funds," Dr Vorster said

Spokesmen for two of the three Eastern Cape motor firms were reluctant to comment on the effect the prolonged dispute was having on white workers alone

Mr Fred Ferreira, director of industrial relations for Ford, said the dispute was affecting all the workers who wanted to continue working and not only white workers

"About 2 000 black workers as well as a few hundred coloured and a few hundred white workers are affected. It is not only the white worker who is suffering," Mr Ferreira said

Mr Bob Kernohan, Press relations manager for Volkswagen, said it was his company's policy not to practise any discrimination between workers of different races

When workers who wanted to continue working were affected by strikes Volkswagen tried to help them with alternative employment. This was done irrespective of what race the workers were, Mr Kernohan said

RDH 16/9/82
Split opens
between
two motor
unions

Labour Correspondent

THE unregistered Motor Assemblers and Components Workers Union (Macwusa) has dropped plans to co-operate with Fosatu's National Automobile and Allied Workers Union (Naawu), because Naawu refuses to reject the official industrial council system

Naawu is engaged in a wage dispute with East Cape motor employers which has led to several major work stoppages

It withdrew from the council to avoid arbitration of the dispute, but says it will return after the dispute has been settled

Macwusa, which recently walked out of a union unity meeting because of its objection to unions who register and sit on industrial councils, had welcomed Naawu's move

But in a statement, the union said it was disappointed that Naawu "is in fact not dissociating itself from the use of the industrial council as bargaining machinery"

It claimed that Naawu members "had clearly rejected the council in favour of shop floor bargaining"

Macwusa also alleged that Naawu had not reported back to its members on decisions at successive emerging union summits which rejected registration and the industrial council system

Macwusa is now "studying the situation" in the hope that the union will quit the council permanently

● Some Naawu members have criticised Macwusa sharply for not supporting the recent wage strikes in the industry

Union ^{140A} ire at ^{RDM} ~~HA~~ Labour ^{17/8/82} ~~HA~~ attack ~~HA~~

Labour Correspondent

A ROW with important political implications has erupted between the leader of the Labour Party, the Reverend Allan Hendrickse, and the National Automobile and Allied Workers' Union over the deadlocked wage dispute in the Eastern Cape motor industry

In an interview with Rapport, an Afrikaans Sunday newspaper, Mr Hendrickse — who lives in Uitenhage, one of the areas affected by the dispute — said the East Cape community did not support the motor workers' demands and accused the NAAWU of "misusing the strike weapon"

Yesterday a meeting of NAAWU members at Volkswagen's Uitenhage plant hit back, accusing Mr Hendrickse and the Labour Party of being "out of touch" with the situation in the East Cape

It is understood the statements follow tension between worker and Labour Party leadership in the area

A NAAWU organiser, Mr Les Kettleas, said yesterday Volkswagen workers had passed a resolution "condemning the Labour Party and Rev Hendrickse's approach to the dispute. The workers are confident that they continue to enjoy the support of the community"

Mr Kettleas said Mr Hendrickse's remarks would be discussed at a meeting of Ford workers this morning

Mr Hendricke yesterday confirmed that he had criticised the strikers

"I don't want to fight with the union but I pointed out that there are two black unions operating in the motor industry and that one of them, Maqwusa, had refused to join the strikes

"I am worried that the unrest is dividing the community. The unions are part of the community. If they are divided, so is the community"

Motor employers met the all-white SA Iron, Steel and Allied Workers' Union at the motor industrial council yesterday and agreed to continue talks on the deadlocked wage dispute. It is understood that no arbitrator will be appointed this week

ABOUT

White workers in web of car row seek aid

for August 1982

PORT ELIZABETH — Hundreds of white workers have been made the "unfortunate victims of circumstances" by the continuing wage dispute which has disrupted production at the three giant motor factories in the Eastern Cape.

Mr Henry Ferreira, deputy chief secretary of the white Iron, Steel and Allied Industries Union, said white workers had found themselves in an impossible situation in which they had played no part.

"They want to work but are prevented from doing so. They are suffering through no fault of their own," he said.

The workers have been without income while the factories have not been producing, which has resulted in financial hardship for many families. Many have had to turn to welfare organisations for aid.

Dr M H Vorster, director of social work services for the Christelike Maatskaplike

Raad in Port Elizabeth, said yesterday that the families of motor firm employees had come to them for help, Sapa reports.

"We have had to help these people with food, pay their lights and water bills, and even — in some cases — their rent. There most certainly has been an increase of people from motor firms asking for help since the start of the dispute."

His organisation is concerned that the laying off of workers by Ford last week will result in more requests for aid.

"When we budgeted for this year, we obviously did not know there would be these problems at the motor firms. I don't know if we have budgeted enough money," he said.

Spokesmen for two of the three Eastern Cape motor firms were reluctant to comment on what effect the prolonged dispute was having on white workers.

Mr Fred Ferreira,

director of industrial relations for Ford, said the dispute was affecting all workers who wanted to continue working — not only white workers.

"About 2 000 black workers, as well as a few hundred coloured and a few hundred white workers, are affected. It is not only the white worker who is suffering."

Mr Bob Kernohan, Press relations manager for Volkswagen, said it was his company's policy not to practise discrimination between workers of different races.

When those who wanted to continue working were affected by strikes, Volkswagen tried to provide them with alternative employment. This was done irrespective of race, he said.

The Star's Labour Reporter writes that the Eastern Cape industrial council for the motor industry met yesterday but postponed any decision to call for the appoint-

ment of an arbitrator in the wage dispute.

Since the National Automobile and Allied Workers Union (Naawu) withdrew from the council in protest over the deadlock, only the three motor employers and the Iron, Steel and Allied Industries Union have been taking part in the talks.

The council's chairman Mr Fred Ferreira said there would be informal and formal meetings in the near future to discuss negotiations.

Naawu has announced that it would seek negotiations with individual employers and has criticised the laying off of about 500 workers by Ford.

Ford plans to restart production only on Friday. General Motors and Volkswagen are still producing cars.

The recent unrest in the Port Elizabeth area has seen more than 10 000 workers on strike and numerous closures of the three auto giants.

~~140A~~
~~17/8/82~~
**Workers
walk out
and lose
their jobs**

**By Tony Davis,
Labour Reporter**

About 200 Roodepoort workers lost their jobs yesterday following a walk-out at a machine firm.

The workers left the plant yesterday morning after management refused to meet them

They had demanded a 20c/hour across-the-board increase for all workers

The managing director of Hawker Siddeley Switchgear, Mr P S Maguire, said all who had left were considered to have broken their contracts. He would be re-engaging a new workforce today

Former employees could re-apply and pay packets were being made up to pay out the strikers, Mr Maguire said

The Fosatu-affiliated Metal and Allied Workers' Union has members in the plant and last week wrote to management asking for a meeting to discuss recognition, a union spokesman said

ARGUS
17/8/82

Union in bid to prevent layoffs

Argus Bureau

PORT ELIZABETH. — The National Automobile and Allied Workers' Union (NAAWU) has been negotiating with the Goodyear Tyre and Rubber Company in Uitenhage in an attempt to prevent the layoff of 75 employees.

The local secretary of the Federation of South African Trade Unions (Fosatu), of which NAAWU is an affiliate, Mr M Sam, said today Goodyear had told shop stewards it planned retrenchments soon.

The number of workers who would be affected had not been specified, but the union had been told by Goodyear the company had about 75 surplus employees.

Four employees have already been laid off this month.

Some departments in the Uitenhage plant had been working a four-day week since July and some had changed from a "swing shift" to a five-day week in an attempt to avoid retrenchments.

"We have met company representatives and suggest Goodyear should freeze employment, eliminate overtime work and not replace employees whose services have been terminated or who have resigned," Mr Sam said.

The company had accepted these proposals.

Goodyear's personnel manager could not be contacted for comment.

S. Post
 17/8/88
 Questions over industrial council

24/8
 140A
 11/8

THE withdrawal last week of the National Automobile and Allied Workers Union (Naawu) from the Industrial Council for the Motor Manufacturing Industry of the Eastern Cape has raised questions over the continued effectiveness of the body and the future of negotiations in the industry

The union withdrew last Monday when a dispute over minimum wages was referred to arbitration. Naawu is opposed to resolution of the dispute through a third party, seeing this as taking control of the situation out of workers' hands

It intends concluding individual, in-plant agreements with Ford, General Motors and Volkswagen, who have not yet indicated whether they will negotiate on this basis

Naawu's general secretary, Mr Freddy Sauls, explained the union's withdrawal was not a matter of principle, but was "a strategy in the bargaining process"

Therefore it did not necessarily mean Naawu would not in future again participate in negotiations in the council

Criticisms that industrial councils removed the negotiating process from worker control and were undemocratic applied in particular instances, Mr Sauls said. The success of using the council depended upon a union's methods of organising

"Our negotiations on this council were based on worker decisions taken at meetings, and the delegation was accountable to the members"

Naawu's withdrawal did

By SANDRA SMITH

not indicate members were becoming disillusioned with this forum, Mr Sauls said. They had called for in-plant agreements only when it became clear the dispute would go to arbitration by a third party

The union favoured industry-wide bargaining in the long run, which would be to the advantage of employee and employer parties, but this might only develop in two or three years' time

The industrial council's chairman and director of industrial relations at Ford, Mr Fred Ferreira, agreed that the real effectiveness of the council would be lost if a major representative party did not participate

The council, now made up of the employers and the Iron, Steel and Allied Industries Union which represents about 2 000 workers in the local industry, could reach an agreement which would be binding on Naawu members

However, "we want to involve to the maximum all parties participating in the labour situation in our organisation. This could be accomplished more effectively outside the council," Mr Ferreira said

While Ford was not averse to the idea of negotiating outside the council, Mr Ferreira believed the body could in the long term still perform a useful function

Industry-wide bargaining was an inevitability, and would be in the interest of all parties concerned

"I don't know if Naawu's withdrawal from the coun-

cil is necessarily a step towards industry-wide bargaining, but I don't see it as detracting from that possibility either," Mr Ferreira said

Industry-wide agreements, bringing about uniform conditions of employment, would mean certain competitive advantages which existed now would be eliminated

Increasing cohesion in the labour movement would mean that employers outside the Eastern Province who were opposed to this form of bargaining would be forced to reconsider

Asked whether, if Ford entered into in-plant bargaining with Naawu, this would effect the company's relationship with the Motor Assembly and Component Workers Union of SA (Macwusa), Mr Ferreira said "We desire the involvement of all parties to meet on common ground to negotiate an acceptable agreement"

"However, I don't think we could jump into in-plant bargaining"

Negotiation outside the council could involve the development of a bargaining structure which would negotiate on different issues at different levels

"But there is no way Ford could agree to in-plant bargaining and ignore significant aspects of its representative labour force," he said

"In the longer term we would prefer a situation where the entire industry would negotiate on common issues with all representative employee parties involved," he said

Motor workers challenge Hendrikse to back up claim

E. Post
17/8/82

140A ~~140A~~ ~~140A~~ ~~140A~~

By SANDRA SMITH

FORD, General Motors and Volkswagen workers have strongly condemned statements by the leader of the Labour Party, the Reverend Allan Hendrikse, that the workers' union does not have community support for its wage demands

And, at a meeting of Ford workers today, a decision was taken to return to work on Friday on the understanding that the company reinstates 507 workers it retrenched last week

Mr Hendrikse was reported in Rapport on Sunday to have said the National Automobile and

Allied Workers' Union leadership was "abusing strikes as a weapon", and did not have community support for their "high demands"

The Evening Post was unable to contact Mr Hendrikse this week

At workers' meetings last night and today, he was challenged to back up his statement that Naawu did not have community support for its minimum wage demand of R2,50 an hour

The Ford company has closed its Port Elizabeth operations for 10 days, until Friday because of repeated work stoppages after a breakdown in wage talks

At today's meeting, workers rejected the retrenchments and demanded that those paid-off be reinstated. It was decided to return to work on Friday

Telegrams from the International Metal Workers Federation and the British Amalgamated Engineering Union, expressing support for Naawu's demands and for those laid off, were read out

Naawu has demanded that the firms discuss retrenchments with employees and the union, and consider alternatives such as short-time

Company dismisses Roodepoort strikers

Sowetan 17/8/82

THE 200 black workers employed by Hawker Siddeley Electrical Company in Roodepoort who went on strike demanding pay increases yesterday "have automatically dismissed themselves from their positions by going on strike".

This was stated by the company's general manager, Mr P S Maquire who told The SOWETAN that the workers could regard themselves "fired because they had acted outside their

rights. The company was prepared to engage new workers from today but "we shall consider re- admitting others depending on an agreement between workers and management", he said

The workers, mostly members of the Metal and Allied Workers' Union (Mawu), downed tools when negotiations between their represen-

tatives and management broke down yesterday. They demanded a 20-percent wage increase.

Workers said that 12 of their colleagues had been sacked by the management following their representations to management, whereupon they had decided to a walk out.

They were prepared to go back today, but would not work if their demands were not met, they told reporters.

Mr Maquire said the workers had refused to negotiate and said that they had wanted to be addressed at a mass meeting. This, unfortunately, could not be done and they had decided to leave.

Mr Maquire said the workers could fetch their money.

Cork Times 12/18/82 (U.S.A.) (52)
Workers criticize Hendrickse

PORT ELIZABETH — Ford, General Motors and Volkswagen workers have condemned statements by the leader of the Labour Party, the Rev Allan Hendrickse, that their union does not have community support for its wage demands

In another development, a meeting of Ford workers decided yesterday to return to work on

Friday if the company reinstated 507 workers it retrenched last week.

Mr Hendrickse was reported to have said the National Automobile and Allied Workers' Union leadership was "abusing strikes as a weapon" and did not have community support for its "high demands"

The Ford company has closed its Port Elizabeth operations for 10 days until Friday because of repeated work stoppages after a breakdown in wage talks

At yesterday's meeting, workers rejected the retrenchments and demanded that those paid off be reinstated — Sapa

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to be hoping support for its constitutional Grassroots hostility to the hamper any deal between Labour
Sauls, general Naawu, said yes-resolutions indi-so-called 'col-kers have finally 'Labour Party' follows state-Hendrickse that as "abusing" the and that its de-rejected by the statement, Fosatu Mr Hendrickse of anti-worker state-said he could "no am to speak for -- said there was responsible in call-living wage

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Correspondent
EASE in the price is expected to be ced today by the chairman of the african Lumber Mill-ation, Mr Wynne
Mr Evans said ability was being dis-at the association's congress this week

in Carter
deal fails

ION - New Jersey's court yesterday vot-to uphold the murder-tion of former boxer "Hurricane" Carter, convicted of killing people 16 years ago is the subject of a for-song, "Hurricane," by Dylan, which contended is framed - UPI

ner dies
rockfall

YEAR-OLD winch-driv-as killed in a rockfall at -Steyn Gold Mine's Shaft in Welkom at the head
his name is being withheld his next-of-kin in Le-have been informed -

Militant union wins recognition in Natal

By STEVEN FRIEDMAN
Labour Correspondent
THE unregistered SA Allied Workers Union (Saawu) has won its first formal recognition agreement in Natal
The union has been recognised by a British-owned ink firm Coates Brothers at its Isipingo plant
The company was hit by a strike two years ago and talks between the two sides have been going on for some time
A joint statement by Saawu and the company says that both sides have affirmed their belief in "industrial relations and industrial peace"

The agreement is believed to be a precursor to further written accords between the company and Saawu
Saawu's general secretary, Mr Sam Kikine, this week hailed the agreement as "a victory for both the company and the workers". He said Saawu regarded Coates Brothers as "a progressive company"
Mr Kikine has appeared in court to face charges under the Terrorism Act after being detained without trial for some months
He was then released on bail
He was hospitalised during his detention
The company's managing director Mr G P Jordan said yesterday the agreement was "nothing momentous - it simply reflects the direction in which most employers are now moving"
He declined to elaborate further, saying the two sides had agreed not to enlarge on the statement
Saawu's strongest branch is in East London, where it is known to have won three recognition agreements
The union has been the subject of repeated official action, particularly in East London, and many employers in that area refuse to deal with it, claiming it is "too militant"
Saawu's president and vice-president, Mr Thozamile Gqweta and Mr Sisa Njikelana, are awaiting trial on charges under security laws and its East London chairman, Mr Eric Montonga, has been in detention for eight months

Fears of stay-away when Ford plant re-opens

By STEVEN FRIEDMAN
Labour Correspondent
FORD workers in Port Elizabeth yesterday sharply attacked the retrenchment of 507 colleagues and there are fears that they will refuse to go back to work when the company resumes production on Friday
Meanwhile, it was learned yesterday that East Cape motor employers are to meet Fosatu's National Automobile and Allied Workers' Union in the first attempt to discuss the wage dispute since Naawu quit the industry's industrial council
Employers suggested the meeting after Naawu asked the three motor assembly firms for direct plant bargaining on workers' wage claims
Employers suggested the union meet the industry's employer association to discuss the issue
Ford closed its plant until Friday after continued work stoppages prompted by the wage dispute
Last week Ford announced it was laying off 507 workers, in reaction to the country's worsening economic situation, said Ford's industrial relations director, Mr Fred Ferreira
"Although demand for new vehicles had been high in June and July, Ford believed this trend was "artificial" and that demand would drop markedly
Mr Ferreira said Ford had told unions at its plants that some form of mid-year labour cutback was probable
But yesterday, Ford's Naawu members rejected this
They believe the Ford layoffs are a ploy to "sow division among workers during the current dispute" At a meeting they called for the immediate reinstatement of all laid-off workers and employer consultation with worker leaders before staff cutbacks
He said the union would be seeking a meeting with Ford on the issue and added that Naawu had "an unwritten agreement" with Ford that it would be consulted about the retrenchment of workers
Meanwhile, Sapa reports Naawu has been negotiating with the Goodyear tyre company in Uitenhage over its plans to retrench 75 workers

Three jailed for raping 17-year-old

Mail Reporter
THREE Heidelberg men were found guilty in the Pretoria Supreme Court yesterday of raping a 17-year-old schoolgirl who was later found murdered
No-one was found responsible for the murder of the girl, Gertrude Vilakazi
Michael Mokoena, 22, was jailed for five years, Moses Mokoena, 20, was jailed for four years and David Sebiloane, 23, was sentenced to 18 months, six months of which was conditionally suspended for three years
The three men, all from Ratanda Location, were found guilty of raping the girl in a church toilet on November 21, last year
The two Mokoenas were further found guilty of raping her on an ash heap a few kilometres from the church
Mr Acting Justice Kirk-Cohen, who sat with two assessors, said he could not determine who was responsible for the murder of the girl
Before passing sentence, the judge said the str-made safe
The judg-three other toilet Dur-stabbed nun-then been-where she
Sebiloan-ed not guli-chael Moki-his girlfrie

Advocate and Mrs H Knopp


IN A report in the Rand Daily Mail on August 6 - headlined "Diamonds in Ownership Row" - it was incorrectly stated that Mr H Knopp, his wife Mrs C Knopp, and others were ordered by the Rand Supreme Court to hand over diamonds worth R124 200 to the deputy sheriff pending determination of their ownership
In fact the order made by the court restricted Mr and Mrs Knopp and others from in any way disposing of the diamonds and from leaving the Republic
At the hearing on Thursday, August 5, counsel appearing for Mr and Mrs Knopp, and others, told the court that his clients
Denied possession of the diamonds and were therefore unable to hand them over to the deputy sheriff
Were unaware of the whereabouts of the said diamonds
Were prepared without prejudice to their rights to allow the deputy sheriff to carry out a search
Would make these submissions under oath in due course
The Rand Daily Mail expresses its regret to Mr and Mrs Knopp for any inconvenience caused
POLITICAL comment in this issue by R A Gibson Benjamin Pogrand Steven Fried man newsbills by Mike Stent headlines and sub-editing by Chris Smith cartoons by David Anderson Dave Gaskill all of 171 Main Street Johannesburg

Man fined R100 for killing cat

Mail Correspondent
21-YEAR-OLD man who broke the neck of gentle and lovable" cat and drowned it was fined R100 (or 50 days) by Mr D J Willems in Durban Magistrate's Court yesterday
Peter John Smith, an apprentice electrician, was convicted of contravening the Animal Protection Act
waterlogged body of his cat, he asked Smith what he had done to the cat
Smith replied he had been playing with the cat and it had bitten him
He had then broken its neck and drowned it to ensure it was dead, he told Mr Clay-Smith
The court was told that that someone had heard the cat cry out in pain before its body was recovered and that Smith had said he was

MATTER OF FACT

A photograph on Page 2 of yesterday's Rand Daily Mail identified one of the Hyde Park High schoolboys who won the CA/ICL Management Contest Award as Paul Grouws This should have been Paul Gross

Tax-free...

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For the glimpse

Unions suspicious on new labour dispute draft

Mixed views on labour plan

MOST trade unions have mixed feelings about the dramatic streamlining of mechanisms for settling labour disputes as announced by the Minister of Manpower, Mr Fanie Botha.

According to the draft Labour Relations Amendment Bill published last week, existing legislation would be amended so as to

- Allow labour organisations including unregistered unions and employee organisations, access to the machinery for settling disputes.
- Speed up the conciliation process
- Give the president of

By JOSHUA RABOROKO

the Industrial Council Court the discretion to release general information of court decisions

Fosatu's spokesman, Mr Chris Dlamini, has expressed his reservations about the proposal

"We believe in plant-based negotiations between management and workers and are not in-

terested in this type of machinery brought from outside

"The only type of machinery we are interested in is that set up by the workers and management themselves"

He fears that managements could use this outside machinery to their advantage, and said that only a mediator



IN THE PIPELINE Mwasa's Goba Ndlovu thinks tighter labour laws on the way

elected by the workers would be trusted by them

Referring to the Industrial Court, he said that it was not his union's aim to take their cases there and "we are not really interested in changes to its workings."

The new machinery might eventually prove itself acceptable but he remained suspicious of it at this stage

However the Bill had drawn a positive response from the general secretary for the Trade Union Council of South Africa (Tuca) Mr Arthur Grobbelaar

He said that the idea of speeding up the conciliation machinery and of extending the provisions to include unregistered unions was necessary

Mwasa's acting president Mr Goba Ndlovu said that it would appear that stricter labour laws were in the pipeline. The Government is going to force unions to make use of industrial councils, he said

"We do not see ourselves working with the Industrial Council. Mwasa has an arbitrator in case of deadlock with management and we do not have a conciliation board" he said

Meanwhile, numerous strikes and labour disputes have been reported in the country, despite the proposed Bill's aim to settle labour disputes

Music while on the move

By ELLIOT MAKHAYA

STATION Moving Music, a travelling radio station aimed at the daily entertainment of approximately 275 Putco buses, will be launched officially on September 1.

We were taken on a ride this week in one of the buses just to get the feel and concept of the station. The sound is quite clear and the music format quite impressive

Each bus is fitted with a fibreglass sound insulating cover to compensate for engine noise

In addition to this, all sound sets are fitted with a sound control circuit, which increases and decreases the volume of the sets to coincide with the revs of the motor. This ensures that the music is never too loud or too soft

The commercial programmes are estimated to be able to reach about 1.3 million passengers dur-

ing daily rush hours

While the station will cover buses in Johannesburg East Rand, West Rand and Pretoria initially, negotiations are under way to cover Bophutatswana and western areas of Natal

"Four months of testing has proved the new service to be a hit with daily strap-hangers" said Dennis van der Linde of SMM

The station will use two deejays, Hamilton Malaza and Allan Pierce. Hamilton has had a spell with Radio SR while Allan the big-voiced American has been with Capital Radio

The system is presently in use in Israel, West Germany and Australia and is being well received by commuters

While this sound's a new concept completely, one hazily remembers that in the fifties there was music in township buses known as Msakazo

HÉLIO

SHOE BOUTIQUES

BIG WINTER SALE NOW ON



'Operation Hunger' to the rescue

PEOPLE in hunger-stricken Northern Transvaal are being supplied with parcels of powdered milk and soup — thanks to the South African Institute of Race

Union accuses

E. Post

140A

Barlow Rand

Post Reporter 19/8/82

THE National Union of Textile Workers (NUTW) has accused the Barlow Rand group of breaking its code of employment and of being indifferent to unfair labour practices in its subsidiaries

The NUTW has also criticised the group's "failure or refusal" to intervene in the dispute at Veldspun in Uitenhage, where the union says the firm locked out more than 1 000 workers illegally

They were fired by Veldspun when they walked out after 60 employees — who refused to do the work

of 25 colleagues who were retrenched — were sacked

Veldspun International is a subsidiary of Romatex, in which Barlow Rand has a majority holding

The NUTW has accused Veldspun of seeking to provoke a confrontation by insisting a group of its members do the work of those retrenched

A Romatex spokesman said the company would respond as soon as possible

He said "We consider the NUTW's statement contains a number of errors of fact, and Barlow Rand has not yet received the telex from the union"

20/8/82
German link with strikers denied

~~140A~~ ~~150~~
E-Post Post Reporter ~~1972~~ ~~150~~

AN allegation that German trade unions instigated the Port Elizabeth motor industry strikes has been received with surprise by Volkswagen of South Africa.

Mr Braam Raubenheimer, chairman of the economic affairs committee of the President's Council, was reported to have suggested that German trade union leaders instigated the strikes to help German motor workers

Mr Ruben Els, the public affairs manager of Volkswagen in Uitenhage, said such actions could actually harm the German industry

"It would be extremely short-sighted of the German trade unions to make this area uncompetitive in comparison to the rest of the country

"Strikes here could affect the amount of material the Germans have to manufacture to send out to us"

In this way, he said, the strikes here could result in less work being available for the German workers, and not more

He said that Volkswagen South Africa did not have any negotiations with German trade unions

A spokesman for Ford Motor Company said that as their contact with Germany was minimal, the company could not comment on the allegation

Spokesmen for General Motors were not available for comment.

By SANDRA SMITH

The Ford motor company opened today after a 10-day closure — but workers in some sections went home after refusing to begin work

The company closed its plants last week after continued disruptions in production and a go-slow ever since a breakdown in wage talks in the motor manufacturing industry's industrial council

Volkswagen and General Motors have also been hit by work stoppages and go-slows since the breakdown but production has been normal this week as workers wait for managements' responses to their demand for in-plant negotiations

Last week, Ford also announced the retrenchment of 507 workers because of the slump in the South African economy

Both the National Automobile and Allied Workers Union (Naawu) and the Motor Assembly and Component Workers Union of SA (Macwusa) have demanded the company reverse the decision and consider alternatives such as short-time

Ford ~~1972~~

opens ~~1972~~

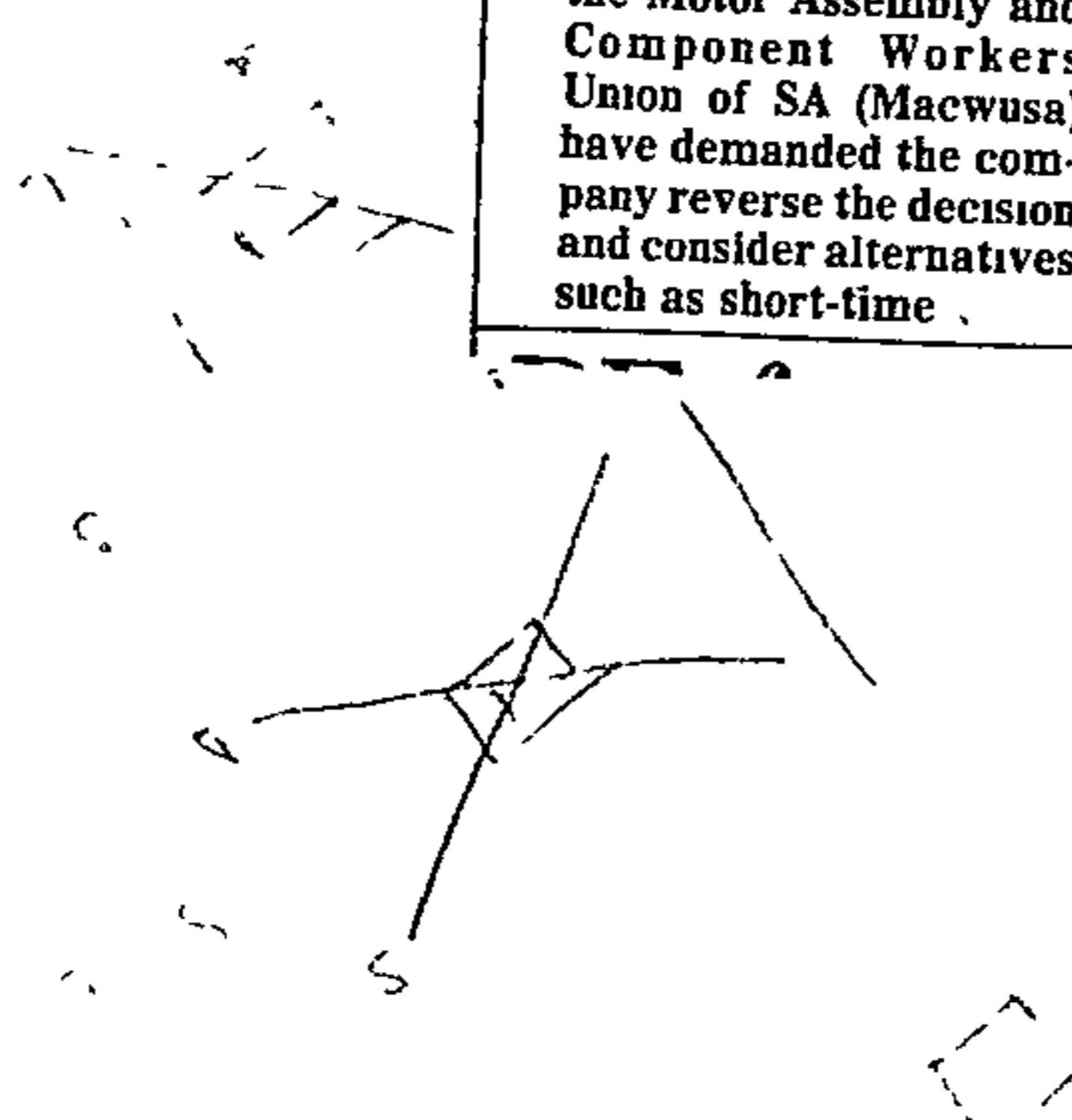
workers 140A

E: Post refuse

20/8/82 to start

Ford workers returned to the company's four plants today but those in the truck plant and the parts-and-accessories and cut-and-sew sections of the Struandale plant refused to start work until those retrenched were reinstated

A Ford spokesman said after a "rebalancing of labour" at the Neave plant, employees returned to work and production proceeded. Production was also normal at the Engine and Cortina plants.



Benoni plant retrenches 600 workers

By STEVEN FRIEDMAN
Labour Correspondent

A MAJOR East Rand metal company, Salcast, is to retrench 600 workers today — a quarter of the work force at its Benoni plant

Its general manager, Mr Tubby Boynton-Lee, said yesterday the company, a member of the Stewarts and Lloyds group, was offering a wide-ranging "package" to retrenched workers after talks with Fosatu's Metal and Allied Workers' Union

As a result, Mr Boynton-Lee said, the company was hopeful the retrenchments would not spark unrest. But he confirmed that the company had made security arrangements in case of unrest and had informed police

"We know the hardships involved. The workers will have to return to the homelands where there are no jobs. But we have no choice."

Mawu had asked the company for talks on possible retrenchment a month ago, Mr Boynton-Lee said

In terms of the procedure laid down by the metal industry's industrial council, companies must inform the council of pending redundancies two weeks before they occur, and the company had agreed to inform Mawu at the same time

It also decided to give workers a week's notice, instead of the legally required 24 hours, and would offer them redundancy pay

The company will

- Guarantee that workers will be laid off on a "last in, first out" basis — length of service will be the only criterion

- Attempt to arrange other jobs for workers with long service,

- Re-employ as many of the retrenched workers as possible "as soon as business picks up" The company will keep the names and addresses of retrenched workers and contact them when jobs were available,

- Make arrangements to contact workers in the homelands to ensure they receive

their unemployment benefits and

- Allow workers to stay in their hostel rooms until the end of August

Sapa reports that the Midland Chamber of Industries has formally asked the Mayor of Port Elizabeth, Mr H van Zyl Cillie, to intervene in the dispute between the South African Transport Services and the General Workers' Union

The union, which represents nearly 1 000 workers in the harbour, has tried for 10 months to hold talks with SATS on conditions of employment of its members and has now given the employers until Monday to respond

The SATS has consistently refused to meet a GWU delegation because approaches have not come through recognised SATS channels

SATS has also said there will be no negotiations with any worker body other than its own staff associations

M- Van Zyl Cillie yesterday confirmed receipt of a letter from the chamber on the issue, but said the contents were confidential

DOM QUORA (192)
20/11/82

Labour leader slammed

Labour Correspondent

THE leader of the Labour Party, the Rev Allan Hendrickse, came under new fire yesterday for his statements criticising strikes by members of the National Automobile and Allied Workers' Union.

Earlier this week workers' meetings at all three Eastern Cape motor assembly plants adopted resolutions attacking Mr Hendrickse's statements.

Naawu's general secretary, Mr Fred Sauls, said the worker reaction indicated a "rejection of the Labour Party".

Yesterday Dr Joe Joshua, head of the National Association for the Advancement of Coloured People, issued a statement attacking Mr Hendrickse's remarks.

He said the remarks were "anti-working class" and Naawu's wage demands to Port Elizabeth and Uitenhage employers were "legitimate".

Dr Joshua lauded the stance adopted by both Naawu and Mr Sauls in the dispute.

Barlow Rand to reply ^(140A) directly ^(140A) to union ^(140A)

^{E. Post}
20/8/82
Post Reporter

THE Barlow Rand group has decided to reply directly through its Romatex subsidiary to accusations by a trade union yesterday that the group did not adhere to its own code of employment

The National Union of Textile Workers (NUTW) also accused Barlow Rand of being indifferent to unfair labour practices of its subsidiaries

The union criticised the group's failure to intervene in a dispute at Veldspun International in Uitenhage where more than 1 000 workers were dismissed this month

It also accused Veldspun of "sweethearting" with the Textile Workers Industrial Union (TWIU)

A spokesman said today the Barlow Rand group would reply to the union through Romatex, in which Barlow Rand has a majority holding

In another development, the Uitenhage branch of the Federation of SA Trade Unions (Fosatu) has called on Barlow Rand to intervene "after Romatex's intervention has failed to have any constructive results"

(1409) ~~1500~~ ~~1700~~

400 workers walk out at Ford

1982

Own Correspondent
PORT ELIZABETH — About 400 Ford workers walked out shortly after the company had re-opened its Port Elizabeth plants yesterday after a 10-day closure.

Ford, which together with General Motors and Volkswagen is involved in a wage dispute with the National Automobile and Allied Workers Union (Naawu) closed its plants last week because of continued disruption of production.

Ford's public relations officer, Mr Harry Hill, said "enough workers to resume normal production" had turned up at their Neave, Cortina and engine plants but workers at Struandale and the truck plants would not start work.

Mr Hill said they had

given no indication why they would not start work.

Naawu's regional secretary, Mr Les Kettleidas, said all the Ford workers had refused to start work yesterday morning and demanded re-instatement of 507 workers retrenched last week. He said workers had only started work when company officials threatened them with dismissal.

The workers who walked out would return to work on Monday and further action would be discussed at a general meeting next week.

Both Naawu and the Motor Assembly and Component Workers Union of SA — which refused to participate in last month's mass Naawu strike — have demanded reversal of the retrenchment decision.

~~MONDAY~~

44
 35 | 1555
 140

 155

~~45~~

35 | 1600
 140

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 175

 25

~~4~~
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44
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By WAYNE ASHER

THE prolonged spate of labour unrest in the motor plants of the Eastern Cape has made itself felt on some Port Elizabeth shops

Among the hardest hit by the fall in spending power are furniture and appliance outlets and second hand car dealers. Takings at some bottle stores have dropped by as much as 35%

Hire purchase payments have fallen into arrears

Mr J M van der Mescht, the manager of Arrow Furnishers, a member of the Russell's group, said business was going "badly" at present

He said that recently he and his chief salesman had made personal visits to many of his clients who had not been able to pay their accounts

"About 80 or 90 people have been unable to keep up their hire purchase payments and nearly all of them work at either Ford, General Motors or Volkswagen

"We have tried to carry the loss and have asked clients to try and pay half of their accounts so we can keep them on our books. We don't want to repossess

"When we visited the homes we saw that things were really bad. Some of them have hardly any food in the house — and the thing is that most of these people want to work, but they can't

East Cape business hit by labour unrest

~~30~~ ~~152~~ ~~192~~ (140A) E. Post
4/8/82

"The situation is serious and I expect a further decline in payments at the end of this month"

Mr Donald Abramowitz, the manager of Giddy's Superstore in Uitenhage — a furniture and appliance dealer — said no sales were made to Volkswagen workers on strike during the last month

"Obviously we have lost business — but then again, nearly everyone here has"

He said the situation was made worse by the shortage of work for all the ancillary firms when the motor plants were idle

"You can't sell to people who are out of work," he said

Another Uitenhage furniture dealer said business had dropped by "more or less 20%" during the strikes

"I have between 1 500 and 1 700 Volkswagen workers on my books and my cash flow was effected quite noticeably"

He said people were afraid to buy because they were uncertain about their jobs

In Port Elizabeth, a

spokesman for Barrie's Motors said that "banks do not want to know these chaps — so what can we say? There is nothing we can do for them"

An Alphon Motors spokesman said that when a man came in to buy a car, they had to ask where he worked to make sure he could meet his payments

"We have to check it out because these people sometimes give fictitious company names. We are being particularly careful"

A spokesman for a Main Street branch of Ellerines which caters mainly for the black trade, said they had been "effected very much" by the strikes

"We cannot really supply them

"When I was in charge of our Uitenhage branch, I depended largely on workers from Volkswagen. Now that I'm in Port Elizabeth, General Motors and Ford supply the money which accounts for a lot of the black buying power

"Over the last two months business has dropped off completely

The manager of a Port

Elizabeth bank which deals extensively with motoring finance, Mr Peter Page, said that there had definitely been a "slow down in business"

"We are not as buoyant as we were in June. But we will only see the real effect within the next month or six weeks. We'll only know then who is not able to make payments and only about halfway through September will we start chasing them up"

Mr John Harwood, manager of Giddy's furnishers and chairman of the Port Elizabeth Furniture Traders Association, said he anticipated that the strikes would "have an effect on our payments"

He said, however, that in terms of the Credit Agreements Act a firm could only repossess items if the client missed two or more monthly payments

"Even then we will obviously not repossess indiscriminately. So it all depends on how long this unrest is going to last

"Those people who have a good credit record with the company shouldn't have

a problem. We will discuss their accounts with them before we even consider repossession

The manager of Ronnies Liquor Stores in Kempston Road said this week that he had been "heavily effected" by the unrest and had lost out on passing business when GM was closed

"I've had a 30-40% drop in sales over the last three weeks"

Mr H M Ackerman, the manager of the Dolphin Liquor Wholesalers in Commercial Road, Sidwell, said he had also taken losses of between "30 and 40%" over the last two weeks

He said sales were still down this week but he hoped they would pick up again next week when workers had more money

Clothing retailers have not been effected as much as they sold only "smaller items" which could still be paid for

A spokesman for Kolnicks said they had experienced "a noticeable slackening in the multi-payment accounts" since the labour unrest had started

Rally of

the Post
trade

21/8/82
unions

140A
~~152~~
~~157~~

Weekend Post Reporter

MEMBERS of trade unions affiliated to the Federation of SA Trade Unions (Fosatu) are to hold a rally in Uitenhage tomorrow

The meeting has been called in solidarity with more than 1 000 Veldspun workers who were dismissed after a walk-out

Representatives of community, sport, church and youth organisations have been invited

The meeting will begin at 10am in the Lyric Cinema in Rosedale

140A
 Unrest
 caused
 by union
 rivalry

By Tony Davis,
 Labour Reporter

Inter-union rivalry was responsible for much of the current unrest in the Eastern Cape motor industry, according to Ford's industrial relations chief.

Addressing an annual security conference in Johannesburg this week, Mr Fred Ferreira said the wage issue was a "smokescreen" for rivalry.

The National Automobile and Allied Workers' Union had withdrawn from the industrial council to compete on a more equal basis with the largely black Motor Assemblers' and Component Workers' Union.

"It is very much a situation of which union is going to win the soul of the black worker," Mr Ferreira said.

REDUCE

While it was impossible to eliminate strikes it was possible to reduce their frequency, he said.

There were three main reasons for labour unrest among black workers: poor housing, education and State action.

Because community and workplace issues were related, it was likely that community-based unions would grow the fastest, Mr Ferreira said.

To reduce the number of strikes companies should introduce programmes to change attitudes of supervisors and improve grievance procedures and disciplinary codes, he said.

Effective communication channels, the introduction of blacks into more senior posts, and basic guidelines for company-union relations were needed.

HARMFUL

A labour expert, Mr L. Douwes-Dekker told the conference security practices in some cases were harmful to industrial relations.

He was critical of companies which had "closed" relations with unions and used security personnel to spy.

The role of security should be to protect and preserve property and not to advise management on industrial relations, he said.

Companies which adopted a closed, paternalistic approach to unions were abusing their security functions.

150 fired ~~180~~ after strike over dismissal

140A
Mercury
23/8/82

Labour Reporter
ABOUT 150 workers at Cato Ridge's National Plant Food factory have been fired following a strike over the dismissal of a shop steward, union sources said yesterday
The workers downed tools on Friday demand

ing the re-instatement of the shop steward who had been dismissed the day before, said a spokesman for Fosatu-affiliated Sweet, Food and Allied Workers' Union

He said the union had approached management on Friday but had been told they were not prepared to discuss the issue

Management said they planned to re-employ workers selectively from today

The National Plant Food strike is Cato Ridge's second in less than a month. About 100 workers were fired earlier this month at Vleisentraal after a strike over the dismissal of five colleagues

The union spokesman claimed the dismissals at the two Cato Ridge factories was a deliberate attempt 'to crush union organisation'

He said 800 Cato Ridge workers at a general meeting on Saturday had resolved to pressurise their companies to discuss the 'tense situation' that was developing with the three Fosatu unions organising in the area

National Plant Food could not be contacted for comment last night

hot

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Op

Gunmen net R32 000

Post Correspondent
JOHANNESBURG — Five
gunmen escaped with cash
and goods worth more than
R32 000 in three separate
hold-ups here at the
weekend

Three men, armed with
pistols, walked into the
Standard Bank in the city
and held up the cashier and
the sub-accountant, and
fled with R5 400

A company director of a
sunglass manufacturing
company in the city was
robbed of his car and dis-
play items worth a total of
R26 000

In a third incident, a gun-
man escaped with R2 000
from Santam Bank, also in
the city, after holding up a
woman employee

Ford workers ~~140A~~ 140A back as union S. Post negotiates 23/8/82

Post Reporter

ALMOST the entire workforce at the Ford motor company
returned to work today after sections closed down on
Friday when workers refused to begin work until 507
retrenched employees were reinstated

Production in the truck plant and the parts-and-accesso-
ries and cut-and-sew sections of the Struandale plant were
brought to a standstill on Friday

Workers in these sections demanded the reinstatement
of their colleagues, retrenched this month because of the
slump in the South African economy and a predicted
decline in the motor market.

Production proceeded normally today, despite high ab-
senteism at the truck plant

Members of both the National Automobile and Allied
Workers' Union (Naawu) and the Motor Assembly and
Component Workers' Union (Macwusa) have demanded the
reinstatement of those laid off

Macwusa representatives are expected to meet Ford
management on the issue today and report back to mem-
bers at a meeting tonight

ining in 'My Fair Lady' display



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Police (140A) arrest (27) Taffy (172) Adler (204) 24/8/82

Labour Correspondent

A LEADING trade union organiser, Mr Taffy Adler of the National Automobile and Allied Workers Union, was arrested by police at the weekend.

Mr Adler was at a meeting with Leyland workers at a bus depot in Elandsfontein on the East Rand.

After being released on bail of R50, Mr Adler appeared in the Germiston Magistrate's Court yesterday and was charged with holding an illegal outdoor gathering.

Yesterday Mr Joe Foster, general secretary of the Federation of SA Trade Unions, lashed out at the prohibition on outdoor gatherings in security laws. He said it "makes it impossible for trade unionists to do their job".

Mr Foster said he had contacted Leyland to seek an assurance that the company had not requested the police action. He planned to contact the Minister of Manpower, Mr Fanie Botha, on the arrest.

"Any law which makes it possible for a trade unionist to be arrested while carrying out normal union organising work obviously makes a mockery of the new labour dispensation and we want the authorities to be aware of this," he said.

Leyland's public affairs director, Mr Arn Pitlo, could not be contacted for comment yesterday.

Mr Adler said yesterday that he was meeting Leyland workers at the Elandsfontein bus depot on Saturday when uniformed police arrived and arrested him.

They said he was being held under the Internal Security Act as all open-air meetings were banned.

Boycott

(40A)

(197)

threat to
Star 24/8/82
force rehire

Labour Reporter

Protesting Eastern Cape textile workers have called for a boycott and a general strike to force a Uitenhage firm to rehire about 1 000 workers dismissed earlier this month.

The men were dismissed from the Veldspun International plant after they stopped work in protest against the retrenchment of 60 colleagues.

Many are members of the Fosatu-affiliated National Union of Textile Workers, which organised a weekend meeting in Uitenhage of the federation's affiliates to discuss the dispute.

Suggestions for a general strike, a boycott of white businesses and community support were voiced at the meeting.

The textile union accused the firm of refusing to negotiate on the issue.

140A

Mawu asks Barlows for recognition

ROM
24/8/82

Labour Correspondent

METAL and Allied Workers Union shop stewards in seven Witwatersrand factories owned by the Barlow Rand group are to ask the group for joint talks to negotiate a uniform union recognition agreement at the plants

"Shop stewards committees in each plant will submit preliminary recognition agreements to management and will request Barlow Rand to negotiate an agreement jointly with them," a union statement said

Meanwhile, Fosatu's National Union of Textile Workers has accused Barlow Rand of breaking its internal employment code and of "being indifferent to unfair labour practices in its subsidiaries"

The charges flow from a dispute at the Uitenhage plant of Veldspun where, the union charges, 1 000 workers

were "locked out illegally" after 60 workers were sacked — allegedly for refusing to do the work of 25 retrenched colleagues

Veldspun is owned by Romatex, in which Barlow Rand has a majority share

Barlow Rand has an internal employment code for all its subsidiaries and NUTW claims that Veldspun's action violates this

Barlow Rand industrial relations chief Mr Reynald Hofmeyr said yesterday the group had decided to refer the matter to Romatex, who were dealing directly with the union on its charges

He said it was unlikely that Romatex would comment publicly

Barlow Rand's head office was not directly responsible for day-to-day management at Veldspun but was watching developments at the company, Mr Hofmeyr said

'Talk or strike' at PE docks

Labour Reporter

The refusal of the Port Elizabeth dock authorities to hold talks with an unregistered trade union could result in strike action

The warning comes from the General Workers Union which said that the SA Transport Services port manager had not met a workers' deadline to begin talks. The union claims to represent a number of the railway workers at the docks

Meeting:
~~1400~~ (1400)
union man
Stan 24/8/82
in court

Labour Reporter

A motor union organiser has been charged with holding an illegal gathering of workers at Elandsfontein

Mr Taffy Adler, an organiser for the Fosatu-affiliated National Union of Automobile and Allied Workers' Union, was arrested on Saturday while addressing a number of Leyland workers in an open field at Elandsfontein

He was charged under Section 2 (3a) of the Internal Security Act and appeared in court yesterday. The case was adjourned to October 12

A Fosatu spokesman said that it could have serious implications for union organising if members were charged every time they held meetings with workers outside a factory.

"This would mean that any such meeting would be illegal," he said

The GWU already has recognition agreements with stevedore employers at the Port Elizabeth harbour, but SATS management has refused to meet the union, saying it preferred to deal with a black staff association

"The workers believe they have no alternative but to resort to industrial action," a union statement said

The statement also urged Port Elizabeth business and civic leaders to continue attempts to reach a solution to the impasse

The city's mayor, Mr H van Zyl Cilhe, confirmed last week that he had spoken to both parties in a bid to resolve the dispute

The International Transport Workers Federation has also been drawn in and has warned SATS of possible world-wide repercussions for South African trade if it refuses to acknowledge the union presence on the docks

GWU members in Port Elizabeth are to meet this week to discuss SATS' refusal to hold negotiations

Naawu to discuss ~~interim wage rise~~ interim wage rise

140A

Post Reporter 9 Post 24/3/82

AFTER talks with the Eastern Province Automobile Manufacturers' Association (Epama), the National Automobile and Allied Workers' Union (Naawu) is to ask its members tonight if they are prepared to accept an interim wage increase

The union has twice held talks with the employer body, representing Ford, General Motors and Volkswagen, since pulling out of the industry's industrial council when a wage dispute was referred to arbitration

Naawu has demanded individual, in-plant negotiations with the three companies, who are believed to be pushing for the union to negotiate with Epama instead

Naawu members will decide in a series of meetings today whether to accept an interim increase from the companies while the union establishes a new negotiating structure with the employers

General Motors workers will meet in the Jarman Hall in Gelvandale, and Ford workers in the Chatty Community Centre

By BRIAN POTTINGER
and SANDRA SMITH

RELATIONS between the Labour Party and the influential Fosatu-affiliated National Automobile and Allied Workers Union (Naawu) have plunged to their lowest level after the Eastern Cape industrial unrest

Fosatu spokesmen have condemned the Reverend Alan Hendrickse, leader of the Labour Party, for being "anti-worker" and yesterday a Labour Party observer was thrown out of a Naawu meeting for Ford workers

The tension which has arisen could have serious political implications for the Labour Party which is presently debating whether to support the Government's controversial constitutional proposals

But Mr Hendrickse said today as far as he was concerned his party had no fight with Naawu or any other workers' trade union

"We have no fight at all. The present situation is the result of misrepresentations, misconceptions and wrong information"

The antagonism towards the Labour Party erupted recently after Mr Hendrickse was quoted in a weekend newspaper as say-

Hendrickse, Naawu tension

25/8/82
140A
E. Post

ing the strikes did not have the community's support

Mr Hendrickse said today he had been misinterpreted. He had said there was division among various trade unions, as for example in the textile industries, and between Naawu and Macwusa in the automobile industry

"The Labour Party's concern is the polarisation and division of the community that arises and the dissipation of workers' resources through sporadic strikes that do not have the support of all"

Mr Hendrickse said it was ridiculous for the Labour Party to be accused of not having the interests of the workers at heart because most Labour Party members were workers

Naawu's general secretary, Mr Fred Sauls, said Mr Hendrickse's previous statements showed the

party did not support the struggle of workers in South Africa

This brought into question the real political objectives of the party, he said

"The Labour Party cannot claim any more that it is striving for the upliftment of the oppressed masses of this country," said Mr Sauls

In the early 70s there was wide-spread support for the party, but during the period of its involvement in the President's Council, support had waned, he said

"Now, because of Mr Hendrickse's statements, people have actively turned against the party"

It remained to be seen whether the Labour Party changed its policy and supported the workers' struggle or if it "continued to support management interests", Mr Sauls said

Workers reject interim pay rise

Argus Bureau

PORT ELIZABETH. —

Workers who have in recent weeks staged work-stoppages at the three Eastern Cape motor firms last night rejected an offer by employers for an interim wage increase until the wage-dispute deadlock here has been resolved.

However, attendances at the trade union report-back meetings of Ford and General Motors workers were low compared to previous meetings.

Some observers see this as an indication that there is a break in their unity.

R2,50 AN HOUR..

About 1 000 workers attended the Ford meeting, including about 100 from the giant Neave plant which has been the centre of labour unrest.

About 500 were at the General Motors meeting and thousands of Volkswagen workers met in Uitenhage.

The workers last night reaffirmed their demand for an immediate R2,50-an-hour minimum hourly wage, which is an effective 50c increase on the minimum scale.

Workers reject ^{25/8/82} latest wage offer

THE three major Eastern Cape motor manufacturers are faced with a new dilemma after the rejection by members of the National Automobile and Allied Workers' Union (Naawu) last night of an interim wage increase

Ford, General Motors and Volkswagen offered at a meeting of the Eastern Province Automobile Manufacturers' Association (Epama) this week, to implement immediately an interim 20c across-the-board increase for grade one workers

Workers from the three firms rejected the offer and decided to hold out on their demand for a minimum hourly wage of R2,50

The 2 000-strong white Iron, Steel and Allied Indus-

tries Union is believed to be pressing for an interim increase before negotiations on a wage agreement in the industry's industrial council are finalised

The union would not comment today but a spokesman said he had called for an urgent council meeting next week

Workers other than those belonging to Naawu or the white union are also believed to be pressing for the interim increase, already overdue because of extended negotiations and Naawu's withdrawal from the industrial council

Employer sources said today Epama had not yet discussed whether to implement the interim increase despite Naawu members' rejection of it.

E Cape motor workers reject increase

26/8/87 (UOA)
Some fan
WORKERS who have in recent weeks staged a series of work stoppages at the three eastern Cape motor firms, this week rejected an offer by employers for interim wage increase until the wage dispute deadlock here is resolved

However attendances of the trade union report back meeting for Ford and General Motors workers were low compared to previous ones seeming to indicate a breaking in their unity

About 1 000 workers attended the Ford meeting including only about 100 from the giant Neave plant which has been the centre of labour unrest. About 500 were at the General Motors meeting and thousands of Volkswagens workers met in Uitenhage

The workers all members of the National Automobile and Allied Workers Union (Naawu) were informed by their officials that a minimum 20 cents interim increase had been offered by the employers at a meeting with Naawu officials on Monday

If accepted this increase would be effective until a wage agreement between the employers and Naawu has been reached

The workers last night reaffirmed their demand for an immediate R2 50 an hour minimum hourly wage which is an effective 50 cents increase on the minimum scale — Own Correspondent

Row flares up over pension

THE controversial pressing back their full pension rights
-which sparked off labour Mawu disputes this
unrest in the country last and -said workers had
year, has resulted in a been pressurised into
new row flaring up be- 'buying' their jobs back
tween Fosatu-affiliate through a loan by the
Metal and Allied Work- company
ers Union and a Pieter- Hulle's Aluminium
maritzburg company. was hit by labour unrest

Hulle's Aluminium a in July last year when
subsidiary of the giant about 900 workers went
Tongaat-Hulle's has on strike against the
claimed that all but two pension Bill that was
of the 450 workers who later withdrawn, and
were reinstated follow- 600 resigned to get their
ing the strike were 'buy- pension contributions

140A

ST. Scobie 26/8/82

Strikes have mild effect on tyre firms

~~1981 152 1982~~ 140A
S. Post 26/8/82

By JERRY McCABE

THE wage dispute which has crippled the Eastern Cape motor industry for more than a month has so far had a mild effect on motor tyre manufacturers

"The local strikes have had an effect on our production and we are cutting back, but of more significance is the general slowdown in the economy," said Mr Mike Selley, public affairs director of Goodyear

The overall slowdown in the new car market had also had an effect

Mr Selley said Goodyear was trying to avoid staff cutbacks and there had been no retrenchments

"Certain departments are working shorter shifts and we have reached an agreement with the unions about this and also that, where it can be avoided, there will be no cutback of staff"

Mr Bill Taylor, marketing director of Firestone, said his company had to make "certain adjustments to the production of certain sizes of tyre" but otherwise the wage dispute at the motor firms had not really affected them

Firestone was not stockpiling tyres at present because of the present adverse financial position, Mr Taylor said

Mr A A Versfeld, director of General Tire Sales and Distributors, said from Johannesburg, that the work stoppage had an effect on the sales of tyres but this was also due to "what was happening on the market"

Mr Versfeld said that when the motor industry was in full production, General had a problem with a stock shortage. The demand for tyres has been lower since the stoppage and this had given them an opportunity to build up stocks

Mr Lloyd Zaayman, marketing manager for Dunlop SA, said his company had not had to make production cutbacks although they did not "sell tyres when the motor firms are closed"

He said Dunlop's stocks were "pretty low" at present and sales to Eastern Cape motor plants had dropped

£ Post 26/8/82

Warning on loss of industrial growth

140A

By JERRY McCABE

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THERE is a substantial risk that the Eastern Cape could lose heavily on the growth of industry unless reason prevailed and economic realities were accepted, Mr Rod Ironside, assistant managing director of General Motors, warned today

He was reacting to the shock announcement by Volkswagen that they had decided to shelve temporarily a R70-million expansion programme because of the unsettled labour situation in the Eastern Cape and also because of the downturn in the economy

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Asked to comment on whether GM had also decided to shelve any planned expansion programmes, Mr Ironside said that in an industry as complex as car-manufacturing, the updating of facilities and training to meet market potential were "on-going processes"

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"Under the combination of current conditions involving reduction in economic activity and a critical situation of labour stability, any and all decisions relative to

the business must take into consideration these factors," he said

Volkswagen's announcement yesterday was greeted with immediately dismay in Eastern Cape economic and industrial circles

Today, Mr Ruben Els, public affairs manager for Volkswagen, confirmed that the R70-million expansion programme had been curtailed

"We have suspended all decisions on any future expansion," he said

This was despite the fact that tenders had already been called for the work

He would not comment on whether these tenders would be withdrawn and was also not willing to disclose the details of the proposed expansion programme at this stage

Mr Els denied an earlier report that the programme involved R100 million "As far as I know it is only R70 million"

Mr Fred Ferreira, director of industrial relations for Ford, said his company had no plans for expansion in the area

Naawu is 'shocked' at VW attitude

By SANDRA SMITH

THE National Automobile and Allied Workers' Union (Naawu) today described Volkswagen's announcement that it is to shelve a R70-million expansion programme as an attempt to counter the wage demands of workers

Naawu's general secretary, Mr Freddy Sauls, said VW was attempting to gain maximum public support for its position in negotiations with the union.

He also said veiled threats that the company may have to move to another centre was a contravention of a similar provision at an International Labour Organisation (ILO) convention in Geneva in 1977

Naawu believed the West German Government was a signatory to the declaration of principles concerning multi-national enterprises and social policies, by which the Government and employers undertook not to pressurise any union into accepting conditions under threat of a company moving its plants

"We are shocked and disillusioned at the attitude of VW management," Mr Sauls said

In view of statements made to Naawu by the chairman of the Board of Management of Volkswagenwerk AG, Dr C H Hahn, in July, the union intended to contact the company in Germany

It would also request the International Metalworkers Federation and the German trade union movement to raise the matter with the ILO on the basis that an ILO declaration had been contravened by a German multi-national company

"It is unfortunate that this exercise by the company will only have negative results and workers will be all the more adamant about reaching a finalised agreement with VW," Mr Sauls said

The deputy general secretary of the Iron, Steel and Allied Industries Union, Mr H Ferreira, said today VW's decision must have been effected by "the instability of the workforce in the Eastern Cape at the moment"

He said in view of high unemployment in the area, he was sorry the company had not gone ahead with expansion plans, and hoped it would reconsider soon

Low wage claim

made by union

Labour Reporter

THE Sweet, Food and Allied Workers' Union has accused National Plant Foods at Cato Ridge of not registering workers in order to be able to pay them 'appalling low wages'

A union spokesman said yesterday this had come to light during the recent strike by about 150 workers over the dismissal of a colleague

National Plant Foods workers who turned up to the factory on Monday had been re-instated but a group of workers had left without collecting their wages

The union spokesman said the unregistered workers had refused to collect their wages because they would lose any claim to employment and unemployment insurance benefits

Pay

'A number of them have been working at the factory for longer than a year and yet were still being paid as low as R13 a week,' he added

National Plant Food's managing director, Mr R Hagen, said the company employed 'quite a lot of 'togt' labour' who would not have been registered but none of them had been working longer than two months

'But we don't pay any one as low as R13 a week,' he said

Mr Hagen said the starting rate for 'absolutely unskilled labour' was R19 a week with a R5 attendance bonus and the lowest skilled 'togt' labourer was paid R3,60 a day with meals included

The company had by yesterday taken on 95 workers which, Mr Hagen said, was an ample labour force

A spokesman for the Drakensberg Administration Board under whose jurisdiction Cato Ridge falls said 'There is no such thing as 'togt' labour anymore'

He said it was possible to employ a casual worker providing he was authorised to work in the area, but the employer was bound by law to register that worker within 72 hours

There was no minimum wage for casual labourers

140A



Labour unrest: Car plants hold up expansion plans

ARGUS 26/8/82 ~~62/55~~ 140A ~~152/172~~

Argus Bureau
PORT ELIZABETH —
The uncertain labour situation in the Eastern Cape has not only contributed to the temporary shelving of a R100-million expansion programme at Volkswagen but has also delayed a multi-million rand expansion programme at Ford.

At the same time both these giant companies are constantly looking for possibilities of expanding elsewhere and Ford was meeting a delegation from Transkei on this issue today.

This picture emerged from inquiries today fol-

lowing the announcement yesterday by Volkswagen that because of the labour situation and the downward trend in the economy it has suspended decisions on any investment in the immediate future.

The three Eastern Cape motor companies General

Motors, which has also in recent weeks been hit by unprecedented labour unrest, issued a statement today warning about the negative effect of an unstable labour situation, and hinted that this might have delayed expansion programmes.

The public affairs manager of Volkswagen Mr Ruben Els said today that a R100-million programme to establish an engine plant, more training facilities and the introduction of new models was almost completed

but that a further programme for R100-million had now been shelved.

Tenders for the new programme had already been called for but no contracts would be signed, at least before the situation had changed.

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'S VIEW

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This background is important if we are to understand the nature of medicare facilities available to the people, and the attitude of the people towards them. Medicare is a set of resources defined by its function, which is to maintain and restore the health of a community, the individuals in the community defining "health" in their own terms for the most part. As such the expectations of the community concerning the physical ups and downs of life, and the knowledge and skills existing within the community, are vital components. The people of Ocean View brought with them a fund of folk wisdom, learned from their parents and their peers, and a set of expectations about the behaviour of doctors and the operation of hospitals, as well as ideas about normal levels of discomfort to be tolerated and normal levels of well-being appropriate to different age groups.

This paper treats medicare as a set of resources to be drawn upon by members of the community in exchange for some other valued element - time, money, humiliation, or discomfort additional to that which made them seek care in the first place. We assume that, given the knowledge available to them, the people make rational choices, i.e. that they seek to maintain or restore their sense of physical well-being at the minimum expenditure of other scarce resources. This is not to reduce the exercise to one of formal economics, as the valued elements sacrificed in the search for medicare cannot themselves be reduced to a common monetary denominator. It does assume that people economise in terms of their own values and that it is possible to explain their behaviour in rational terms.

Part 1 The Folk System

Ocean View people are not homogeneous. There are graduates and illiterates, some economically secure, many very poor, Muslims and Christians, devout and lapsed, alcoholics and teetotalers. They share, however, the heritage of Simonstown district (Whisson 1972) a network of kinship ties (Whisson 1976) religious associations and sporting links which ensure that information travels quite quickly from one group of people to another. The folk values regarding the pre-requisites of good health are fairly consistent across the whole population, though probably best articulated by the older people who have had most time and cause to ponder them.

Those who have enjoyed good health, or who have lived beyond the span of most of their peers, have little difficulty in explaining their good fortune. For some there is an implicit recognition that they have fulfilled their side of the Covenant of their faith in God. He looks after those who worship regularly and live cleanly, but this is not then taken to imply that those who suffer necessarily do so as a result of their own wickedness. Many, however, do suffer as a result of excess, notably through heavy drinking, and the moral is not lost on the healthy. Some put their good health down to their attitude of mind, and the way in which they express that attitude. "Fight it," they said, referring to any minor ailment. Those who take note of their every ache soon find that the aches multiply (Jerome 1903 Ch 1) so one should ignore little aches and pains. "Avoid draughts, have plenty of sleep and eat the right sorts of food," was another bit of advice. A diet which includes plenty of vegetables and fruit (both more plentiful when people had their own well established gardens and plots in the peri-urban shanty settlements), not too much "greasy food" or starch, and not too "strong" i.e. heavily spiced, food is a fair consensus of the popular recipe for good health. Exercise, whether in the form of hard work, as recommended by a lady who had had at least five children under the age of ten living with her for all of the past twenty years, or in a more congenial form, was also recommended. The longevity of "the old folk" meaning both those still alive and those who had lived in the past, was ascribed to the physical toughness of their lives and the absence of vehicles to carry them about. One old man ascribed his failing health to the fact that

Having to live around the edge of Africa... an estimated additional 6 hours' living time payments on a new

Chanting Colgate workers protest at increased workload

By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 100 singing and chanting Colgate Palmolive workers marched through the company's Boksburg plant yesterday in protest at the demotion of a colleague and in support of claims that management was doubling the workload in its boilerhouse without hiring new staff

It is believed to be the first time workers have undertaken protest action of this sort in the area

As workers left the plant for lunch, onlookers on one of the East Rand's main roads watched as they marched through the grounds sang union songs and displayed a poster reading "Boilerhouse Fosatu"

The protest lasted about 20 minutes

Worker leaders wore T-shirts bearing the emblem of Fosatu the Federation of SA Trade Unions The Chemical

Workers' Industrial Union, to which Colgate workers belong and which the company has recognised, is affiliated to Fosatu

Management did not appear to intervene in the march and there were no incidents

In a statement issued after the protest, CWIU members at Colgate accused management of doubling its operations in the boilerhouse and refusing to acknowledge workers' demands that it hire additional staff

They said the grievance had first been raised in April They also charged that a union member had been demoted and his place taken by a non-member

Colgate's industrial relations chief, Mr Derek Magid said yesterday the protest was "irrelevant and unnecessary" The complaints raised by workers were still going through the grievance procedure negotiated between the company and CWIU

No talks as harbour confrontation looms

Labour Correspondent

A MAJOR confrontation at the Port Elizabeth docks appeared almost inevitable yesterday as the Transport Minister Mr Hendrik Schoeman issued a statement back-tracking on his earlier offer to intervene in the dispute between SA Transport Services and the General Workers Union

Yesterday the GWU issued a statement saying confrontation was now "likely" and warned that the SATS refusal to talk seemed set to "shatter three years of labour peace in the country's harbours"

A statement by Mr Schoeman that he was prepared to intervene gave rise to hopes

of averting confrontation and the union cabled him to formally ask him to step in

Yesterday Mr Schoeman claimed he had 'made it quite clear from the outset that he would only negotiate with his own personell or their recognised representatives, namely the SATS' staff associations, and not with any outsiders"

A SATS spokesman confirmed that the statement meant the railways would not talk to the union

Yesterday the GWU backed, saying the issue "is the Minister's apparent about-face but SATS's refusal to talk to an independent union"

Savoury Rice 1.09

Grade 1

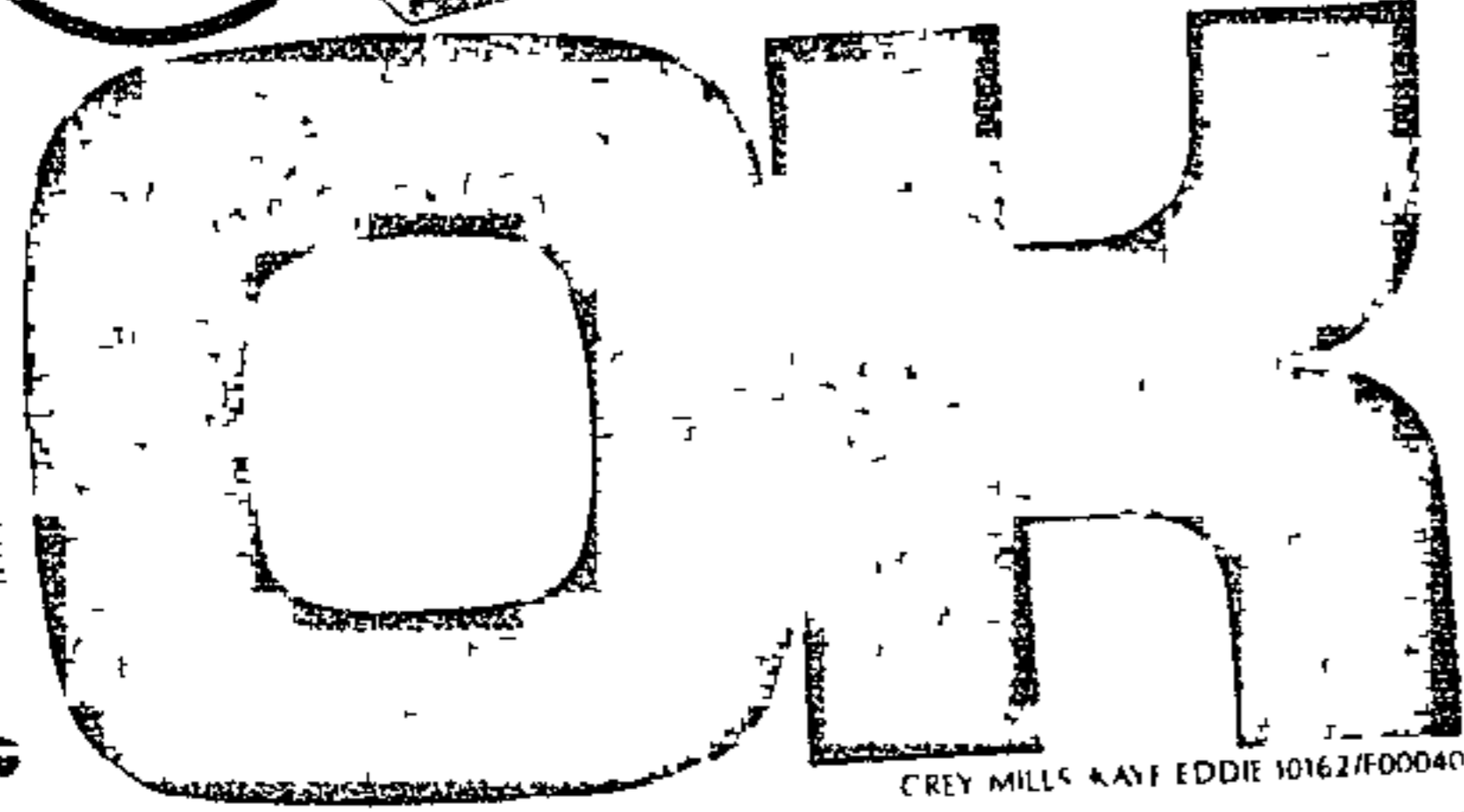
Frozen Devonshire Cottage Pie 1.69 500g

Devonshire Cottage Pie

4 Savoury Fish Cakes 79c 400g

NEW! Twice as big Delicately herbed

1 & 1/2 Frozen Savoury Fish Cakes 79c 400g



Margarine

The flavour



Sandt

OPENS

The Advertisemen
Daily Mail re

Post Reporter

TWO salaried employees at the Ford motor company claim to have been told they are being demoted to hourly-paid positions — because of their support of a strike last month and their membership of a trade union

The regional secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Les Kettleas, said today the men, Mr E Sirkhotte and Mr M Mamoojee, were told by their supervisors last week they had three choices

These were to resign from Naawu and remain salaried staff, to accept hourly-paid jobs, or to leave the company

Salaried
~~men~~

demoted

claim

Mr Kettleas said they were then told they would be paid on an hourly rate from September 1

Yesterday, Mr Sirkhotte was made a section leader in Ford's carpentry shop — an hourly-paid position

Ford's director of Industrial Relations, Mr Fred Ferreira, would not comment on the claims

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(140A)
S. Post 26/8/82

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(1401)
Township evictions delayed 27/8/62

Labour Reporter *Merany*

S THE Mpumalanga township manager
e has agreed not to evict 32 ex-employees
of Cato Ridge's Vleissentraal from their
homes pending the hearing of an appli-
- cation for their re-instatement

t His decision followed an order by the
s acting Judge President, Mr Justice
h Milne, in the Pietermaritzburg Supreme

Court yesterday restraining the town-
ship manager from evicting one of them
pending the outcome of a re-instatement
application to be heard on October 15

A spokesman for the State Attorney's
office in Durban yesterday confirmed
that although the restraining order con-
cerned only one worker it had been
agreed for the time being not to evict
the rest

Union accuses Ford of restricting stewards

Post Reporter

THE National Automobile and Allied Workers' Union (Naawu) today accused the Ford Motor Company of clamping down on contact between shop stewards and workers at its Neave plant.

Naawu's general secretary, Mr Freddy Sauls, said today a full-time shop steward was told by an official this week that he was not to go into the plant and that if workers had grievances they should be dealt with in the shop stewards' office

Two part-time shop stewards had also been told they were not to move around the plant and would be formally reprimanded if they did

However, a Ford spokesman said the company was not aware of such incidents and that the union should follow company grievance procedure if it was aware of such complaints

Mr Sauls said there was an agreement between the company and the union that part-time shop stewards were permitted to leave their place of work for a period not exceeding five hours a week without loss of pay

They were permitted to do this on the understanding that the time would be devoted to "the prompt handling of legitimate grievances which were at an informal (oral) stage"

It had been the practice for the first five hours to be used in "legitimate trade union representative functions" and when grievances were handled there was no restriction on time as long as the formal grievance procedure was adopted

"Ford is clamping down and trying to restrict contact between worker representatives and the workers, which is creating a serious conflict situation," Mr Sauls said

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E. Post

27/8/87

Union: VW in bid to counter wage demands

D Dispatch 27/8/82

PORT ELIZABETH — said
The National Auto
mobile and Allied Work
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announcement that it is
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into accepting condi-
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company moving its
plants.

"We are shocked and
disillusioned at the atti-
tude of Volkswagen
management" Mr Sauls

In view of statements
made to Naawu by the
chairman of the board of
management of Volks-
wagenwerk AG, Dr C H
Ulrich, July the union
is seeking contact with
the company in Germany.

It would also request
the International Metal
workers Federation and
the German trade union
movement to raise the
matter with the ILO on
the basis that an ILO de-
claration had been con-
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multi-national company.

"It is unfortunate that
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The deputy general-
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He said in view of high
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ahead with expansion
plans and hoped it
would reconsider soon.
— SAPA

Union
why were
the cops
called in?

140A

E. Post

27/8/82

MEMBERS of the Chemical Workers' Industrial Union (CWIU) at Colgate-Palmolive in Boksburg yesterday called on the company to account for the presence of Security Police during their protest march on Wednesday.

The workers said that when they were taking a petition to management on Wednesday special branch police were seen parked in the visitor's car park.

The industrial relations officer for the company, denied any knowledge of their presence.

A statement released by the workers said, "Management neglected decisions taken at a meeting with worker leaders. This caused grave dissatisfaction among workers who then decided to draw up a petition and took it to the personnel department themselves. The direct causes involve several minor and two major grievances which are a violation of the recognition agreement entered into by management and the CWIU."

The two major grievances were:

- Management doubled its operations in the boiler house but had refused to acknowledge pleas from the boiler attendants to take on additional labour.
- A fellow member, who had been operating a plant for the last three years, had been transferred to a lesser position on the grounds that he was nervous. This was done in favour of a non-union member.



By Louis Beckerling

Business Editor

^{E. Post}
^{28/6/82}
Economics and not labour will be ~~the~~ ^{40%} dominant factor ~~in~~ ^{the} VW's decision ~~to~~ ^{relocate}

IS Volkswagen seriously considering re-locating its plant?

This question is currently being debated in Port Elizabeth as a consequence of the statement this week that the motor manufacturer has shelved a R100-million expansion plan at its Uitenhage plant because of the unstable labour situation in the Eastern Cape and the downturn in the economy

In the light of the continuing labour conflict most attention has, understandably, been devoted to this aspect of Volkswagen's statement, with the result that labour has tended to get it in the neck for what is simultaneously an economic issue

While Volkswagen is playing its cards pretty close to the chest, the truth is that the prospect of the company going to the expense of re-locating a plant worth several hundred million rand because of a dispute over 25c-50c an hour in wages can confidently be ruled right out of court

Economics, rather than politics, has influenced the latest decision

The question now is what decision Volkswagen will take once those economic conditions improve — and with the economies of our trading partners

COMMENT

now picking up and the price of gold rising this turnaround appears to be due a lot earlier than was previously expected

Will Volkswagen re-arrange corporate objectives and trim itself down to ensure profitability from a smaller market share, or will it fight along with the other manufacturers to regain the 40% market share

This is the important question, and within a matter of months it is likely to be answered: a leaner, meaner motor manufacturer, with fewer ambitions and a smaller workforce, or an expansion-hungry manufacturer who will contribute to reducing Port Elizabeth's massive unemployment

In this regard there can be no doubt that the unions hold the key. And what is significant is that the same union that is insisting on an immediate rate of R2,50 per hour for its lowest-paid members, has settled for considerably less elsewhere in the country. Understandably this has bewildered local motor manufacturers

Trading

DECISION

Labour Unrest Gripples Eastern Cape

S. Wilson
29/8/82

140A

~~140A~~

DISCLOSURES this week that multi-million rand industrial expansion programmes in the Eastern Cape motor industry are being curtailed, show continued labour unrest is bringing the area's economy to its knees.

By CASSIE DU PLESSIS

And, amid growing worker discontent, a trade union leader has warned that he expects trouble this week.

But trade union leaders whose members have caused unprecedented disruptions in the industry in recent weeks, maintain any negative effect on the industry is a result of the economic slump.

Volkswagen announced the temporary shelving of a R70 million project and Ford is believed to be delaying its expansion in the area.

Now sources say the Eastern Cape motor industry — mainstay of its depressed economy — may move some operations or expand to other centres.

General secretary of the National Automobile and Allied Workers' Union (NAAWU) Fred Sauls said Volkswagen's announcement was "an attempt to influence workers in their wage demands and to gain public support in negotiations with the union".

Veiled threats that the company might have to move to another centre would contravene declarations signed by the West German Government, amongst others, at an International Labour Organisation (ILO) convention in Geneva in 1977.

NAAWU would report Volkswagen's actions to the Volkswagen mother company in



Naawu leader Fred Sauls . . . Volkswagen's actions will be reported to Germany

Germany and to powerful international labour bodies.

"The workers will be more adamant about reaching a finalised agreement with Volkswagen," Sauls said.

NAAWU president Jury Harris said if the motor companies were curtailing expansion programmes, the slump in the economy was to blame.

"With Volkswagen shelving its project, it should now be in a financial position to meet our wage demands. It appears employers are playing cat and mouse and no progress is being made in wage talks or our demanded reinstatement of 507 retrenched workers," Harris said.

"The workers are tense and we are expecting trouble this week."

● Volkswagen announced this week that because of the labour situation and the downward trend in the economy, "we have suspended decisions on any investment in the immediate future".

It confirmed later that a R70 million programme had been curtailed and that the company was constantly looking at the practicality of expanding elsewhere to save costs. Spokesmen would not elaborate.

The Sunday Tribune learned, however, that tenders have been called for the new programme but no contracts would be agreed to before the situation changed.

The shelved programme comprises increased production facilities. During last year's sales boom the company could not produce fast enough to meet demand.

● Ford has said officially it had no expansion plans but sources say the expansion of production

facilities would at least be delayed.

Ford is one of a number of industries in the Eastern Cape which has met delegates from Transkei and Ciskei in recent months making overtures to site operations there.

● A spokesman for a big company, who asked not to be named, said the homelands were offering "immense financial incentives".

"Even if a risk of labour trouble also exists in the homelands, the cost savings there would take care of the cost of a lot of unrest."

● General Motors warned this week about damage to the economy in an unstable labour situation and hinted that it might have to delay new programmes.

When more than 10 000 motor industry workers started the wave of strikes last month spokesmen for the motor industry warned that the three Eastern Cape companies would collapse if workers' wage demands were met.

Spokesmen for welfare organisations said more and more families of white motor workers had asked for help — to buy food, pay their electricity and water bills and even home rentals.

Port Elizabeth Mayor Hendrik van Zyl Cillie said this week that the Volkswagen announcement was "one of the worst news items I've heard in a long time. This problem I place squarely in the laps of the trade union leaders".

President of the Port Elizabeth Chamber of Commerce Denis Creighton said the Volkswagen investment would have had a ripple effect on the economy. "The fact that large sums of money are not going to be spent can only add to our already critical unemployment figures".

These demands meant that a floorsweeper — the lowest paid worker on the factory floor — would earn R658 a month. A woman teacher today starts at about R650.

Executive said the average price of a new car would increase by about R800 to R1000 and the Eastern Cape motor industry would be priced out of the business.

They were already losing on the overall market.

Naawu executive attacks unionists

A FORMER Sigma Motor Corporation shop steward and an executive member of the National Automobile Assemblers Workers' Union (Naawu), attacked his fellow unionists and claimed they had taken part in plans by the company to dismiss him.

Mr Johannes Mukhari told The SOWETAN he was led to believe this after he had received a call on the day of his dismissal from Mr Martin Ndaba, the union's Pretoria organiser, that Sigma management had fired him.

Mr Ndaba, he said, told him he was fired for allegedly being arrogant, militant and incompetent. "He told me this in a telephone discussion while still at work and advised me to contact my plant manager who confirmed my dismissal."

Mr Mukhari was dismissed on August 20, the second dismissal within three months following a meeting behind closed doors between Naawu officials and Sigma management, he said.

Mr Ndaba could not be reached for comment at the weekend but had early last week contacted The SOWETAN and said he had anticipated Mr Muk-

hari's visit to this office and wished to put the record straight.

Mr Ndaba said according to their information, Mr Mukhari was dismissed because his performance in the firm had deteriorated and that Naawu was negotiating with Sigma's management

on his behalf.

Mr Mukhari denied he was incompetent and pointed out that he had been with the company for the past four years. He had been rated among the top workers scheme.

He was first fired on June 4 and about 150

workers went on strike in sympathy. He was later re-instated after management had acceded to employees demands.

Mr Leon Shirley, the company's liaison manager and his assistant, Mr P Botha could not be reached for comment.

TUESDAY, AUGUST 31, 1982

Motor firms take stand on talks

E. Post 31/8/82

~~HP~~ ~~HP~~ Post Reporter ~~HP~~ 140A

THE three Eastern Province motor manufacturers — Ford, General Motors and Volkswagen — have refused to hold individual, in-plant wage talks with the National Automobile and Allied Workers' Union (Naawu)

At a meeting between the Eastern Province Automobile Manufacturers' Association (Epama) and the union today the employers made it clear they would only negotiate through Epama

Naawu members demanded in-plant bargaining when the Industrial Council reached deadlock earlier this month. The dispute was to be referred to arbitration by the Minister of Manpower

Naawu withdrew from the council and requested in-plant wage talks

The union sees the employers' stand as a contravention of the Sullivan Principles, to which GM and Ford subscribe

Naawu's general secretary, Mr Freddy Sauls, said the two motor manufacturers had indicated in the past they would negotiate with any representative body, and not only with those within industrial councils

At today's meeting the union also re-iterated its rejection of interim wage increases before a settlement could be reached

(140A) Stw
31/8/81
**Coffin men
down tools**

Labour Reporter

Sixty workers at a Brits manufacturer of coffin fittings went on strike yesterday in protest against the dismissal of one of their colleagues

The workers are members of Fosatu's Metal and Allied Workers Union

The management of W M Murdoch was unavailable for comment.

Labour Reporter

Port authorities in Port Elizabeth are keeping a close watch on a go-slow protest begun yesterday by dockworkers

The protest is against the transport authorities' unwillingness to negotiate with the General Workers' Union

The union claims a membership among SA Transport Services workers who unload cargoes for the stevedores at the Port Elizabeth docks

Go-slow by dockworkers as protest

But last week SATS authorities refused to acknowledge an ultimatum by dockworkers calling for negotiations. The Minister of Transport, Mr Hendrik

Schoeman, indicated he was unwilling to hold talks with 'outsiders'

As a result union members at the weekend called the protest. A SATS spokesman

confirmed the go-slow but said work was not being disrupted

He said port authorities were watching the situation closely and felt they did not have to take any action at this stage

The GWU office said workers would hold another meeting at the weekend to discuss the protest's effectiveness

Community and business leaders have called on SATS to negotiate with the union to avoid potential unrest

RDM 3/8/82
Strike over
'desertion'
sacking (140A)

Labour Correspondent

ABOUT 60 workers at a Brits company which makes brass handles for coffins have been on strike since last Thursday in protest at the dismissal of a colleague, a Metal and Allied Workers' Union (Mawu) spokesman said yesterday

Management at the company, W M Murdoch, could not be reached for comment

Mawu's spokesman said the strike had been prompted by the firing of a worker for "desertion" The man had stayed away from work for two days, he said

"But the worker who was fired says that he was given a letter by management allowing him to stay away from work to see a doctor He says he waited at the doctor's office throughout the first day and was only able to see him on the second," the spokesman said

Naawu criticises interim wage increase decision

E. Post 1/9/82

By SANDRA SMITH
 THE National Automobile and Allied Workers' Union (Naawu) today sharply criticised the decision of the three Eastern Province motor manufacturers and a white union yesterday to go ahead with an interim wage increase in the industry.
 Ford, General Motors and Volkswagen will pay an interim across-the-board increase of 20c at the lowest grade, backdated to August 22.
 At a meeting between the Eastern Province Automobile Manufacturers' Association (Epama), Naawu and the Iron, Steel and Allied Industries Union yesterday, Naawu reiterated its rejection of the interim increase.
 The union left the meeting, and the other two parties then convened an Industrial Council meeting to ratify a decision to cancel a supplementary unemployment benefit fund and implement the interim across-the-board increases.
 Epama has invited "all interested parties" to wage talks, probably this week, aimed at finalising an agreement after the collapse of the Industrial Council when Naawu withdrew last month.
 In a statement today, the union said

tensions were developing which could have serious repercussions in the automobile industry — "because of the employers' attitude".
 "This may cause irreparable damage to the relationship between the workers and the companies," the statement said.
 Naawu condemned the three companies for "chasing short-term gains at the expense of long-term industrial relations solutions".
 The companies' "unilateral decision to implement the interim increase" demonstrated to the workers that the motor manufacturers "have no, and never had, any intention of reaching an agreement with the union on the basic wage demand".
 "We are now considering whether there is still a need for concluding industrial agreements if this is the attitude and practice of the employers," the statement said.
 Such a unilateral decision had serious implications for long-term industrial relations in the Eastern Province and South Africa.
 Naawu would consider negotiating with Epama and other parties "as long as it is done in good faith and is a sincere attempt to reach an acceptable settlement".

(to be copied from the heading of the Examination Paper)

Paper No 2
 (to be copied from the heading on the Examination Paper)

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
(1)	(2)	(3)
3	65	
4	58	
Examiners' Initials		

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 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

WARNING

- 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

Firm puts hourly-paid men on four-day week

1408
1978
Mercury

Labour Reporter

SOUTH Africa's largest manufacturer of electric motors, GEC Machines, has switched most of its hourly paid workers to a four-day week and has retrenched 33 white-collar employees

And it is understood that at least two Pietermaritzburg metal industries have also introduced a four-day week

GEC's general manager, Mr Mike Sullivan said 'We are not the only manufacturer of electric motors to have been forced into cut-backs

'While some of the cause can be ascribed to the current economic downturn, by far the biggest reason has been the flood of imported motors into this country.'

Mr Sullivan said the company had made an ap-

plication to the Board of Trade aimed at restricting the rate of imports but 'the exercise has taken longer than was hoped'

'Should the Board give favourable consideration to the application we would give consideration to returning to our former working hours,' he said

A local spokesman for the Metal and Allied Workers' Union said it appeared the metal industry was being the hardest hit by the recession

He said short time had been introduced in two Pietermaritzburg metal plants

Mawu's general secretary, Mr David Sibabe, said that in the past fortnight two other Reef metal firms had also announced retrenchment plans

Accuse police

would keep me in custody for six to 18 months if I did not co-operate

"If I did co-operate, W/O Taylor said he would talk to a magistrate to make things easier for me

"Capt Truter said if I did not tell the magistrate what they told me to tell him in my statement, I would be in trouble, and I thought I would be assaulted"

Mr Arumugam said he had been taken to Kempton Park police station after his arrest on February 24

A detective asked him if he wanted to make a statement

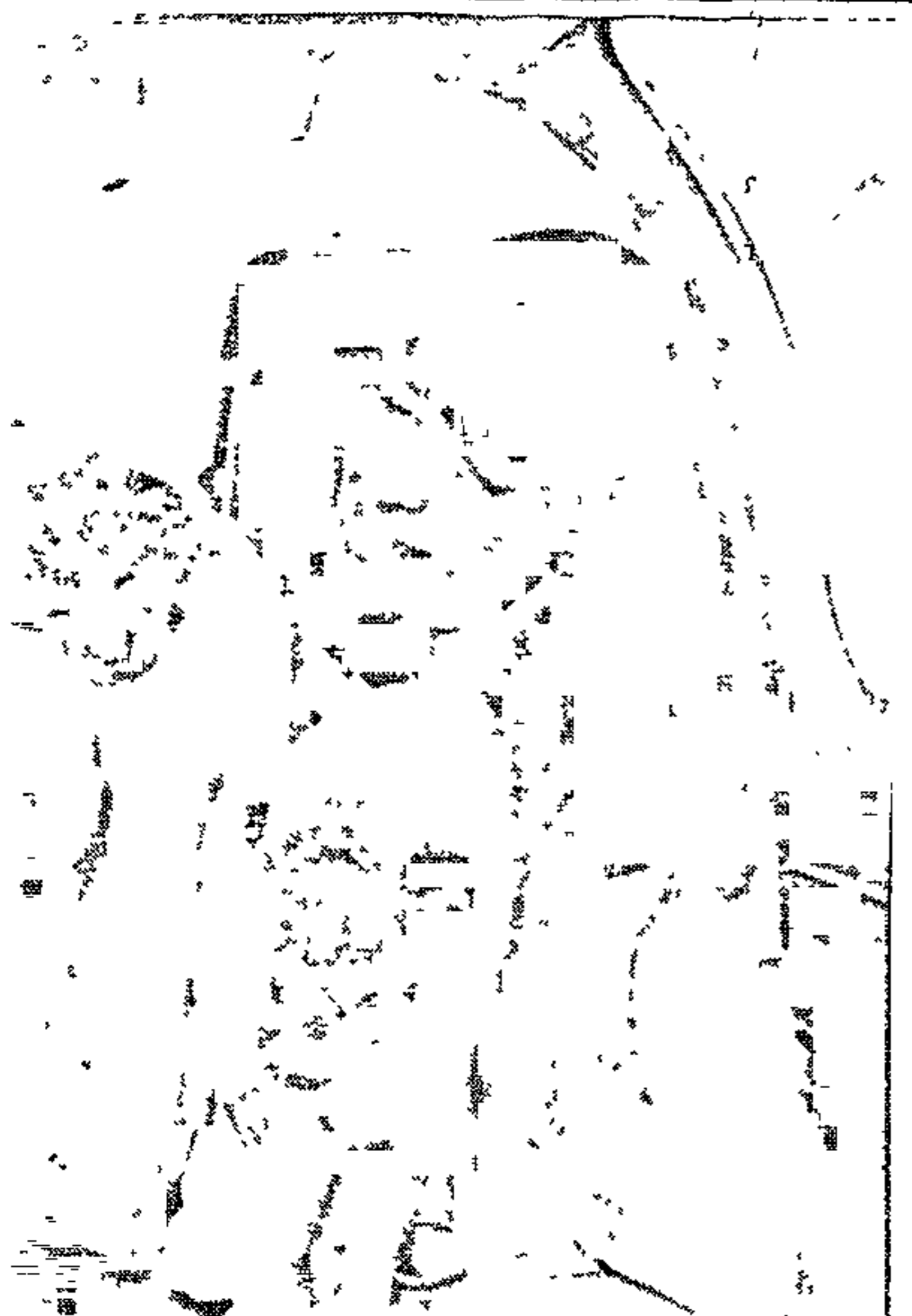
"I said no He said there were certain questions he wanted to ask and they were compulsory He left the room Then another detective, Arthur Lombardi, came into the room, stood in front of me and smiled

"Suddenly he slapped me across my left ear and punched me in the stomach I collapsed I was panting to get my breath back

"He said to me 'Are you crying? I'd like to see tears in your eyes

"He kicked me on the thigh while I was lying on the ground"

The trial begins today



They from Zululand to Durban are three orphaned children, director of the Centre for the Rehabilitation of the Disabled is pilot Tony Bustin of Eastcoast Airways, which will fly them to Durban

Home for 3 lonely cubs

which were shot after the Umfolosi new "temporarily" and two female cubs Mellet, who was able to find a decent home — but she was adamant they would not be given to a circus or zoo

Bentley, who had been caring for them since their mother was killed last week

Mr Bentley said yesterday the cubs were about six hours old when he found them

Mrs Mellet, who chartered a plane to fetch the cubs, said she would look after them until they were fit enough to survive on their own and she was able to find a decent home — but she was adamant they would not be given to a circus or zoo

Pay rise turn for motor industry

Labour Correspondent THE deadlocked Eastern Cape motor industry wage dispute took a new turn yesterday as employers announced they would unilaterally implement a 20c-an-hour interim wage increase which worker meetings rejected last week

Employers said despite the rise — which will come into effect retrospectively from August 22 — negotiations on workers' pay demands would continue They said they believed many workers were pleased with the decision

But a spokesman for the National Automobile and Allied Workers Union, whose members downed tools several times in support of pay demands, warned yesterday that the move would spark "strong reaction" from workers "It may well escalate the problem," he said

And at the same time employers said while "intense" negotiations were likely with NAAWU over the next month, there were fears that no agreement between employers and the union would be reached this year

The dispute is deadlocked with employers offering a rise which would bring minimum pay to R2,20 an hour and workers demanding R2,50

NAAWU quit the industry's industrial council during the dispute and has been holding talks with the employer association representing the three companies During these talks employers suggested that workers accept the R2,20 as an interim increase while talks continued

But worker meetings rejected this, arguing that it was a "delaying tactic" which would "take the pressure to find a solution off management"

Yesterday employers informed NAAWU at an unofficial bargaining meeting that they were implementing the interim increase

Duke of Kent for funeral

MBABANE — Prince Michael of Kent will represent Queen Elizabeth II at the funeral of King Sobhuza of Swaziland on Friday

The British High Commission in Mbabane announced yesterday that Prince Michael will arrive in Swaziland tomorrow evening on

board an aircraft of the Queens Flight leaving again on Saturday morning

Representatives of several African countries, including several heads of state are expected to attend No final list has so far been released by Swaziland — Sapa

Weather Mail

THE Weather Bureau's forecast for today —

TRANSVAAL — Fine and warm but hot over the north and east It will become partly cloudy and cooler over the south-west

FREE STATE and CAPE north of the Orange — Fine and warm but the cloudy and cold conditions with light showers over Gordonia will spread eastwards to Griqualand West and later to the south west Free State

CAPE south of the Orange — Cloudy and cold with showers but partly cloudy and mild over the east at first Good falls are possible over the south-west Cape and the south coast, while snowfalls will occur over the south and south west Cape mountains

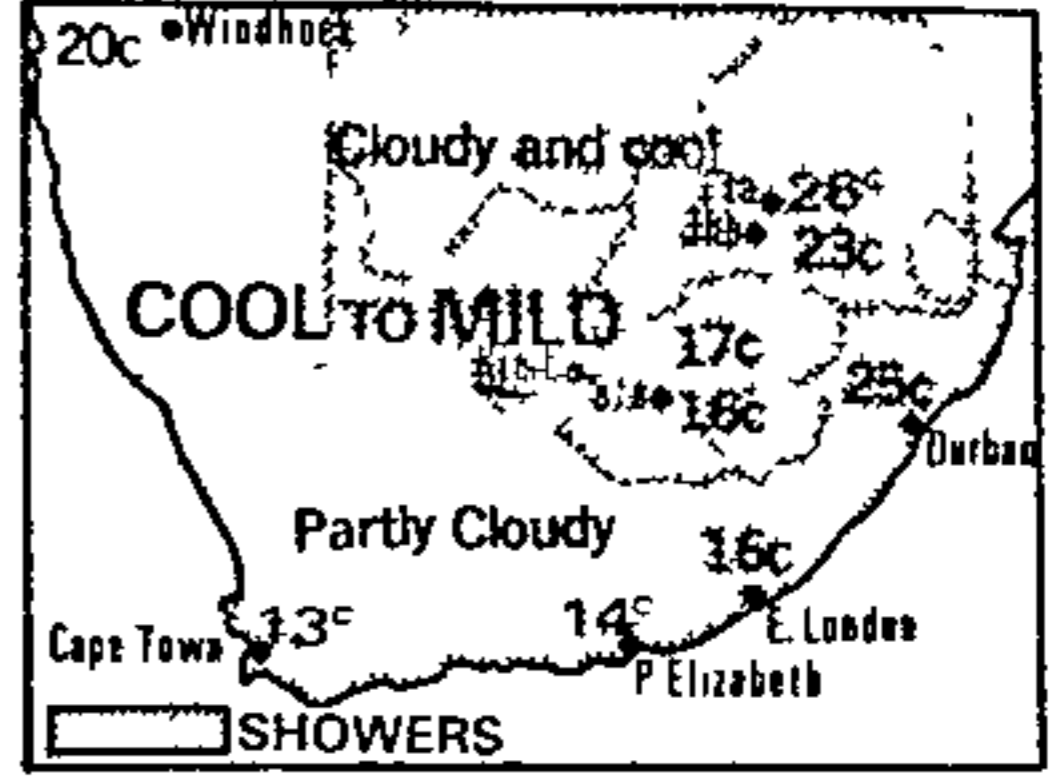
NATAL — Fine to partly cloudy and warm, becoming cloudy and colder in the south later with occasional rain

SOUTH WEST AFRICA — Fine and hot in the north but cold over the southern half

BOTSWANA — Fine and hot but partly cloudy and cold over the south — Sapa

Temperatures are Celsius maximums expected for each city

Rand Daily Mail Weather Station YESTERDAY Tuesday August 31 1982
Temperatures 09h00 14h00 21h00 18°C 24°C 17°C
Humidity 40% 23% 42%
Max temp 24°C
Min temp 10°C
Rain 24 hours to 20h00 Nil
Sunset today 17h55
Sunrise tomorrow 06h21

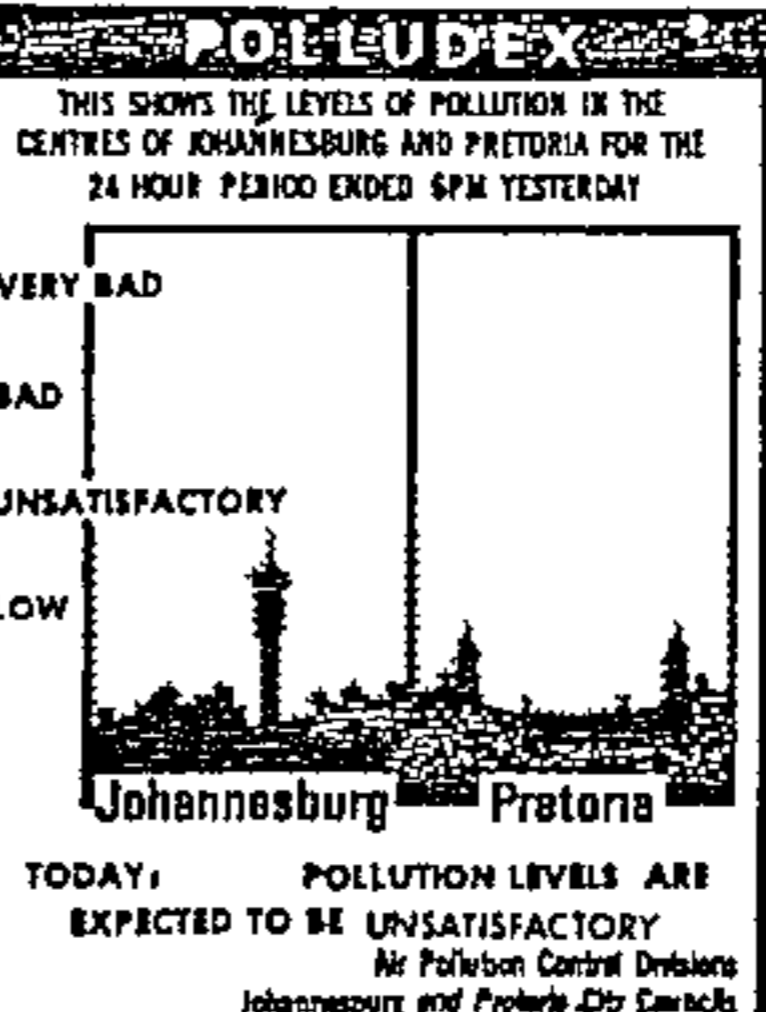


SOUTH AFRICA YESTERDAY

Temperatures at 14h00

Bloemfontein 27	Jan Smuts 24	Potchefstroom 27
Cape Town 13	Nelspruit 31	Pretoria 26
Durban 29	Pietersburg 26	Skukuza 34
East London 19	Port Elizabeth 20	Standerton 27

SOUTH AFRICA Hottest at 14h00 Skukuza 34°C Coldest at 08h00 Sutherland 4°C
TRANSVAAL Hottest at 14h00 Skukuza 34°C Coldest at 08h00 Standerton 4°C



THE WORLD YESTERDAY

	Min °C	Max °C	Weather
Amsterdam	13	20	Rain
Athens	22	34	Clear
Berlin	13	23	Cloudy
Brussels	7	18	Rain
Buenos Aires	10	17	Cloudy
Chicago	18	26	Cloudy
Hong Kong	27	32	Cloudy
Jerusalem	18	29	Clear
Lisbon	17	28	Clear
London	11	18	Cloudy
Los Angeles	20	30	Clear
Madrid	18	31	Cloudy
Miami	27	31	Cloudy
Montreal	8	19	Cloudy
Moscow	10	19	Clear
New York	16	22	Cloudy
Paris	12	22	Cloudy

TWO NEW members have been appointed to the President's Council to succeed Mr W C Dempsey and Mr P J V Pretorius

Dr Francois Jacobz will serve on the economic affairs committee of the council He

PC gets two new members

succeeds Mr Dempsey, who has been appointed Ambassador to Belgium

Mr Pretorius becomes Commissioner-General for

the North Sotho in November and will be succeeded by Mr Sidney Goodwin, who will serve on the planning committee — Sapa

MATTER OF FACT

TO CORRECT specific er

Decentralised DET scheme will speed up teachers' pay

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HIGH GLOSS ENAMEL 5 litres R12,50	CONTRACTORS ACRYLIC PVA

Workers resign en bloc from Sacu

2/9/82
Sowetan

MB
140A

ABOUT 117 workers at Propan Litwort, in Wadeville near Germiston, have resigned from the South African Chemical Union (Sacu), "because the union is doing nothing for us".

A spokesman for the workers yesterday told The SOWETAN that the workers intended to join the Chemical Workers' Industrial Union, an affiliate of the Federation of South African Trade Unions (Fosatu).

He said the reasons for their resignations were that the union had done nothing for its members concerning wage increases or the unfair dismissal of colleagues.

Another company, Super Rose, in Isando, which the workers say is a sister company to Propan, is also involved in the same issue. Workers from this plant have also handed in their resignations to Sacu and have approached the Cwiu.

The workers have also signed a petition informing management of their decision. They also asked for the cancellation of the union's stop order. This was done because "we do not see what the money is doing for us because we are not represented in any way."

Mr Johannes Dladla, national organiser of Sacu, sounded surprised when asked for a comment: "No one has come up to say he is resigning. We have also not received any petition from the workers. We would also expect them to resign individually because they joined as individuals not as a group."

R2m to assist non-striking motor workers

Govt in shock

move on strikes



140A



20M

3/9/52

BY STEVEN FRIEDMAN
and Own Correspondent

IN a shock move, the Government is to set aside R2-million from the Unemployment Insurance Fund to help motor workers who refuse to join strikes but are unable to work because their factories are strike-bound.

The move comes in the wake of strikes in the motor industry in which

plants closed because black and coloured workers downed tools. White workers said they wanted to work but were prevented by the strike, and the bulk of the scheme's beneficiaries are likely to be white workers.

Although the industry's all-white union welcomed the move, it was immediately slammed by both the National Automobile and Allied Workers, which represents black and coloured motor assembly workers, and motor employers.

It is believed that moves by a Government to intervene in strikes by assisting workers who refuse to join them is unprecedented both in this country and abroad.

Announcing the move in Port Elizabeth yesterday, the Minister of Manpower, Mr Fanie Botha, said that during the recent strikes "responsible workers" were prevented from working "by a disruptive work stoppage caused by other workers in the same undertaking".

An initial R2-million would be set aside to "combat unemployment" by placing these workers in jobs and ensuring that they received their normal income.

The money had been made available in terms of Section 46 of the Unemployment Insurance Act, which provides for special relief for the jobless. It would apply to future strikes but not to those which have already occurred.

Mr Botha described the scheme as "an indication of the sincerity of the Government to workers who 'act responsibly and, through no fault of their own, lose earnings'".

The NAAWU immediately attacked the move as "one-sided", accusing the Minister of siding with the employers in the strikes and accepting only their account of the strikes.

Throughout much of the dispute, NAAWU insisted its members were willing to work but were unable to because the employers had locked the factory gates.

And General Motors' Mr Rod Ironside — who is also chairman of the Federated Chamber of Industries' labour affairs committee — said the proposal was "alarming" and would set a precedent which would be costly.

He backed the principle of aiding "unwilling victims of strikes" but said employers would have to assess who genuinely qualified and this would be difficult.

The industrial relations director of the Ford Company, Mr Fred Ferreira, said the proposal was "undesirable".

And a Johannesburg management man who declined to be named said the proposal would damage the Government's credibility.

Mr Botha's announcement follows a speech by him on Wednesday in which he appealed to employers to support their "loyal" workers and not to "bow down backwards to militants".

The move also follows complaints by the all-white Iron, Steel and Allied Workers' Union — which represents white workers in the industry — that its members were in dire financial straits and had had to be assisted by charities because of the strike by black and coloured workers.

Sept. 1982

Damelin

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Putco makes way for ^{September 1982} union bargaining says report

PUTCO, the largest bus industry in the country, views trade unionism as a suitable vehicle for the collective expression of employee concerns and ideas.

In its latest publicity brochure, the company says once majority support for a particular union is proved at any depot, negotiations are conducted for the recognition of the union and the election of shop stewards takes place.

In this way an agreement has been signed with the Transport Allied Workers Union, and shop stewards have been elected at Boksburg, Putuofon and Wynberg.

A preliminary agreement has also been signed with Transport and General Workers Union which has majority representation at the Springs depot.

The company also recognised liaison committees representing Putco employees, as

these continue to provide effective communication channels between workers and management.

Recent negotiations on wages, and conditions of service, reached an historic milestone by including for the first time representatives of both unions as well as the Central Liaison Committee.

As a member of the South African Bus Employers Association, Putco has made a contribution to the drafting of a model, "trade union" recognition as a guide for bus operators in the country.

The company provided an essential transport service to half-a-million black commuters on the Reef, in Pretoria and in the Durban areas.

"The Government controls its fares and administers a subsidy which makes up the difference between the economic fare level and that paid by the

passenger," says the brochure. Part of this subsidy is contributed by commercial and industrial employers, many of whom depend on Putco to provide transport for their workforce.

Putco recognises the passenger as number one, caters to the needs of the workforce, rather than an elite. Ninety-four percent of Putco's drivers are black.

In addition to normal bus company operations, a professional management team copes with procedural complexities in fare increases in an inflationary and politically sensitive climate.

Referring to Putco's future plans, the brochure says that while the workforce in South Africa grows by 18 percent annually, about 50 new buses a month are added to the Putco fleet at a current cost of R70 000 each. Concerning fare increase,

Putco says it must first apply to the local Road Transportation Board, and then allows 21 days for any objection to be lodged.

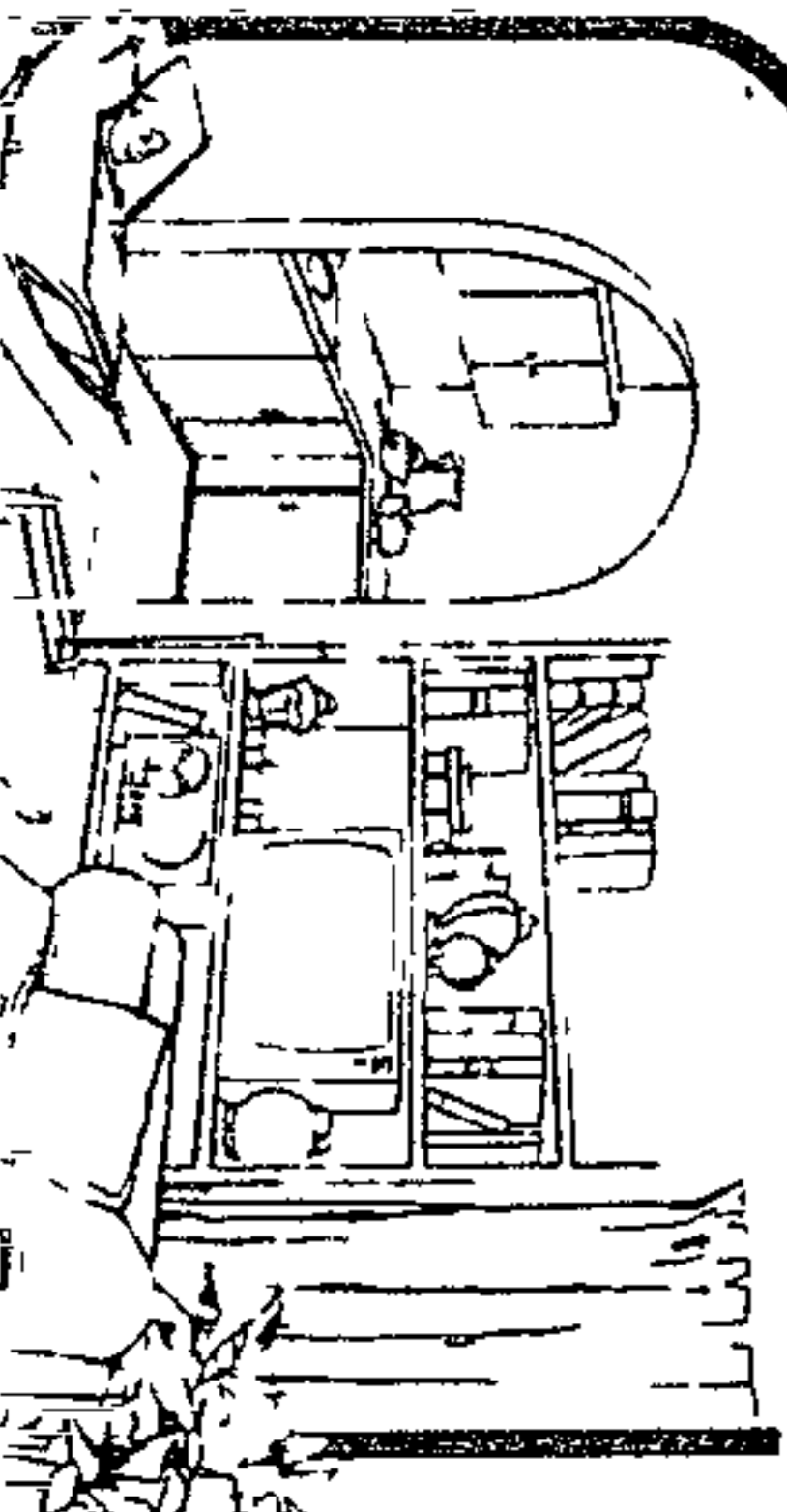
The application must be heard by either local board, or the National Transport Commission, together with any objections. This establishes what the tariff — without subsidy — should be.

However, the many procedures which the company has to undergo before the fares are actually implemented often cause delays. Putco's last application was delayed for nearly two years.

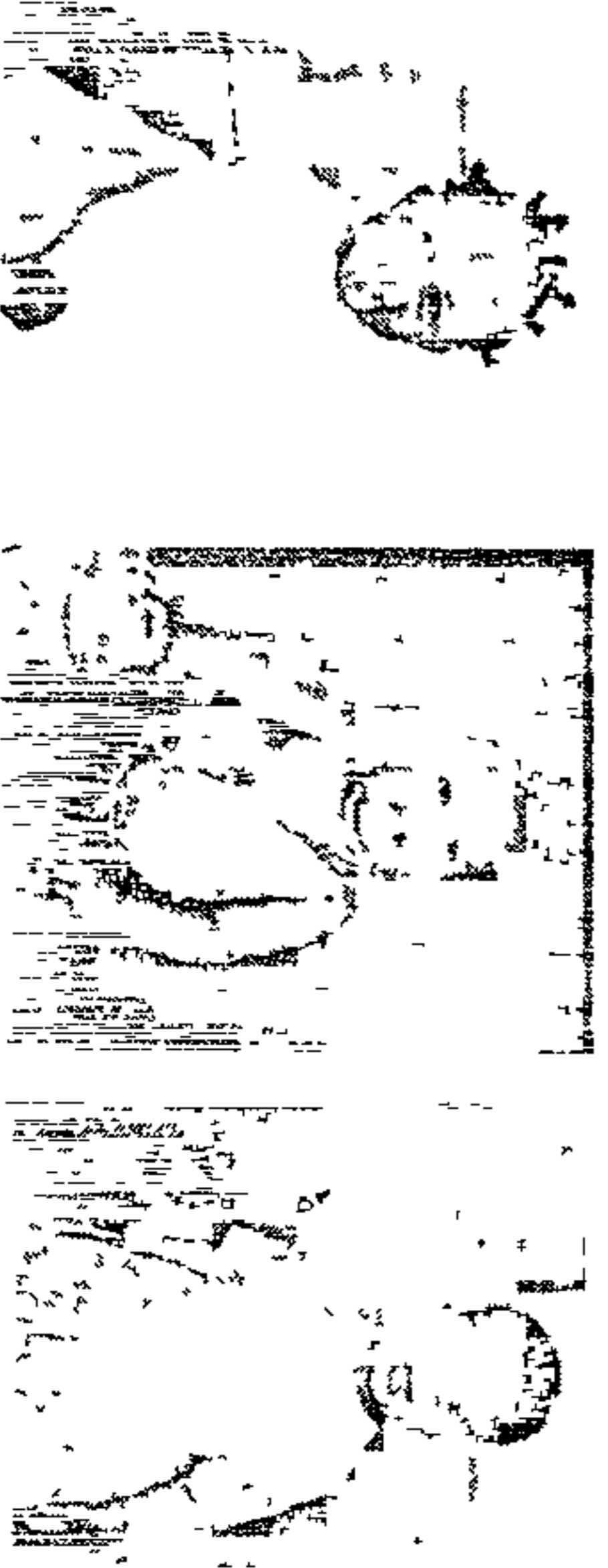
The most significant contribution the company makes to the black community is the economic service it operates for school children at a cost of R2.9 million per year.

The other side of the coin is free transport for old age pensioners after they receive their pensions every second month.

Everything for your home at Bloom's!



September babes keep rolling in — try your luck



other speakers told about 200 people that time was past when all the problems of the black people should be blamed on whites.

"We know who our enemy is and that we are fighting for the liberation of our country. But at the same time a start should be made to educate people, working with the public that they should have respect.

"It is heartbreaking to see the way our elderly people are ill-treated by clerks in township manager's offices and other places. These people should know better because if they do not respect the elderly, how will other races respect us," Mr Mthembu said.

Turning to problems of the aged, he said it was high time that the community become actively involved in programmes and projects that would be of benefit to them.

He said there was no point in moaning that "the white man is oppressing us."

"I challenged the community to seriously partake in anything that will help us to uplift and liberate ourselves. The youth in particular should play a major role because no-one is going to fight our struggle," he said.

Another Azapo speaker said it was a pity that blacks were not looked after, in their retirement years, as well

RDM Sept 1982

Key court test for Intimidation Act

By STEVEN FRIEDMAN
Labour Correspondent

TWO pending court cases against worker leaders may provide a crucial test of fears by unions and lawyers that the Government's new Intimidation Bill could be used to "crush" strikes and consumer boycotts

In both cases, worker leaders have been charged under the Act in connection with strikes — two of them in Brits this week

Their union, the Metal and Allied Workers Union, has briefed lawyers to act on their behalf and the cases could determine how widely the courts define "intimidation" under the new Act

The Act, a result of Rabie Commission recommendations, seeks to impose heavy penalties — a maximum R20 000 fine or 10-year prison sentence — on people guilty of "intimidation"

When the new law was introduced lawyers complained that the definition of "intimidation" was "extremely wide" and could be used to punish actions which had hitherto been legal

One section of the Act makes it an offence for anyone to "without lawful rea-

son and with intent to compel or induce a particular person to do or abstain from doing any act or to abandon a particular standpoint— cause damage to that person or any other person"

The accused must prove there was a "lawful reason" for his or her action.

Some lawyers believe this would make actions like strikes and consumer boycotts illegal because both involve an attempt to induce someone to abandon a stand point or take a particular action

It might be difficult for accuseds to prove they acted with a "lawful reason" and even legal strikes could be affected by the law

In Richards Bay, two Mawu shop stewards Mr Siphon Khuzwayo and Mr Enoch Shongwe have been charged under the Act following a strike at the Alusaf plant and released on R200 bail each

In Brits, following a strike at B and S Engineering, Mawu chairman at the plant Mr Jacob Mahagakwe, and a shop steward Mr Ernest Letswela, have also been charged under the Act Mr Mahagakwe was released on R1 000 bail, Mr Letswela on his own recognisance

White union behind workers' aid move

By STEVEN FRIEDMAN
Labour Correspondent

THE Government's controversial R2-million plan to compensate "loyal" motor workers who don't want to join strikes was introduced at the express request of the country's biggest all-white union

The union, the SA Iron, Steel and Allied Workers' Union, is a power in the Rightwing Confederation of Labour

But neither employers nor the National Automobile and Allied Workers' Union, which represents about 11 000 black and coloured motor assembly workers, were consulted

In other developments yesterday

● A spokesman for the Unemployment Insurance Fund said the authorities had not yet worked out how the scheme would be implemented, and,

● Mr Botha's move was attacked by the SA Allied Workers' Union and criticised by the chief manpower spokesman of the Progressive Federal Party, Dr Alex Boraine

The scheme will set aside R2-million

from the UIF for workers who want to work but cannot because plants are closed by strikes

Yesterday Mr H Ferreira, general secretary of the SAISAWU, said he had asked the Government to introduce the scheme because of its experience in the Eastern Cape motor strikes when its members had wanted to work but had been unable to, because the plants had been closed

Mr Ferreira said he had specifically drawn the Government's attention to Section 46 of the Unemployment Insurance Act, which provides for relief for the jobless in tiffs connection

"We want to insure that innocent workers do not suffer for the actions of others," he said

But Mr Rod Ironside, who chairs the Eastern Cape Motor Employers' Association, said yesterday employers had not been consulted

"We had an inkling through the grapevine that something like this was coming, but that is all," Mr Ironside said

He said employers were waiting to see how the fund was to be adminis-

tered, before taking the matter further

"This is crucial. However worthwhile the principle may be, there is no way we can decide which of our workers want to work and which don't," he said

It was established yesterday, however, that details of how the fund is to be run have not been worked out

"All we have done is set aside the money. We are waiting for suggestions from the Department of Manpower on how the fund is to be administered," a UIF spokesman said yesterday

Dr Boraine yesterday urged the Government to reconsider the move

He said it was "understandable" but would "seriously affect relations between management and worker and between worker and worker"

If workers affected by lock-outs did not also benefit from the scheme, it would seem to be "one-sided", he said

And Saawu said that, instead of the fund, the Government should ensure that black workers who had difficulty drawing unemployment benefits because they were homeland citizens were helped to do so

VW turns down union's request for in-plant talks

LOA
Ked
2/4/82
E. Post 7/9/82

By SANDRA SMITH

THE Volkswagen motor company in Uitenhage has told the National Automobile and Allied Workers' Union (Naawu) that it will not enter into in-plant talks with the union

This was in reply to a letter from Naawu requesting that talks to reach an agreement on minimum wages and separation pay begin tomorrow

VW's public affairs manager, Mr Ruben Els, said the company was prepared to negotiate through the Eastern Province Automobile Manufacturers Association (Epama).

Naawu has been committed to securing individual agreements with Ford, General Motors and VW since its withdrawal from the industry's industrial council last month after a deadlock in negotiations

The VW shop stewards'

committee met this morning to consider the company's response

● Ford has given an assurance that 507 workers retrenched last month will be given preference when vacancies arise, and new workers would only be taken on if the skills required were not held by any of the laid off workers

New workers would also only be taken on after it is established that no worker in the plant where a vacancy exists can be promoted to fill the position

Ford undertook to send telegrams to retrenched workers to tell them of vacancies, and to inform Naawu

The union's general secretary, Mr Freddy Sauls, said the agreement was a positive step by the company in re-establishing sound relations

(140A)
8/9/84

1,000 Brits come out on strike

ABOUT 1 000 workers at two Brits engineering plants owned by B and S Engineering downed tools yesterday, apparently in protest at the sacking of a colleague

It is understood the strike follows talks between the company and Fosatu's Metal and Allied Workers Union over union recognition

Mawu, together with an other Fosatu union, the National Automobile and Allied Workers' Union, is increasingly active in Brits

The area is becoming a centre of worker activity and there have been several strikes there this year —

most of them over retrenchments

This is the second strike to hit B and S in the last few weeks. Recently workers at the Brits plants downed tools in protest at planned retrenchments but the dispute was later resolved

Reports reaching the Rand Daily Mail yesterday claimed the company had closed the plants and fired the workers but this could not be confirmed

A company spokesman would only confirm that workers had gone on strike. He said a full statement would be made today

8/9/82
Textile
dispute
hearing
Star
140A

Labour Reporter

A conciliation board hearing will be held in Durban in two weeks' time on a dispute between the National Union of Textile Workers and the management of SA Fabrics

The Fosatu affiliate has accused the firm of breaking an obligation to consult the union before any retrenchments

LAI D OFF

About 60 workers were laid off in July and the union said workers had little security of employment if the firm was unwilling to announce retrenchments well in advance

The union is likely to declare an unfair labour practice if the conciliation board hearing fails

THE CONFLICT between the new mainly black trade unions and employers is likely to intensify as South Africa's rapid plunge into a recession begins to bite into sales and profits and cut-back measures are introduced.

The black trade unions grew rapidly during the recent boom before the effects of the world recession had filtered through to this country. But with the economic slowdown and the subsequent fall in the demand for labour their task has been made more difficult.

Employers beginning to feel the pinch have sought to 'rationalise' production and thousands of black workers country-wide face retrenchment, reduced wage packets and increased unemployment.

Latest employment figures in the three major employment areas — mining, manufacturing and construction — revealed that during March to May the total employed in these industries decreased by more than 16 000.

Reports of staff cut-backs are becoming more and more common. Apart from Ferralloys at Cato Ridge retrenching 150 workers, a number of local textile, engineering, and chemical plants have introduced short time as they begin to experience a drop in orders.

Reminder

The eastern Cape wage dispute is a sharp reminder of where the economic slowdown is being felt most. Already, Volkswagen has postponed its R100 million expansion programme and hints at similar moves have been made by Ford and General Motors. On top of this, Ford recently retrenched more than 10 percent of its Port Elizabeth workforce.

The recession has become something of a trial of strength for these new black trade unions. Alongside ongoing disputes over recognition and wages the emerging unions are faced with retrenchment of members and in some extreme cases the closing down of factories.

Even the power of the unions' main weapon, the strike, has been whittled away. On occasions employers have taken advantage of strikes, using them as opportunities to cut back on labour by not taking back all the strikers or to introduce new conditions of employment. Also, since certain industries have experienced a drop in orders, temporary closures do not pose problems.

But employers are not having it all their way. In

previous recessionary periods they had merely retrenched employees as an easy method of cutting back on production, but this is being bitterly fought by the black trade unions. As a result they are having to examine other methods of coping with the slowdown.

Trade unions have urged employers to consider cutting back on casual workers, suspension of overtime and early retirement of pensionable personnel before they turn to retrenchments.

Barlow Rand's executive director, Mr Reinald Hofmeyer, said 'To keep retrenchments to a minimum we have urged our companies to cut back on recruitment and to try to let natural attrition take care of the situation by not replacing people as they leave.'

'We have also urged consultations with employees to find out what they would like to see — short time, elimination of overtime and other similar measures rather than retrenchment.'

The first out

If retrenchments are inevitable — and the onus in many cases has been on the employer to prove to the union that all other methods have been exhausted — the unions have attempted to negotiate the best lay-off terms for the workers.

The Pietermaritzburg Fosatu shop stewards' council proposed that companies retrench on the principle of 'last in, first out' and that retrenched workers should be paid at least one month's wages for each year of service.

The unions have also demanded that employers agree not to take on any new staff or fill any vacancies before the retrenched workers have been reinstated. In a number of cases they have

Unions fighting retrenchment as economic slowdown bites

By

Ian Bissell
Labour Reporter

asked employers to help find the workers jobs elsewhere.

In spite of union pressure employer sources were not completely critical of having to negotiate with trade unions over retrenchments. They said dealing with experienced trade-unionists often smoothed over the introduction of cut-back measures which could have easily led to wildcat strikes.

There is also evidence of remarkable sacrifices being made by workers. In one case, at Dorman Long Hunter's Belville plant, when it was announced that 30 employees would have to be retrenched the entire work-force volunteered to go on three months' unpaid leave instead.

At Trident Marine, in the western Cape, members of the General Workers' Union decided that only workers with Section 10 rights — and not contract workers — would be among the 13 employees the company intended retrenching.

This decision showed a remarkable solidarity with their fellow workers for whom unemployment would have meant a return to the impoverished homeland with little opportunity of finding another job.

The economic slowdown

has not halted labour disputes over bread-and-butter issues, and on top of facing the new issues the unions are continuing their battle to increase workers' wages to a 'reasonable' level.

The General Workers' Union's general secretary, Mr David Lewis, said workers' wages had not kept up with inflation during the boom, so wage demands were not likely to be reduced.

A recent Federation of South African Trade Unions publication on black wages argues that to simply maintain 'the poor living standards of the past', workers have been compelled to work increasing amounts of overtime.

No 'truce'

The cut-back on overtime and introduction of short time is, therefore, likely to further ferment wage disputes.

The chairman of the Premier Milling group, Mr Tony Bloom, said he did not expect to see the recession bringing in 'a truce' between employers and the emerging trade unions over issues like wages.

'We have just completed country wide wage negotiations with trade-unionists from several of the new black trade unions

and although they adopted a hard attitude they were also very fair,' he said.

Mr Bloom said he had found no evidence of 'unreasonable militarism'.

'The unionists went into negotiations extremely well prepared.

'The negotiations were not conducted on an emotional or political level, he said.

Even so, the Fosatu-affiliated National Automobile and Allied Workers' Union which is caught up in the eastern Cape wage deadlock has come under severe criticism for its 'excessive' demands.

Naawu's regional secretary, Mr Les Kettledas, said their demands 'basically meet the rising cost of living'.

'In 1980 we undertook a survey of households with five members and found that it would need a wage of at least R2 an hour for that household to be able to afford the main consumer items.

'Our new demands have been based on this, plus the rise in cost of living experienced over the past two years,' he said.

Trade-unionists, including those in unions affiliated to the established Trade Union Council of South Africa, said employers must realise that for 'too long' workers had been paid low wages. The high wage demands were an attempt to rectify this, they said.

1 000
ROM
workers
9/9/82
laid off

Labour Correspondent

ABOUT 1 000 striking workers — the entire work force — at two Brits plants owned by B and S Engineering were laid off yesterday, a company spokesman announced

The plants have been closed until next Monday

This is the second strike to hit the plants in the past few weeks. Most of the workers belong to Fosatu's Metal and Allied Workers Union

The spokesman said B and S told workers they would be interviewed for re-employment on Friday, but not all would be taken back

"The workers have been laid off on the grounds that they have shown they don't wish to work. We will definitely not take back those who have not been pulling their weight," he said

A Fosatu source said a Johannesburg Mawu organiser travelled to Brits in an attempt to settle the dispute

The workers downed tools on Tuesday, apparently in protest at the dismissal of a colleague. The company says the fired man refused to work on a new operation to which he had been assigned

Some weeks ago the plant was hit by a strike over planned retrenchments

Boycott in the balance

140A ~~197~~ ~~197~~ Star 9/9/82
Labour Reporter

A meeting between Barlow Rand and the National Union of Textile Workers will decide whether a consumer boycott of the group's Uitenhage textile plant will be put into effect

More than 1 000 workers at the group's Veldspun plant were dismissed when they struck in support of 60 retrenched colleagues

Workers have organised pamphlets urging the boycott of white-owned businesses in Uitenhage but are awaiting the outcome of talks before acting



Singling out the 'loyals'

Government's decision to compensate eastern Cape motor industry workers who do not strike, but who cannot work because factories are strike-bound makes political sense in the short-term. But the long-term benefits for industrial relations are debatable.

The decision was made in the wake of pleas from the SA Iron Steel and Allied Workers Union (SAISAWU) — an influential force in the conservative all-white South African Confederation of Labour. A sum of R2m from the Unemployment Insurance Fund (UIF) has been set aside to aid "loyal" motor industry workers of all races. It will be used for future strikes and not those which have occurred already.

Astute observers of the volatile eastern Cape labour scene are convinced that government's main motive is to placate dis-

gruntled SAISAWU members. They have lost earnings due to stoppages caused by black and coloured members of the National Automobile and Allied Workers Union (Naawu). This has occurred at a time when the Conservative Party (CP) is claiming growing support in the region.

The official view in Pretoria is however that the scheme demonstrates government's concern for workers of all races who act responsibly and through no fault of their own lose earnings. Senior government men say the high unemployment and the labour instability experienced in the eastern Cape are also factors which favour such a scheme. They point out that the money has been allocated in terms of Section 46 of the Unemployment Insurance Act which provides for relief of jobless workers.

Manpower Director-General Dr Piet van der Merwe emphasises that the scheme will not be used in a legal strike because it would then be seen as an official strike-breaking fund. But the fact that virtually all the 342 strikes and stoppages in SA last year were illegal in terms of SA's labour



laws raises the question whether government will be inundated with appeals for aid in the future.

"We will have to look at each case very carefully," says Van der Merwe.

The chances are that government will not be faced with many demands if the current pattern of strikes and stoppages continues. Most are of very short duration and it is possible for most employers to provide work to non-striking workers. But should this pattern change with many strikes becoming lengthy trials of strength, the costs to the UIF could be vast.

The scheme has been angrily condemned by emerging unions but has provoked varying responses from employers. Those in the motor industry tend to be against it. One senior executive describes it as "alarming" while Fred Ferreira, Ford's director of industrial relations, says it is "undesirable".

They are concerned about the prospect of being called on to identify who the strikers and non-strikers are — something which could expose them to accusations of victimisation (Naawu has, for example, claimed that on some occasions in the dispute its members were willing to work but were unable to because factory gates were locked. Employers have insisted that too few workers arrived for production to be resumed.) It may also be difficult to determine whether a worker who claims to have stayed away from work because of threats of intimidation, is a striker or not.

There is a very real fear that an inevitable consequence of the scheme will be increased tensions between unions, as well as deteriorating relations between unions and employers.

Some advantages?

Some other employers, a little further away from the action, believe there may be advantages to providing relief to workers who do not strike. But they do question the desirability of a state-provided fund, arguing that an industry-based or company-based fund would be more appropriate.

They point to the trend among managements to not fire striking workers. Do companies then not have an obligation to those workers who honour their contracts and do not strike? They also argue that in addition to the right to strike, workers have the right to work. How then do employers respond to those employees who want to work?

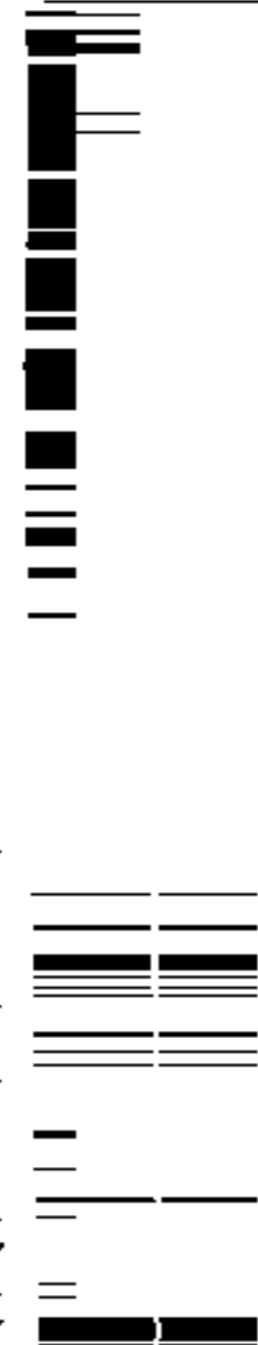
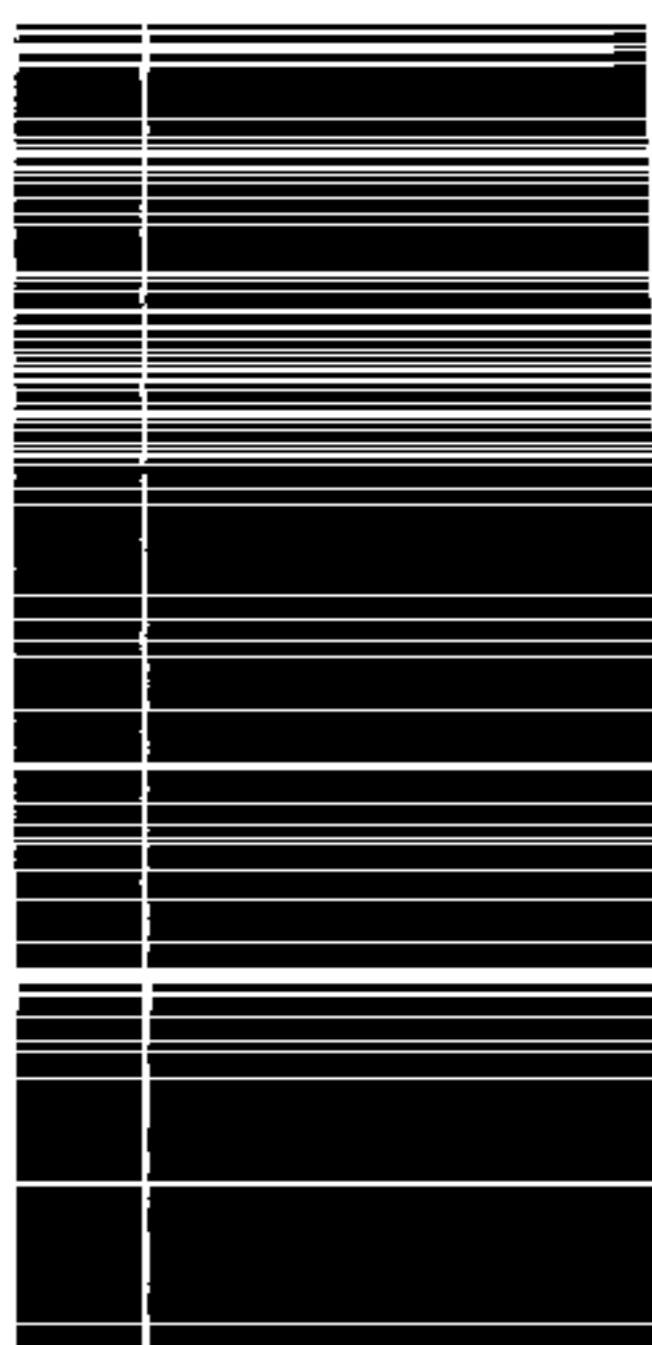
Opponents of the scheme say it removes an important factor — the moral pressure that can be brought to bear by non-striking workers onto those who decide to strike. But some supporters of the scheme say it could reduce the ill-feelings that non-striking workers, who have lost earnings, have towards the strikers.

It is issues such as these that all the interested parties will have to address themselves to in the weeks ahead.

The whole question of who should benefit from the UIF also needs attention. The Act

stipulates that only contributors are eligible for aid but people earning more than R12 000 a year do not contribute to the fund.

Government sources say this ceiling may be raised to R15 000 in the near future, and that people who earn more than the ceiling at present, but who have contributed in the past, may also be eligible for some form of relief.



10/9/82 RYM (103) (133) 83
New chemical union wins rights for shop stewards 140A

Labour Correspondent

EMPLOYERS and an emerging trade union in the Transvaal chemical industry have negotiated an official industrial council agreement which grants rights to union shop stewards for the first time

The agreement brings to an end the first negotiations in which the SA Chemical Workers' Union (SACWU) has been involved and also raises minimum pay by 50%, the highest rise in many years

It was negotiated between the Transvaal Chemical Manufacturers Association the SACWU, and the (white and coloured) Chemical Workers' Union

SACWU general secretary Mr Dan Tau yesterday hailed the agreement as 'proof of our view that if a union is strong enough it can win gains for its members on an industrial council'

In a joint statement yesterday the unions

and the employers association said the agreement which will come into effect when it is gazetted, provides for among other things

- Raising minimum pay from R43 to R65 a week, an effective increase of 50%. The minimum will be raised by 10% on July 1 next year

- Reducing the wage difference between the highest and lowest paid workers from 10 to 1 to 8 to 1 by granting lower paid workers higher percentage increases

- Allowing any union on the council with at least four members in a plant to appoint one shop steward to represent them

- Compelling employers to give written notice to workers before working short time

A spokesman for the employers association Mr Alan Cohen, said employers believed the increase was not unrealistic bearing in mind increases negotiated in other industrial council agreements this year

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SACWU CWU agree to wage hike

By SELLO
RABOTHATA

THE TRANSVAAL Chemical Manufacturers Association and various workers' unions recently came to an agreement on a number of issues in a bid to improve working conditions in the chemical industry.

The association, together with the South African Chemical Workers' Union (SACWU) and the Chemical Workers' Union, issued a joint press statement which among other things reflected a wage agreement of an increase of 50 percent for weekly paid workers

They agreed to:

- increase minimum wages in the industry for the period ending June 30, 1983 to R65 per week from the present R43 per week,
- reduce the existing differential of one to 10 to one of one to eight between the lowest and the highest paid categories of workers,
- further increase minimum wages by 10 percent as from July 1 next year which means the minimum wage will then be increased to R71 50 per week,
- negotiate a new agreement which will be effective from February 1 1984,
- ensure that employers give reasonable written notice to workers before working short time,
- bring public holidays granted into line with the provisions of the Public Holidays Act,

- increase sick leave provisions by allowing up to 30 days accumulation of sick leave over a three year period,
- accept that, providing a union has a minimum of four paid-up members in an establishment, it may appoint one shop steward to represent the workers. For every 50 workers or part thereof additional shop stewards may be appointed. Such accredited shop stewards will be granted three days paid leave for the purpose of attending trade union courses or seminars,
- allow council agents to interview alone workers who wish to make representations to them, and,
- appoint a Disputes Committee comprising one representative from each party to resolve disputes.

Workers set terms for VW

140A
10/9/82
C. Post

Post Reporter

A MEETING of Volkswagen members of the National Automobile and Allied Workers' Union has given the company's management until September 23 to arrange for in-plant negotiations leading to a house agreement

The decision was taken by the workers at a mass meeting yesterday to discuss VW management's refusal to enter into in-plant negotiations with Naawu

A union spokesman said today similar approaches would be made to Ford and General Motors

The workers meeting follows the refusal of VW management on September 7 to begin in-plant negotiations with the union on pay and separation allowances

The company insists that negotiations be through the EP Automobile Manufacturers Association

Naawu has been trying to get in-plant agreements with VW, Ford and GM since the union's withdrawal from the industrial council for the industry

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311

Talk or else, union tells motor firms

Mail Correspondent

DURBAN — The National Automobile and Allied Workers' Union has given the big three motor manufacturers — Ford, General Motors and Volkswagen — two weeks to open plant-level wage negotiations or face further labour action

This is the latest development in the simmering Eastern Cape wage dispute which in July broke out into a mass strike by 10 000 members of Naawu

The wrangle between the union and the companies was triggered off by Naawu's

walkout from the industrial council last month when it was decided to refer the dispute for arbitration

Earlier this week Naawu delivered a working document for in-plant negotiations to Volkswagen, together with a demand that talks be opened by Wednesday

VW ignored the deadline, saying it would only negotiate through the Eastern Province Automobile Employers' Association

Similar documents were sent to Ford and GM. The companies have been given until September 23 to open talks

Naawu refers talk to its lawyers

By SANDRA SMITH

THE National Automobile and Allied Workers Union (Naawu) has referred statements about trade unions made by the head of the Department of Economics at the University of Port Elizabeth, Professor J H Smith, to its attorneys

Naawu's general secretary, Mr Freddy Sauls, said today the union did not wish to comment on Prof Smith's allegations and had referred the matter to the union's attorneys

Addressing the Afrikaanse Sakekamer of Murraysburg at the weekend, Prof Smith said the nature of strikes and "labour unrest" in the Port Elizabeth and Uitenhage areas indicated that the economic onslaught against South Africa, which was part of a "total onslaught", had reached a national level. He said strikers' actions were "finely planned" in accordance with "the East German model", whose union leaders had been trained "behind the Iron curtain"

Negotiations were conducted specifically at a time when the motor industry was in a decline, Prof Smith claimed, so that they could be negotiated from a position of strength

Multinational companies were chosen as strike targets so that their parent companies would pressurise them to concede to demands

The aim was also to escalate costs to such an extent that it would be unattractive for foreign companies to invest in South Africa, he said

The underlying strategy was to keep a strike going as long as possible and thereby to "incite" as much "unrest" as possible

Grievances could then more easily be used "for terrorism movements and sabotage"

The real reasons for strikes were thus not economic, but political, with the aim of destroying the free enterprise system

Naawu represents more than 10 000 workers in the Eastern Province automobile industry. Its members recently went on strike after wage talks broke down

The Executive Director of the Midland Chamber of Industries, Mr Brian Matthew, and the head of the Department of Industrial Relations at UPE, Professor Roux van der Merwe, have criticised Prof Smith's statements

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Mawu slams hardline plants

14/9/82 Sowetan
THE MORE than 10 000-strong Metal and Allied Workers' Union has strongly condemned the managements of two Brits engineering plants for refusing to talk to striking workers in an attempt to peacefully settle the labour unrest here

In a statement to The SOWETAN, the union says the workers are determined to continue the struggle to get their dismissed colleagues reinstated

About 1 000 workers employed at B and S Engineering companies went on strike last week, apparently in protest

140A
against the sacking of a colleague

The union says that the managements refused to talk to shop stewards when approached and that this action was not in line with a "peaceful solution for a settlement"

Management has attempted to re-recruit the workers but the vast majority of them have refused to be re-employed, as they consider themselves as still in the employ of B and S

"To date management has been able to fill only unskilled positions," the statement says

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14/9/87
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ADD

Move against migrants has no city support

By STEVEN FRIEDMAN
Labour Correspondent

TRADE unionists representing black workers yesterday rejected out of hand official claims that action to deprive contract workers of the right to work in the cities was supported by workers with city residence rights.

ANC M Phiroshaw Camay, general secretary of the Council of Unions of SA yesterday slammed action to prevent contract workers taking up jobs in the cities as a blatant political move to keep blacks out of the cities.

The unionists were commenting on the Government's order to the West Rand Administration Board that contract workers should not be allowed to change jobs.

This means that if these workers, many of whom have worked in the cities for years, are retrenched and find new employment they will not be allowed to take it up.

Officials have justified action against contract workers on the grounds that it is unfair to penalise black people with city residence rights by granting jobs to 'outsiders'.

But spokesmen for Cusa, the General Workers Union, and a leading Fosatu union, the Metal and Allied Workers Union, said yesterday that their members with city

residence rights had never expressed any desire to be protected in this way.

In some cases workers with city rights had volunteered to be retrenched in order to save migrant jobs, they said.

Mr David Lewis, general secretary of the GWU, said that in two factories organised by the union workers with city rights had been prepared to lose their jobs to save those of contract workers.

Mawu's general secretary, Mr David Sibabe, said his union had been engaged in a number of retrenchment negotiations with employers and demands from workers with city rights for protection had never been voiced.

'The workers have demanded that those who have worked longest for the company be the last to be retrenched — but very often the contract workers are those with the longest service,' he said.

Mr Camay said that members of Cusa unions with city rights had also indicated a willingness to be retrenched to save contract workers jobs.

'This move doesn't protect anybody — it is designed to keep the number of city black workers down to a minimum for political reasons.'

14/9/87 (27)

GWU still has hopes for PE harbour settlement

Labour Correspondent

DESPITE a statement by the Minister of Transport Affairs, Mr Hendrik Schoeman, ruling out recognition of the General Workers Union at Port Elizabeth harbour, the union still believes a settlement of the labour dispute in the port could be worked out — if SA Transport Services agreed to talk to it.

The union and stevedoring employers are trying to avert a strike by stevedores in the harbour in support of dockers employed by SATS

who were fired and locked out of the harbour after launching a go-slow.

However, SATS has refused to talk to the union and Mr Schoeman's statement last week appeared to rule out any hope of a settlement.

But yesterday the union's general secretary, Mr David Lewis, said that stevedores and fired dockers had decided at a meeting at the weekend that 'the statement has still left open options for negotiation'.

Weather Mail

THE Weather Bureau's forecast for today —

TRANSVAAL — Fine and warm to hot but partly cloudy over the south west with a possibility of isolated thundershowers.

FREE STATE and CAPE north of the Orange — Partly cloudy and warm with scattered thundershowers but only isolated over the north-east Free State and the Kuruman Mafikeng area.

CAPE south of the Orange — Cloudy and cold over the

(150) (140) (100) (70) ROM 17/9/82

Workers, students may act on textile sackings

Labour Correspondent

WORKERS in Uitenhage have decided to boycott white shops in the town in support of demands for the reinstatement of fired strikers at a local textile plant, Veldspun International, Fosatu unionists said yesterday.

The boycott move may be part of a union and student campaign on the Veldspun dismissals. Wits students are believed to be planning a campaign around the fact that Veldspun is a subsidiary of Romatex, a member of the Barlow Rand group, and that the Barlow Rand executive chairman, Mr Mike Rosholt is chancellor of the university.

The Veldspun dispute centred around the refusal of about 60 of the company's workers to do the work of 25 retrenched colleagues. Fosatu's National Union of Textile Workers alleges that the workers were fired as a result and that when about 1 000 of their colleagues downed tools in protest they were also fired.

The union called on Barlow Rand to intervene in terms of its internal labour code.

Yesterday, Fosatu unionists said the federation's regional committee in Uitenhage had decided to launch a boycott of white-owned shops in the town to support the reinstatement demands.

If the dispute was not resolved by October 16 — the date of Fosatu's next central committee meeting — Fosatu would discuss further action against the company. A Fosatu-sponsored boycott campaign could be launched, they added.

It is understood that Wits students have invited Mr Obed Zuma, general secretary of the National Union of Textile Workers, to address a meeting, and might invite Mr Rosholt to do likewise.

A Barlow Rand spokesman said yesterday that Mr Rosholt was going abroad and referred queries to Romatex, whose spokesmen could not be reached.

Jan 18/9/82

Foreman arrested in plant dispute

Labour Reporter

A foreman at a strike-hit factory in Brits was arrested this week and appeared in court yesterday on charges under the Intimidation Act.

Mr Jacob Mahakine, who was also chairman of a workers' committee at a B and S metal plant in Brits was refused bail and his case was postponed until Monday.

The State argued that Mr Mahakine was a non-resident from Bophuthatswana and his arrest had security implications.

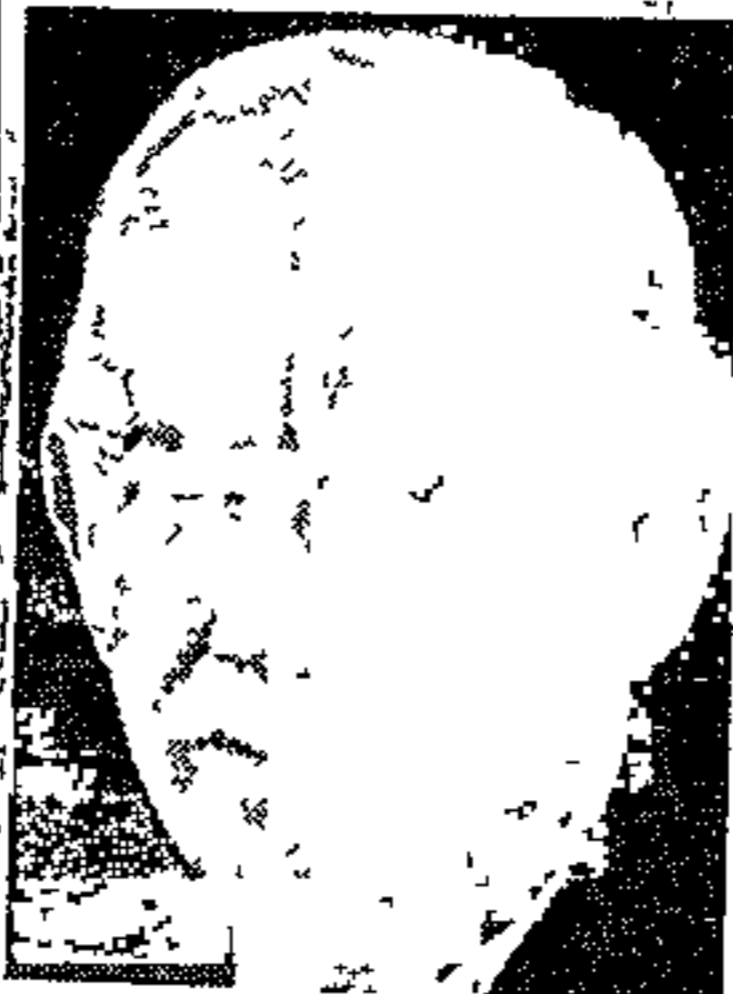
His arrest follows a week-long dispute at B and S's two Brits metal plants which saw more than 900 workers going on strike over the dismissal of a colleague.

The entire workforce was dismissed and management began re-engaging workers earlier this week.

A spokesman for the Fosatu-affiliated Metal and Allied Workers' Union said the firm had refused to meet them or hold talks with worker committees.

A management source said most workers had returned to their jobs and other personnel would be taken on from the regional labour bureau.

19/9/82
Pay row:
S. Express
students
name
Rosholt



● Mr Mike Rosholt
actions questioned

By ARLENE GETZ

WITS university students have criticised what they call 'starvation wages' paid by a company linked directly to their recently-elected chancellor.

A pamphlet published by the university's economic research committee — a Students' Representative Council sub-committee — has questioned the actions of Mr Mike Rosholt's company towards Veldspun, a Uitenhage textile factory.

Veldspun, the scene of a recent labour dispute over wages and retrenchment, is a wholly-owned subsidiary of Romatex, a textile manufacturing company controlled by Barlow Rand, of which Mr Rosholt is executive chairman.

"Mr Rosholt is the symbolic head of both Wits University and Barlow Rand Limited," the pamphlet stated.

"Despite high-sounding 'codes of employment practice' and an assurance that chief executives of subsidiary companies have to account to him personally on their progress in implementing the code, the stark reality is that a company in the Barlow (and Rosholt) stable pays starvation wages, refuses to have meaningful negotiations with a majority union, and is practising massive retrenchments."

The SRC has invited Mr Rosholt to discuss the issue on Thursday, but he will be overseas at that time. SRC chairman Lloyd Vogelmann, will however, informally meet Barlow Rand's Mr W Clewlow, chairman of the Romatex holding company, C T Smith.

CARL T. ILS 20/9/82

Accord

heads off court action

Labour Reporter

A SUPREME Court action testing whether recognition agreements are legally binding has been headed off by an agreement between the company and the trade union involved

The National Union of Textile Workers (NUTW) and the Natal textile firm David Whitehead said in a joint statement yesterday that their dispute had been "amicably" resolved

The court action by the NUTW followed a strike at the factory on July 1. The union charged that the company had broken the recognition agreement which the union said was legally binding

The withdrawn Supreme Court hearing was scheduled for today. "Both parties have agreed to settle their differences in the interest of future relations and the well-being of their employees," the statement said

The union and the company have agreed that the recognition agreement is legally binding and that a strike ballot will be held in future disputes if a strike is anticipated

The company agreed to re-employ 45 dismissed workers and the union accepted that the present wage rates would hold till June 30, 1983

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GENERAL NEWS

Wits students slam Rosholt over sackings

Labour Reporter

Wits students have slammed the chancellor of their university Mr Mike Rosholt, who is also chairman of Barlow Rand, over a labour dispute at a Barlow company

The SRC has issued a booklet calling for support of workers from the Veldspun textile plant in Uitenhage who were dismissed earlier this year during a dispute that centred on retrenchments

Veldspun is owned by Romatex which in turn is controlled through a majority shareholding by Barlow Rand

The booklet says Barlow Rand has a "high-sounding" code of labour practices which was developed by Mr Rosholt

He was in a "conflict of interest" position over the dispute, student sources said

Workers in Uitenhage last week launched a consumer boycott of white firms in protest against the veldspun management.

Talks were held between Romatex officials and the National Union of Textile Workers but failed to resolve the dispute

The NUTW has a recognition agreement with Veldspun and there have been previous disputes over the issues of wages and retrenchments

About 1 000 workers lost their jobs during the latest dispute when some refused to do the work of colleagues who had been dismissed

Veldspun engaged several hundred workers to take the place of dismissed workers soon afterwards

In a fact sheet printed by the SRC, Barlow Rand's code of employment practice is criticised or in actual wages and working conditions

It says "The stark reality is that a company in the Barlow (and Rosholt) stable pays starvation wages, refuses to have meaningful negotiations with a majority union and is practising massive retrenchments, mostly of union members"

Barlow's position in the dispute placed a stigma on Wits and academics, the sheet said It called on students to redress the balance and support the Veldspun workers.

140A

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... militias have been
... massacres in Leban

bullet wounds in the head, behind the steering
wheel of the car shortly after the accident

recovered July
Judgment will be given today

Breakfast Quip



"And after that excit-
ing darts match, what
you've all been wait-
ing for — underwater
tiddly-winks"

Stiff bail set for unionist charged with intimidation

Labour Correspondent

A WORKER leader at Brits company B and S Engineer-
ing, which was recently hit
by a strike, has been arrest-
ed, charged under the Intimi-
dation Act and released on
R1 000 bail — which is be-
lieved to be one of the highest
bail amounts set in a pros-
ecution flowing from a strike

The arrested man is Mr Ja-
cob Magahakwe, who was
chairman of the Metal and

Allied Workers' Union com-
mittee at B and S when the
strike occurred

Mr Magahakwe's bail con-
ditions also stipulate that he
may not enter Brits' black
township — he lives in a B-
phutatswana township —
may not visit the B and S
factory or the church where
Mawu holds its meetings

His arrest flows from the
recent strike at the company
over the dismissal of a work-
er Management fired all
1 000 strikers and offered
about 70% re-employment

Officials told Mawu men
that the bail was high be-
cause Mr Magahakwe lived
in Bophutatswana not South
Africa

Mail to run weekly chess column

FOR THE benefit of chess enthusiasts, the Rand Daily Mail
will publish a chess column every Wednesday entitled "Chess
News" The first column will appear tomorrow

Society hold-ups: police arrest 'partners'

...quad said yesterday it
...esied 17 men in the
... weeks in connection
... bberies and a murder
... inesburg
... rives said that in the
... days two men, aged
... 30, one of whom was
... in Heilbron Free
... the other in Natal
... linked to hold-ups

at
The Allied Building Soci-
ety in Mayfair in February,
the Natal Building Society in
Rosettenville in April the
United Building Society in
Kensington and the NBS in
Rosettenville in May, the Al-
lied Building Society in La
Rochelle in June, the NBS in
Kensington, the NBS in Mel-

ville and the NBS in Park-
wood in July

Brixton detectives have
also arrested a 23-year-old
man in connection with the
death of Mr Ian Chessman
near the Hilton Plaza Hotel
in Hillbrow this month

Other arrests include a
fourth man arrested in con-

nection with the hold-up of
two servants at the home of
Mrs Helen Suzman, PFP MP
for Houghton in August, two
men arrested in connection
with a hold-up at Cresta Jew-
ellers in Randburg in June
and an eighth and ninth man
arrested in connection with a
fashion shop robbery in Hyde
Park in July

... Macwusa lead
... intimidation
... by JOUBERT MALHERBE
... Pretoria Bureau
... THE TRANSVAAL secretary of the Motor
... Assemblies and Components Workers' Union
... of South Africa (Macwusa), has strongly criti-
... cised his arrest and that of two Macwusa
... organisers last Friday while they were col-
... lecting subscriptions at a Rosslyn plant near
... Pretoria

... Security
... sought
... by Tucsua
... Mail Correspondent
... CAFE TOWN — A motion
... calling for legislation to
... prevent employers firing
... workers involved in a legal
... strike was unanimously
... backed by the Trade Union
... Council of SA (Tucsua) at
... their annual conference in
... the city yesterday
... Mr Ike van der Walt, general
... secretary of the SA Boiler-
... makers, Iron and Steel
... Workers, Shipbuilders and
... Welders Society, who in-
... troduced the resolution,
... said the strike was the
... workers' demand

... From Page 1
... an arm of the Israeli secret
... service Mossad
... In other developments
... The Soviet Union leader
... President Leonid Brezhnev
... blamed the US for the massa-
... cre, and called on President
... Reagan to use the powers of
... the UN Security Council to
... stop what he called Israel's
... gross and systematic viola-
... tions of the UN Charter.
... In its sharpest rebuttal since
... the 1979 peace treaty, Egypt
... recalled its ambassador to
... Tel Aviv and blamed Israel
... for what it termed the bestial
... massacre.
... In Jerusalem, Israel said it
... was pulling more troops out
... of the West Bank and
... Palestinian and Syrians out.

Peter Stuy
mild smoke
King Size
LIGHT UP A STUYVESANT
Manufactured in South
Belgium, Netherlands, Switzerland

... Andretti to drive a race for
... Macwusa lead
... intimidation
... by JOUBERT MALHERBE
... Pretoria Bureau
... THE TRANSVAAL secretary of the Motor
... Assemblies and Components Workers' Union
... of South Africa (Macwusa), has strongly criti-
... cised his arrest and that of two Macwusa
... organisers last Friday while they were col-
... lecting subscriptions at a Rosslyn plant near
... Pretoria

eli army chiefs w of 'purge' plan

... MARANELLO — US veter-
... an Mario Andretti will drive
... a turbocharged Ferrari in
... Saturday's Grand Prix of Las
... Vegas, the last event of the
... world Formula One cham-
... pionship
... The prestige Italian team
... announced yesterday that the
... 42-year-old Andretti would
... team with France's Patrick
... Tambay in the Caesar's Pal-
... ace event after US sponsors
... let Andretti free to accept
... Ferrari's bids

... Air Vice Marshal Slater is expected to
... appear briefly in the Gweru magistrates'
... court on Monday and Wing Commander Bris-
...coe on Tuesday next week. They are charged
... under Section 38 of the Law and Order Main-
...tenance Act for allegedly sabotaging aircraft.
... Their lawyers said they were not allowed
... to say by whom or where the officers were
... being held. They were also prevented by a
... ministerial order issued last week from re-
... vealing how many other officers were in de-
... tention following the July sabotage of 13 air-
... craft at Thornhill air force base at Gweru.
... But according to informed sources, about
... 14 white and five black members of the air
... force have been detained following the sabo-
... tage. At least four have since been released,
... including a former RAF flight sergeant, Mr
... James Lochran, who was detained on July 26
... and set free last week.

... Five of the 15 people held captive by Unita in Angola and whose release was
... yesterday were, from left, Mr Victor Patrissi Bandeira, Mr Laurindo Neto, Mr
... Matos Botelho, Mr
... were handed over on Sunday a few kilometres inside southern Angola, and then
... two of them infants, it was the end of a six-month drama. They were later flown
... to Pretoria's Water

Sacked shop stewards paid out

~~107~~ Labour Reporter ~~1400~~ due to continue yesterday and today. ~~21/9/82~~
EIGHT shop stewards who were dismissed after the strike early in July at the Tongaat-Hulett's subsidiary David Whiteheads, were yesterday paid out a total of R17 100 in an out-of-court settlement.

The Fosatu-affiliated National Union of Textile Workers had applied to the Supreme Court for the reinstatement of the shop stewards. The hearing was

But last week the company and the NUTW finally agreed on an 'amicable' out-of-court settlement after nearly a month of negotiations.

Although the shop stewards have not been reinstated, in terms of the settlement they yesterday received cheques ranging from R1 350 to R3 905 — the equivalent of about five months' wages.

Handwritten notes in circles: "0 0 1" and "10 2 1" in the top circle; "5" in the bottom circle.

Barlows 140A
22/9/82
counters 12
union's 13
claims Stan

The Barlow Rand group has accused the National Union of Textile Workers and a student group at the University of the Witwatersrand of making biased and misleading claims over a dispute at one of the group's major companies, Veldspun International

The Economic Research Project (ERP), a student group at the university, has issued a booklet calling for support of workers at the Veldspun textile plant in Uitenhage who were dismissed earlier this year during a dispute that centred on retrenchments.

Veldspun is owned by Romatex, in which Barlow Rand has a majority shareholding.

In a statement issued this morning, Barlows says the occurrence at Veldspun should be seen against the background of the recognition agreement concluded between the NUTW and the company two years ago.

"At that time union officials acknowledged that strikes were not the way to resolve disputes

"They therefore agreed that the union would not represent striking workers"

Vertical text on the left margin: k, o, e, e, u, t, t, t, a, e, at, rs, d, ss, ed, he, rd, al, at, it, as, ey, set, re, in, ter, ty, rch

Union claim 'misleading' says Barlows

JOHANNESBURG — The Barlow Rand group says the National Union of Textile Workers' and a student group at Witwatersrand University have made biased and misleading claims about a dispute at Veldspun International

The Economic Research Project, a student group at Wits, issued a booklet calling for support for workers from the Veldspun textile plant in Uitenhage who were dismissed earlier this year in a retrenchment dispute. Veldspun is owned by Romatex, which in turn is controlled through a majority shareholding by Barlow Rand.

The booklet said the head of the Barlow group and Chancellor of the University, Mr Mike Rosholt, who developed a "high-sounding" code of labour practice for Barlows, was in a "conflict of interest position".

Today Barlows said the occurrence at Veldspun must be seen against a backdrop of a recognition agreement reached between the NUTW and the firm two years ago.

"At that time, the union officials acknowledged that strikes were not the way to resolve disputes and expressed confidence in their ability to control the membership. They therefore agreed that the union would not represent striking workers."

The NUTW's charge that Barlows had "broken its code of employment and been indifferent to unfair labour practices at its subsidiaries", was unsubstantiated.

Replying to criticism of Mr Rosholt, Barlows said the union allegations "bristle with inaccuracies".

Far from 'brutal retrenchments' Veldspun had gone to great lengths to retain staff in the economic downturn.

140A

Post 22/9/82

211

182

Union sends ^{140A} letter ^{23/9/82} to ^{Σ. Post} director

By SANDRA SMITH

IN an open letter to Barlow Rand's group personnel director, Mr R T Hofmeyer, today, the National Union of Textile Workers (NUTW) has criticised a statement released by the company yesterday.

The Barlow Rand statement said the union and a student group at the University of the Witwatersrand had made biased and misleading claims about a dispute at Veldspun International in Uitenhage.

Veldspun is owned by Romatex, a Barlow Rand subsidiary.

The letter from the NUTW's acting general secretary, Mr J Copelyn, said: "If you allow your subsidiaries to suppress workers with the vigour, recklessness and disregard for human consequences as in Uitenhage, you cannot proclaim you are uplifting the quality of life of workers

"If you allow your subsidiaries to pay wages as far below the poverty line as at Veldspun, neither can you proclaim your progressiveness in this field nor can you expect the reduction of bonus earnings of workers to pass by without serious resistance from those workers

"It appears from your Press statements your 'solution' is that the workers concerned should suffer in silence, their association should disown them and you should be free to continue to proclaim your progressiveness to the world around us.

"If we are in any way misreading your intention please clarify.

"If not, shame on you "

20m 23/9/37
L.S.A. Correspondent

Second Brits union leader charged with intimidation

A SECOND worker leader who was fired by a Brits company, B and S Engineering, after a strike has been charged under the Intimidation Act

The arrest of a union shop steward at the plant, Mr Ernest Lutswela, followed the arrest of Mr Jacob Magahakwe, chairman of the Metal and Allied Workers Union, late last week.

Both have been freed and

must appear in the Brits Regional Court on October 11. The arrests follow a strike at the company on September 14 over the dismissal of a worker.

On the same day B and S fired all 1 000 workers and said they could reapply for their jobs.

According to the charges against the two men they are alleged to have intimidated two workers on September 13.

SRC: We have the right to quiz Rosholt

Reports by
Tyrone August

The SRC president has criticised the Barlow Rand company for not sending representatives to a Wit student meeting to discuss a labour dispute involving the university chancellor, Mr Mike Rosholt.

"Because Mr Rosholt is not only Barlow's executive chairman but also our chancellor, he has a responsibility to

the students of the university," said Mr Lloyd Vogelman.

"As members of this university we have every right to question his business practices which in this case we believe certainly do not comply with Barlow's own labour code.

"I am saddened that Barlow Rand has dismissed allegations about its practices as inaccurate, but has not

bothered to come to this meeting to refute them."

Mr Vogelman said Mr Rosholt, who is overseas, was not elected by 'the people who comprise this university' — the students and campus workers — but represented "big business."

He added that the election of Mr Rosholt as chancellor illustrated to the majority

of South Africans "that Wits was more concerned with profits than people."

The public relations head of Barlow, Mr Reginald Hofmeyr, said yesterday that the company was informed at a late stage about the meeting.

Barlow Rand did not think it worth attending as the students had prejudged the issue.

Students fuel labour row

More than 300 students attended a meeting at the University of the Witwatersrand yesterday to discuss a labour dispute at a Barlow Rand subsidiary in Uitenhage.

"The activities of the Barlow Rand group are a reflection on the union as our chancellor, Mr Mike Rosholt, is the head of Barlow and the university," a student spokesman said.

The acting general secretary of the National Union of Textile Workers (NUTW), Mr John Copelyn, said about 800 workers of Veldspun International were retrenched in July.

"These retrenchments were fairly ruthless," he said. "There was no consultation with the union. 80 percent of our members at Veldspun are out of work."

"They have had no relief since they have been unemployed."

"We appealed to the Barlow group to intervene, but had no response until action by the economic research committee of Wits this week."

The Black Students' Society pledged support for the dismissed workers. "The dispute at Veldspun is but one incident of the general exploitation of the working class," it said.

By SANDRA SMITH

TWO trade unions accused yesterday of having a "non co-operative attitude" to negotiations by the chairman of the Eastern Province Automobile Manufacturers' Association Mr Rod Ironside, rejected his view today

Mr Ironside said that after the withdrawal from the industry's industrial council by the National Automobile and Allied Workers' Union (Naawu) the employers "volunteered to continue negotiations outside the council with all representative employee parties"

The Motor Assembly and Component Workers' Union (Macwusa) the Iron, Steel

and Allied Industries Union and Naawu had been invited to attend meetings for this purpose

"Regretably Naawu and Macwusa did not see fit to make use of these opportunities to help resolve the impasse" Mr Ironside said

"This seemingly non-co-operative attitude on the part of Naawu and Macwusa can only raise a question as to whether they represent the real interests of their membership"

Responding to the state-

ment, Macwusa's general secretary, Mr Dennis Neer, said "We question Mr Ironside's decision to take it upon himself to determine the interests of our members

"Management cannot force us to use 'opportunities' created by them, and our membership desires in plant bargaining and not negotiations with the EPAMA," he said

The union had indicated previously it was prepared to negotiate with the motor

companies, particularly Ford where it has most of its members at the same time as Naawu

Naawu's general secretary, Mr Freddy Sauls said "We reject Ironside's statement as complete nonsense

"It is up to our members, and not up to him, to determine their interests and whether the union is furthering them"

The statement reflected a 'clearly paternalistic at-

titude, common among the employers, Mr Sauls said.

The decision to reject negotiations with the EPAMA and demand individual negotiations with Ford, General Motors and Volkswagen had been taken by a combined meeting of worker representatives

The invitation from the managements to Macwusa to join wage talks was seen by Naawu as an attempt to create division and conflict between the three unions

● A Naawu ultimatum to the motor manufacturers to open in-plant negotiations expired today with the companies adamant they would negotiate with the union only through the EPAMA

140A
9-Part 23/9/82
Motor man's claims nonsense, says union

Top position in estate agents' body to PE man

Post Reporter

A PORT ELIZABETH estate agent, Mr Derek Smith was elected first vice-president of the Institute of Estate Agents at its annual meeting in Bloemfontein recently

He formerly held the position of second vice-president and the chances are good that he will be the next president of the institute although there is not an automatic right of succession

Three past presidents of the institute have come from the Eastern Cape

They are Mr Ted Fenlon, Mr Duncan McCallum and Mr Dennis Howard

The institute is regarded as the mouthpiece of estate agents. Most of the 15 000 agents in South Africa belong either as individuals or through their employers membership

In Port Elizabeth the membership is 250. The new president of the institute is Mr Roland Walker, of Southern Transvaal

Mr Eskel Jarwitz of Southern Transvaal has succeeded Mr Smith as second vice-president

263
PE body decides to remain suspended
23/9/82

Post Reporter

THE Port Elizabeth Coloured Management Committee decided at a special caucus meeting last night to remain suspended because of the private hospital issue

The chairman of the CMC, Mr Charlie Green, said a final decision would be made at a meeting on October 6

Mr Green reported to other members of the CMC yesterday on discussions he had with the MEC in charge of local government, Mr H Kriel, and the Director of Local Government, Mr C B Ritter, on Tuesday

The CMC suspended its activities three weeks ago in protest against the City Council's decision to allow a private hospital to be built in Gelvandale

The CMC wants the hospital built in Bethelsdorp

After last night's caucus meeting, which lasted more than an hour, Mr Green said no decision had been reached

Import duty penalty on SA steel in US

WASHINGTON — The United States has imposed an import duty penalty on South African steel because imports before April were Government-subsidised

This was confirmed by officials here after a Government investigation

The US Administration investigated steel imports from five nations, including South Africa

South Africa was penalised and the door was left open for penalties in two other instances

Imports from South Africa shipped before April 1 were found to have received subsidies totalling 7,8%.

But shipments after that date were unsubsidised

The cases are among a large number in which the US Administration is looking into allegations by American steelmakers that they were being hurt by imports of foreign subsidised steel

The Administration is still hoping to settle its trade disputes with Euro-

pean countries — including the two cases left open in yesterday's announcement — without resorting to special duties to fight what the US industry saw as unfair trade practices

In the new ruling the Commerce Department decided that Government subsidies have totalled 13,2% of the value of carbon steel wire rod imported from Belgium and 14,2% of the value of such imports from France

Importers of those products will continue to be required to post bonds in lieu of possible penalties that may eventually be levied

The US International Trade Commission has 45 days to decide whether such penalties should be imposed because of damage the imports might be doing to US steel companies

The report also said the investigation of wire rod from Argentina had ended as subsidies on it would end — Sapa-AP

country's big league

So far this year the council had passed 411 building plans to the value of R11,5 million, which, according to Mr Erasmus could well exceed last year's 444 building plans valued at R12,5 million

There were about 940 licenced business enterprises in Uitenhage. In the municipal area there were 12 000 developed plots of ground and 115 industries

On average about 90 houses are built annually

Mr Erasmus said that, apart from evolutionary change, the rapid expansion of Uitenhage was largely due to industrial and railway expansion

THINK PAINT

Killer, 13, to be dealt with

Law shunted through ends US rail strike

WASHINGTON — Striking train drivers have agreed to return to their jobs today after an emergency back-to-work law was rushed through the US Congress

The 26 000-member Brotherhood of Lo-

"We are committed to protecting the vital national interests," he said "Our economy must stay on the track of recovery"

The car, steel and other heavy manufac-

Rom 23/9/82

Barlow Rand suggestion an 'insult'

Veldspun lay-offs: Union 'didn't agree'

By MARTIN FEINSTEIN
Education Reporter

IT was an "insult" for the giant Barlow Rand group to suggest the National Union of Textile Workers (NUTW) had agreed to the retrenchment of workers at the Veldspun textile company in the Eastern Cape union organiser Mr John Copelyn said yesterday

He was speaking to more than 180 students at a meeting at the University of the Witwatersrand to protest against the firing of more than 1 000 workers after they had gone on strike at Veldspun a Barlow Rand subsidiary

The meeting was called by the Economic Research Committee a student group which, in a pamphlet has taken the university chancellor - Barlow Rand executive director Mr Mike Rosholt - to task over the Veldspun dispute

Mr Copelyn was reacting to a Barlow

Rand statement on Tuesday in which the company said the union had approved the layoffs, and that student intervention in the dispute would be "counter-productive"

He said the NUTW had been presented with the layoffs as a *fait accompli*, and had not approved them in any way

Veldspun's dealings with the union had not resembled real negotiation, Mr Copelyn said and yet Barlow Rand had said the student pamphlet was damaging to negotiations

"What negotiations?" he asked

He said Barlow Rand had only responded "seriously" to the union's representations once the dispute had been publicised by students and the Press

On Tuesday Barlow Rand said the union had signed an agreement with Veldspun that it would not represent striking workers and that strikers would be subject to "instant dismissal"

But Mr Copelyn said there was also an agreement that disputes would be referred to an outside arbitrator

'Veldspun management has carefully arranged things so that there cannot be arbitration,' he said

He also claimed that untrained workers who replaced the dismissed Veldspun workers were doing dangerous jobs

He said a man in a dye shop had turned a tap the wrong way causing an explosion which killed him and injured four others

The company has confirmed that one worker has died since the dispute but has denied that this was the result of inadequate training Company executives say the dead worker is a woman not a man They also deny that four workers have been injured

Barlow Rand declined an invitation to send a representative to the meeting

Wits SRC president, Mr Lloyd Vogelmann, said "As members of Wits we have every right and duty to question whether (Mr Rosholt's) business practice is the kind of which we can approve"

RDM 23/9/82
400 workers
go on to
short week

EAST LONDON

Four hundred workers started a four-day week at the Mercedes Benz truck assembly plant in East London yesterday

A spokesman for Car Distributors Assembly blamed "economic circumstances for the shorter week

"We have found it necessary to curtail production he said "Instead of retrenching staff we have decided to introduce a four-day week in certain truck plants

"The truck assembly operation will be closed every Monday until further notice"

He said the decision was made after discussions with shop-stewards from the National Automobile and Allied Workers Union

The East London organiser for Naawu, Mr Juda Fazzie was unavailable for comment - Sapa

Letters to the Editor

~~139~~ ~~192~~

Dissatisfied with union officials

140A
Somehan

SIR — I believe that we of the National Automobile and Allied Workers' Union are fast getting fed-up with the tactics and blatant lies we have been fed here at Sigma Motor Corporation in Pretoria

The union here is run by the most incompetent double-talkers I have ever come across

When we went on strike more than a year ago, the union promised us R3 an hour if it got over 50 percent of our support. This membership they got and a year later we are still getting only R1 91 an hour.

This year again, we were promised R3 an hour and, our emotions being whipped up by the sweet-talking organisers, we nearly went on strike again. The company virtually told the union to accept R1 91 an hour or to go and fly a kite which they duly did. The union claimed it had over 50 percent membership in the com-

pany and the truth only came out this year when management said the union was no longer representative as it had only plus minus 45 percent membership in the company

The union negotiated, without our mandate, for the introduction of a training scheme with management that resulted in the retrenchment of 585 employees at the beginning of this year. The union's function is to protect our jobs not to endanger or make them extinct. Your paper earlier this year carried the union's confirmation of these allegations

The union is now ignoring us at Sigma and trying to organise at BMW, where the minimum wage is R2 30 an hour which is their highest in the motor industry, instead of fighting Sigma's management on our behalf to the bitter end

They had no business to BMW when they

don't have a majority representation here at Sigma

Fosatu talks of working amongst black unions and virtually got two white unions kicked out of the ILO Conference in Rome recently, yet they have now gone to Datsun Nissan knowing full well that Mr B Nowatla of the African Automobile Union already has over 30 percent of the membership there. Did the ILO know this before they kicked those white unions out?

The union organisers of Fosatu talk of politics and oppression of the black when it suits them yet they shed away from identifying with existing black political bodies at their last conference in Hammanskraal. I agree with Mr Calvin Nkabinde of the Engineering and Allied Workers Union, which was expelled from Fosatu. I agree with him now because the most important positions in

Fosatu are held by whites

Unionism, as we blacks see it, is part of the struggle and how can a white man who could be a trained soldier, and who is not oppressed, lead us from bondage? They have no business to be part of the leadership in our struggle and this has shown itself in their false interpretations of our aspirations. They knew that to demand R3 instead of R1 20 an hour was preposterous, yet they made us believe we would get it

They also apply double standards in their negotiations. They accepted R2 15 an hour from Mercedes Benz in East London yet 300 kilos away in Port Elizabeth they demanded R3 50 an hour. They really underestimate the intelligence of their members. Fosatu spends a lot of time trying to impress employees by fighting internal works councils yet these things

have never and will never be a threat to unionism. Shop Stewards' committees initially perform the same function in any case

They are also signing a lot of agreements while forgetting that employees eat money and not agreements

The union (Naawu), must stop behaving like a prostitute and stick to Sigma Motor Corporation until they get it right or admit defeat which I believe they should and get out so that we can join another union

We at Sigma need them more than employees at BMW and Datsun. They must stick to their guns or quit because, as far as most of us are concerned, they have become a sweetheart union at Sigma

OBSERVER

Mamelodi

What do other members think? — EDITOR

due to the rapid increase in the rate of unemployment particularly in the late sixties. Before discussing the ways in which control was increased over the labour force, the reasons for the increase in unemployment will be discussed. Unemployment in South Africa has taken on serious dimensions. Between 1960 - 1969 there was an economic growth rate of 5,9% and yet there was no improvement in unemployment which remained at 19%. During the period 1969 - 1977 the growth of national output fell to 3,9% and the rate of unemployment rose to 22%. Simkins estimated that underemployment has

to the farm is free

Assembly workers at Sigma end walk-out

Staw 24/9/82
~~140A~~ Own Correspondent **(140A)**

All 130 assembly workers at Sigma's No 2 hardware trim plant who downed tools yesterday were back at work today

The men, members of the National Automotive and Allied Workers' Union walked out at 7.15 am yesterday in sympathy with four workmates they say were unjustly sacked

According to the statement one of the sacked workers was a shop steward who was fired when he challenged the action taken against the other three

A spokesman for the company said today that 40 of the strikers had returned to work by yesterday afternoon. The remainder returned early today

The spokesman said negotiations will take place today

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24/9/82

Motor worker well-being a priority — employers

PORT ELIZABETH — Employers in the Eastern Cape automobile industry would pursue "whatever course of action was necessary to ensure the well being of the workforce was maintained the chairman of their union Mr R J Ironside, said yesterday

Mr Ironside, the chairman of the employer members of the Eastern Province Automobile Manufacturers Association (Epama) was reacting in a statement on recent conditions in the automobile industry in the Eastern Cape

He said Epama had demonstrated clearly over many years that it believed in negotiating

conditions of employment collectively with those unions representing its workforce

In the industrial council for the automobile manufacturing industry in the Eastern Cape negotiations for a new agreement broke down two months ago when the parties could not reach consensus on new conditions of an employment package

The council decided to go to arbitration, at which point the National Automobile and Allied Workers Union (Naawu) resigned and withdrew from the council

To try to overcome the impasse that Naawu's action had created, the

statement said the employers volunteered to continue negotiations outside the industrial council with all representative employee parties

Naawu and the Motor Assemblers and Component Workers Union of South Africa rejected this

"In the spirit of constructive action which the employers believe is critical to maintaining orderly industrial relations they intend to pursue whatever course of action is necessary to ensure that the well-being of the workforce in this industry is maintained, the statement concluded — SAPA

CAPE TIMES 24/9/82
140A 197 23C

Union attacks Barlow Rand press statement

Own Correspondent
JOHANNESBURG — Fosatu's National Union of Textile Workers yesterday sent a telex to the Barlow Rand group rejecting a press statement in which Barlow Rand gave its account of the dispute at its Uitenhage subsidiary Veldspun.

The telex, addressed to the Barlow industrial relations director, Mr Renald Hofmeyr, and released to the press, attacks the statement and adds "If we are in any way misreading your intentions, please clarify. If not, shame on you".

The telex, sent by the union's acting general secretary, Mr John Copelyn, accused Barlow Rand of allowing Veldspun to "suppress workers", pay wages "far below the poverty line", "unilaterally" retrench workers and of closing all doors to arbitration of the dispute.

Mr Hofmeyr said yesterday that he had replied to the union acknowledging the message and adding

he would "be in touch" with NUTW on its contents.

Earlier this week, Barlow Rand issued a press statement reacting to union and student criticisms of its role in the dispute, in which more than 1 000 workers downed tools in protest at retrenchments at Veldspun and were dismissed.

It said a company survey had found that nine out of 12 Uitenhage and Port Elizabeth textile firms paid lower wages than Veldspun.

It also charged that the union had agreed to the retrenchments that had led to the dispute, but had then endorsed a strike by its members in protest against them.

Barlow Rand also said NUTW's recognition agreement with the company emphasized that the union would not represent striking workers and that strikers would be instantly dismissed. It said the union had broken the agreement.

In the telex, Mr Copelyn said Barlow Rand "cannot have it both ways".

"If you allow your subsidiaries to suppress workers with vigour and disregard for human consequences, you cannot proclaim you are uplifting the quality of life of workers.

"If you unilaterally retrench workers in conflict with your proclaimed policies, you cannot rescue yourself by trying to suggest that the union which challenges its unfairness has 'agreed' to it.

"If you allow your subsidiaries to close all doors that would have allowed the original dispute to be referred to arbitration, you cannot honestly be heard to say our members have breached the agreement."

Mr Copelyn said NUTW was "still, after six weeks, awaiting your reply to what solution you see to the dispute. It appears from your press statement that your 'solution' is that the workers concerned should suffer in silence."

GEN

Barlow statement rejected

The National Union of Textile Workers sent a telex to the Barlow Rand group yesterday rejecting a Press statement Barlow released about a labour dispute at its subsidiary Velaspun in Urbennage

"We are still after six weeks awaiting your reply to what solution you see to the Velaspun situation said the telex addressed to Barlow, industrial relations director Mr Reinald Holmev

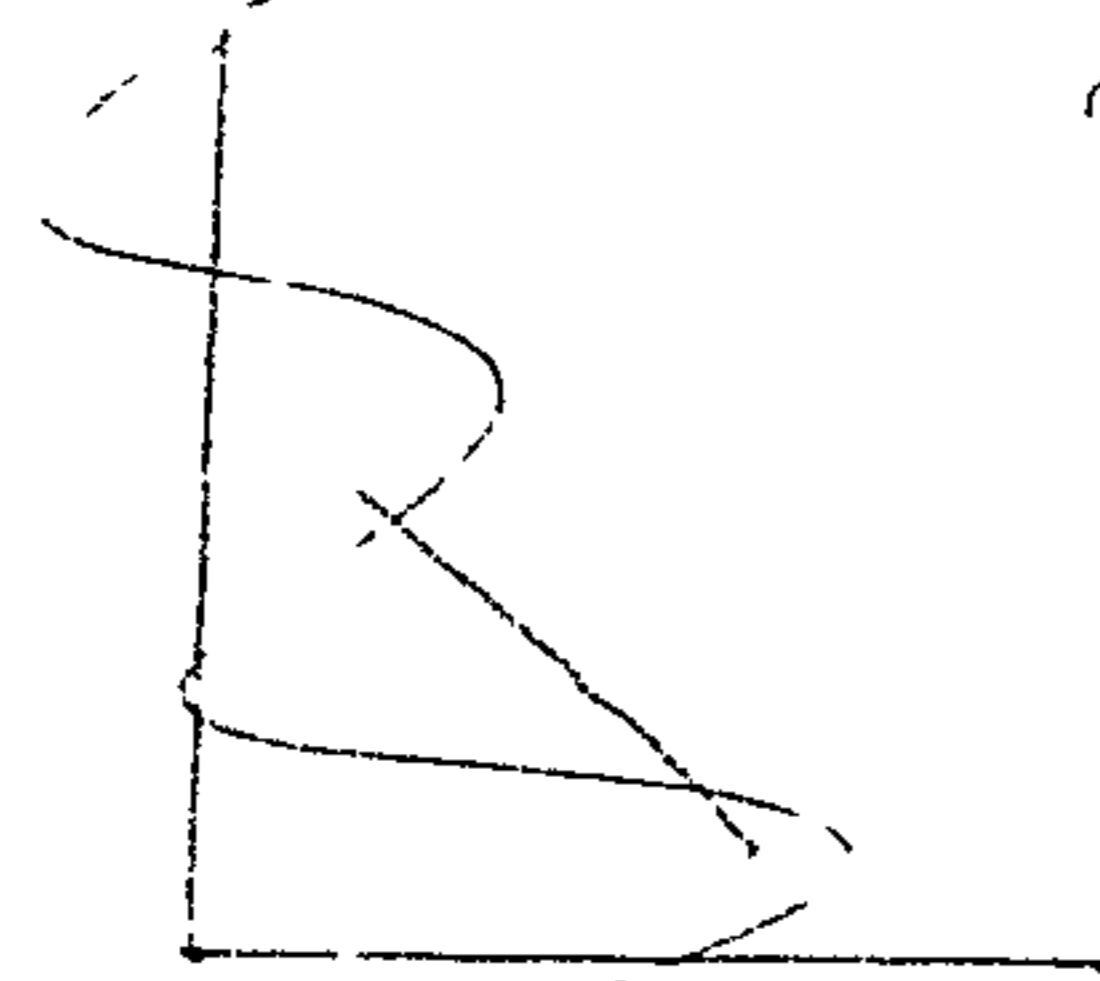
"It appears from your Press statement your solution is that the workers concerned should suffer in silence their association should crown them and that you should be free to continue to proclaim your progressiveness to the world

"If we are in any way misreading your intention please clarify. If not, shame on you"

A spokesman for Barlow Rand said today the company would be in touch with the union about the telex

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the price will... on... from... effects... will produce... the left of the... will produce here



will produce here

Now, if there is a price war, - then in an oligopoly the price to the consumer will decrease while quantity produced will increase

Oligopolies are more efficient than monopolies in that the price charged is less and the quantity produced is more.

In the case of "market share drives", - the firms are trying to squeeze each other

courts despite the fact that they operate outside official collective bargaining systems and are not specifically provided for by labour law. Signatories have placed little emphasis on the legal enforceability of agreements in the past. But many have regarded this as desirable because it provides a channel through which disputes can be resolved.

In July the NUTW sought a court order requiring David Whitehead to reinstate certain shop stewards who were not re-employed after a strike, claiming that the company had not adhered to the agreement concluded with it. Whitehead argued that it was not bound by the agreement because the union and its shop stewards had not fulfilled their obligations in terms of the agreement. In the course of the court proceedings, counsel for the company argued that the agreement was not enforceable as law.

In a joint statement released this week the company and the union announced that both parties agreed that the agreement will be legally binding, that the company will re-employ 45 workers who were not re-engaged after the strike, and those shop stewards not re-engaged have accepted a settlement "in the form of reasonable and fair termination payments" (which, according to informed sources, amounts to R17 000 for eight shop stewards).

UNION RECOGNITION

Agreement stays

Good sense seems to have finally prevailed in the out-of-court settlement reached between the Natal textile company, David Whitehead & Sons, and the National Union of Textile Workers (NUTW).

As a result of the settlement, an attempt by the company to challenge the legal enforceability of the recognition agreement concluded between it and the union has been dropped. This is good news for employers and unions who have signed recognition agreements in recent years.

The case between David Whitehead (a subsidiary of the Tongaat-Hulett group) and the NUTW focused attention on the legal enforceability of only one particular agreement. But the court ruling was awaited with great interest because it could have set an important precedent affecting over 200 agreements.

Many of the employers and unions who have signed such agreements have assumed that they can be enforced in civil

11.0a

FM 24/9/82

~~11.0a~~

20M 25/9/82

Sigma strike ends

Labour Correspondent

A ONE-day strike by about 130 workers at Sigma motor company's Pretoria plant ended yesterday after talks between the company and Fosatu's National Automobile and Allied Workers Union.

The strike, which began on Thursday, brought the plant's hardware trim section to a standstill.

Workers downed tools in protest at the sacking of four workers including a NAAWI shop steward.

After talks between Sigma and NAAWI yesterday

morning the company agreed to review its decision to fire the shop steward and one other worker.

The two men will now be suspended for one week rather than sacked.

A NAAWI spokesman said yesterday the company had not reversed its decision on the other two workers. The union would consult these workers and inform the company whether it would take further action.

Earlier this year Sigma's parts and accessories department was hit by a strike, also in protest at a dismissal.

Tongaat dispute settled amicably

JOHANNESBURG—The problems experienced recently at the David Whitehead factory in Tongaat when a strike took place on July 1, and which was followed by court action by the National Union of Textile Workers, have been amicably resolved.

This was said in a joint statement issued by the two parties in Johannesburg at the weekend.

The Supreme Court hearing scheduled for September 20 and 21 has therefore been withdrawn and both parties have agreed to settle their differences in the interest of future relations and the well-being of the employees.

Binding

The main features of the settlement were:

Both parties agree that the recognition agreement between them will be legally binding;

In future disputes a procedure is to be agreed upon involving the holding of a strike ballot in the event of a strike being anticipated,

Those shop stewards not re-engaged have accepted a settlement in the form of reasonable and fair termination payments,

The company will re-employ 45 of those employees not re-engaged after the strike, and

The union accepts that the present wage rates paid will hold until June 30, 1983.

The recognition arrangements provided for in the agreement will once again operate and both parties hope to build a constructive relationship in the future. — (Sapa)

Handwritten notes:
KCP
KCP

Handwritten note:
26/9/82 Mervyn

Dispute to be taken to Fosatu

ARGUS
27/9/82

1200/151

economic research
committee

Argus Bureau
PORT ELIZABETH — A trade union representing workers dismissed after a walkout at Veldspun International Textiles is to take up the dispute at national level with its parent group, the Federation of South African Trade Unions

The acting general secretary of the National Union of Textile Workers Mr J Copelyn, said from Durban today that this step, the first of its kind by the union, followed a meeting on Friday with Veldspun representatives at which no progress had been made

The meeting — one of several — followed a dispute at the company's Uitenhage plant two months ago

BOOKLET

The dispute was highlighted last week when an industrial group was mentioned in a booklet produced by a group of University of the Witwatersrand students, the

The booklet said "A company in the Barlow stable pays starvation wages refuses to have meaningful negotiations with a national union and is practising massive retrenchments, mostly of union members"

About 60 Veldspun workers were allegedly fired for refusing to do the work of retrenched colleagues. About 1 500 workers struck in support and were said to have terminated their services, but those who returned were taken back until 800 were left

MISLEADING

A Barlow Rand spokesman said this week that claims by student and union critics were biased and misleading

An attack on Mr A M Rosholt, the groups executive chairman and chancellor of Wits, was "in very poor taste" and a "slur on his integrity"

The union has told Barlow Rand in a letter that if it allowed its subsidiaries "to suppress workers with the vigour, recklessness and disregard for human consequences as in Uitenhage, you cannot proclaim you are uplifting the quality of life of workers"

Mr Copelyn said the union's prime concern at Friday's meeting had been the position of the sacked workers

EARNINGS

He said a wage issue had led to the sacking. The 60 workers had refused to do the work of retrenched staff because they would lose substantial earnings. The company had made it clear it did not accept earlier proposals, and would consider new ones

Mr Copelyn would not speculate on what course of action Fosatu might decide on

A spokesman for the Romatex Group, which owns Veldspun confirmed that no progress had been made in resolving the dispute, but said the door was open for further talks

He said attitudes in the group had hardened because of "inaccurate allegations" by the students and the union

Veldspun was working with a full labour complement for current needs comprising workers who had been loyal and replacements

The union was the one with the problem, as hundreds of its members had lost their jobs, he said

400 CDA workers go on 4-day week

D Dispatch 22/9/82

235 147 1407

EAST LONDON -- Four hundred assembly-line workers started a four-day working week at Mercedes Benz's truck assembly plant here yesterday

A spokesman for Car Distributors Assembly (CDA) said the shorter working week was because of economic circumstances'

"We have found it necessary to curtail production," the spokesman said "Instead of retrenching staff we have decided to introduce a four-day week in certain truck plants

"The truck assembly operation will be closed every Monday from today until further

notice" He said yesterday

The spokesman said the decision to work a shorter week had come after discussions with shop-stewards from the National Automobile and Allied Workers' Union (Naawu)

Wherever possible, employees laid off on

Mondays would do cleaning work or other work on Saturday, so they could receive a full week's pay

All other plants would operate as normal, the spokesman added

Naawu's East London organiser Mr Juda Fazzie, was not available for comment -- DDR

RDM 29/9/86

Cloth workers gain support

140A

Labour Correspondent

SHOP stewards at Barlow Rand metal companies on the Witwatersrand are to support workers at Barlow's textile company Veldspun International, whose firing after a strike sparked a campaign against the firm

The support was announced in a message to the Veldspun workers' union from the Barlow Rand shop stewards' council of the Transvaal branch of the Metal and Allied Workers Union

The dispute follows the firing of more than 1 000 staff who struck in protest at retrenchments, leading to a union and student campaign accusing Barlow Rand of violating its

employment code

The company has said that the union approved the retrenchments, and has violated its recognition agreement with Veldspun

The shop stewards' council represents workers in all Barlow Rand Transvaal factories organised by Mawu

The message of the shop stewards says "We have learnt with shock of the intransigence shown by the management of Veldspun and of Barlow Rand in your dispute. We wish to pledge our solidarity with you because your cause is also ours. We also wish to assure you of our support. As you know, there is no struggle without casualties so do not be discouraged"

News 2/19/82

Metal unions back anti-Barlow stand

Labour Reporter
Shop stewards at metal firms belonging to the Barlow Rand group have announced their support for their textile industry colleagues involved in the Veldspun dispute at Uitenhage

The joint shop stewards' council of the Transvaal branch of the Metal and Allied Workers Union at Barlow Rand plants said it was shocked at the intransigence shown by the group in the dispute

The council promised its solidarity to the members of the National Union of Textile Workers

After NUTW officials met the managements of Veldspun and Romatex in Port Elizabeth on Friday, a union spokesman said management's attitude was completely intractable. The meeting ended with no progress towards settling the dispute.

The NUTW sent another telex to the industrial relations head of Bar

low Rand, Mr Reinold Hofmeyr warning him about the latest dead lock

The union spokesman said it was considering taking up the issue with the Federation of SA Trade Unions' central committee when it meets next month

Fosatu affiliates have in the past taken to the national body only major issues such as the Colgate and Hunkel disputes and this report states that the seriousness of the Veldspun dispute is increasing

The Barlow Rand group has a majority holding in the Romatex operation which in turn owns Veldspun. The dispute arose after about 1000 workers were dismissed at the firm over the issue of retrenchments

Students at the University of the Western Cape have criticised their chairman Mr Mike H. ... is also head of Barlow Rand

INDUSTRIAL RELATIONS

WORKERS ORGANIZATION

FOSATU

1982

OCT - DEC

Star 9/10/82
200 retrenched:
~~235~~ (140A) ~~140~~
union hits GM

By Tony Davis,
Labour Reporter

The General Motors plant at Port Elizabeth yesterday retrenched more than 200 workers.

The move was slammed by the National Automobile and Allied Workers Union which said today that the lay-offs were unacceptable.

A GM spokesman said the retrenchments were made because of general economic conditions in the industry.

"This act is regrettable, necessary after we have had to adjust work hours and shifts to the maximum extent possible," the spokesman said.

He would not comment, however, on whether the retrench-

ments were negotiated with trade unions at the plant.

Senior Naawu official Mr Les Kettleidas said 230 production workers were affected and the union had negotiated with GM not to take on any new labour before considering these workers.

"We have called on GM to continue implementing short-time and will ask for a longer shut-down at the end of the year," Mr Kettleidas said.

"Retrenchments are unacceptable as careful forward planning can avoid this."

Naawu was still trying to negotiate a retrenchment policy with GM, he said.

● Ford recently laid off 500 workers and Volkswagen has also laid off more than 300 workers this year.

200 laid off by motor firm

12
14 GA
Dispute 1/10/82
PORT ELIZABETH — About 200 workers were laid off yesterday by General Motors, due to deteriorating economic circumstances. Mr Rod Ironside, assistant managing director of GM, said in a short statement there had to be "some adjustment in the workforce in line with economic conditions"

He said about 200 workers would be involved in this "adjustment" and that this would be effective from yesterday

"This act is regrettably necessary but unavoidable after we have had to adjust the work hours and shifts to the maximum extent possible within the context of operating a motor plant," Mr Ironside said

Officials of the National Automobile and Allied Workers' Union (Naawu) could not be contacted for comment

Naawu has been involved in a lengthy wage dispute with GM, Ford and Volkswagen since July — SAPA

140A ~~195~~ ~~192~~ ~~193~~

Naawu backs move to work four-day week

D. Dispaugh 11/10/82

EAST LONDON — The National Automobile and Allied Workers' Union (Naawu) supported the decision by Car Distributors Assembly (CDA) here to put 400 workers onto a four day working week.

This was confirmed yesterday by the Naawu organiser in East London, Mr Juda Fazzie

Mr Fazzie said the union's shop stewards met with CDA management about a week before the decision was made. The management had declared its intention to retrench the 400 workers at the meeting

"Fortunately, in our house agree-

ment with the management we have a proviso that before management retrench workers the option of short-time be tried and it was agreed to put the 400 workers onto a four day working week," Mr Fazzie said

Mr Fazzie said Naawu and the CDA management had agreed on a formula whereby workers on the short-time programme would be paid their full wages for the four days plus an additional rate calculated according to the employee's length of service with the company

He said the union was still working towards improving conditions for workers at the factory — DDR

By Sheryl Raine,
Pretoria Bureau

Pretoria, with its rapidly growing motor industry, is fast becoming the Port Elizabeth of the Transvaal, complete with increasingly powerful, predominantly black trade unions.

In the past four years — and particularly during the last 18 months — motor assembly plant workers have become unionised at an unprecedented rate.

The Transvaal motor industry has come a long way since a controversial wildcat strike at the Sigma Motor Corporation in 1980, which caught fledgling unions and managements unprepared.

Indicative of the trend to unionisation is the growth of the 3500-member National Automobile and Allied Workers' Union (Naawu), an affiliate of the Federation of South African Trade Unions (Fosatu).

Naawu will meet B M W representatives

Union wheels keep turning...

tomorrow for talks in a new attempt to win recognition

It is a non-racial union, and already has a fifth of the Pretoria motor assembly labour force in its fold, according to regional secretary Mr Taffy Adler.

The emergence of Naawu as a force to be reckoned with in the Transvaal is part of the union's plan to become the first national industrial union.

Mr Adler estimates Naawu has at least 50 percent of BMW's assembly plant workers enrolled as members and estimates support in general at BMW to be 80 percent.

Naawu is fully recognised at Sigma and claims 45 percent membership at Bosal. It has also won recognition at

two other motor industry concerns

A recruitment campaign launched recently at Datsun is going well with about 100 new members enrolling with Naawu every week, according to Mr Adler.

Other Kosatu affiliates operating in the Pretoria district are the Metal and Allied Workers' Union — with a strong following in Brits, the Transport and General Worker's Union and the Sweet, Food and Allied Workers' Union.

With a national membership of 18 000, Naawu operates on a voluntary basis, emphasising the role of shop stewards and shop floor control.

It appears to be becoming a deeply-

rooted part of the working community.

This could have far reaching implications on a broader community level.

A rival union the United African Motor and Allied Workers' Union, has 30 percent membership at Datsun and is also working towards recognition at the plant.

The union claims to have about 5000 supporters in the Pretoria region.

While Datsun is prepared to grant stop order facilities to union members, it has not yet recognised either union active on its premises because neither is considered representative.

Industrial relations director at Datsun, Mr Nelis Strydom, noted the increase in union activity in the past two

years, although he did not readily associate the growth of unions with labour unrest.

But the three major motor companies in the Pretoria area have had strikes or work stoppages in the last two years.

Mr Adler says the industrial climate in the Transvaal differs from that in the Cape.

"Many of the companies in the Transvaal are not multinationals but locally owned subsidiaries with technical agreements with overseas concerns," he stressed. He said this made for tougher relations with trade unions.

Companies such as Ford and Volkswagen had handled strikes "with kid gloves," according to Mr Adler. He considered the stance of some Pretoria managements harsher and less compromising.

Union organisers are watching the court case of two Brits union officials charged under the new wand broadly phrased Intimidation Act.

Veldspun might consider taking back workers

140A
9 Post 7/10/82

Post Reporter

VELDSPUN INTERNATIONAL the Uitenhage textile company, had indicated in talks with union officials that it might consider re-employing dismissed workers

The chairman of the Uitenhage branch of Fosatu, Mr Sam Mpushe said today that officials of the workers' union, the National Union of Textile Workers (NUTW), had met company representatives on Tuesday to discuss the dispute

The workers were dismissed in August when they downed tools after 60 colleagues were sacked for refusing to do the work of retrenched workers

Mr Mpushe said both parties were anxious to resolve the problem soon, and would meet again next week, when the company would present proposals for the possible re-employment of those dismissed

The dispute shot to national prominence when the NUTW accused Barlow Rand — the major share-

holder of Romatex, which owns Veldspun — of ignoring unfair labour practices of its subsidiaries

The Students Representative Council of the University of the Witwatersrand also called on their Chancellor Mr A M Rosholt, chairman of Barlows, to intervene in the dispute

Meanwhile, at a community meeting in Kwano-buhle last night, it was decided to step up the boycott of white businesses in Uitenhage, which was launched to protest against the workers' dismissal

However, the president of the Uitenhage Chamber of Commerce, Mr M E Gillmer, said today that the boycott was having no effect on the businesses

He said the dispute was a "purely domestic affair" and that the Uitenhage business community would not intervene "unless it becomes a total boycott", in which case the matter would probably be discussed with Veldspun

Fired workers rethink

PORT ELIZABETH — Uitenhage branch of Veldspun International, the Uitenhage textile company, has indicated in talks with union officials that it might consider re-employing about 1 000 dismissed workers

The chairman of the Uitenhage branch of Fosatu, Mr Sam Mpushe, said yesterday, officials of the workers' union, the National Union of Textile Workers, had met company representatives on Tuesday to discuss the dispute. — SAPA.

1494

~~1982~~

Rem 19/10/82

Union moves to block exports

Labour Correspondent
 THE 100 000-member Federation of SA Trade Unions is to ask the Zimbabwean Prime Minister, Mr Robert Mugabe, to ban imports of all fabrics and yarns made by companies in the Barlow Rand group.

Fosatu's move is a reaction to the dispute at Uitenhage Barlow Rand textile plant Veldspun International, where about 1 000 members of Fosatu's National Union of Textile Workers have been fired after a protest strike over recent retrenchments.

Fosatu's weekend central

committee meeting also resolved to set up a meeting of shop stewards in Barlow Rand factories where it has members to plan common strategies towards the group.

Barlow Rand industrial relations director Mr Reinald Hofmeyr said yesterday that Veldspun management and the NUTW had met last Wednesday and agreed "that every endeavour be made to re-establish a sound working relationship between the parties"

He said the Fosatu resolu-

tion "seems to be a strange way of working towards this goal" The resolution supports NUTW's stand at Veldspun and its demand that the fired strikers be reinstated, and also endorses a Uitenhage call for a boycott of white shops in support of the fired workers.

The resolution instructs Fosatu's general-secretary, Mr Joe Foster, to write to Mr Mugabe asking him to prohibit the imports "in consequence of (the company's) intractable stand on the Veldspun workers"

INE, OCTOBER 10, 1982

Giant shoe company faces world
action because of alleged primitive
labour conditions at tiny KwaZulu factory

BATA GET THE BOOT

By STAN MAHER in Durban
and PETER WARD in Ottawa

A CANADIAN shoe company may face an international boycott aimed at cutting its sales, because of reports of poor wages, primitive labour practices and the suppression of union activity in its KwaZulu factory

Jonathan Copelyn, an organiser for the National Union of Textile Workers (NUTW), claimed yesterday the world-wide boycott move against the Bata Shoe Company was a direct result of the local firm's attempts to prevent its workers belonging to a trade union.

The NUTW reported the KwaZulu company's labour practices to the International Textile, Garment and Leather Workers' Federation, which is based in Brussels and has five million members

The Federation has now enlisted the support of the powerful Canadian Labour Congress, which in turn has asked the Canadian Government to toughen up its voluntary code of conduct for Canadian firms operating in South Africa

A spokesman for the Canadian External Affairs Ministry said in Ottawa that an investigation by the embassy in Pretoria had substantiated some of the union charges

The result is that the giant company, which has 100 factories employing 85 000 workers around the world, now faces international action because of alleged malpractices in a tiny plant at Loskop, near Estcourt

The international federation has accused Bata of profiting from apartheid and of paying sub-standard wages. The NUTW report, drawn up in March, said some workers earned take-home pay of R14 a week

This was in spite of the fact that the shoe company enjoyed all the benefits of a homeland industry established in line with the Government's incentives scheme to provide work in rural areas

A sample survey showed almost 86 percent of those interviewed earned less than R116 a month, at a time when the minimum subsistence level for a household in a city area was R236 a month. The NUTW says rural living costs may be even higher than city living costs because of the lack of cheap shops

Copelyn said the union wrote to the company management in February this year asking for a meeting, because most of the workers had joined the union.

"The management has consistently refused to meet us," he said

The union claimed the company paid wages which were only a third of the rates recommended by the Canadian Government and would not increase it "to a standard capable of sustaining human life"

Workers' grievances, alleged the union, included claims that

- They were forced to work overtime without pay.
- They were made to work through their lunch breaks without pay, as a punishment.
- They were repeatedly warned not to join the union or attend meetings called by union organisers
- Some workers were assaulted by supervisors

All the information was sent to Charles Ford, head of the international federation, who passed it on to the Canadian Labour Congress.

Copelyn said this week it was clear the KwaZulu Shoe Company had been set up in an isolated rural area to "profit from apartheid".

He said two-thirds of the workers had been retrenched, leaving about 300 workers who were now on short-time. Rumours that the factory might close were given credence by the closure of a nearby plant making shoe laces, which had been linked to the shoe factory.

"We have not made a single wage demand, but the management will not even meet with us," he said. "It is clear they are not prepared to recognise a union"

The Canadian Embassy in Pretoria declined to comment

A spokesman for the KwaZulu Shoe Company would not discuss the union allegations in detail. He spoke in glowing terms of the factory's "first-class cafeteria and spotless wash-room"

He denied the company paid sub-standard wages, but gave no details.

~~108~~ ~~77~~
~~187~~ 40A
S Tribune
10/10/82

mond (Kawasaki) & R Porter (Ducati) K Hellyer (Kawasaki) Superbikes Class B 1 J Thomas (Suzuki) 2 P Gray (Kawasaki) 3 P Smuts (Suzuki) 4 J Sneezy (Suzuki) 5 P Fleming (Yamaha) Superbikes Class C 1 R France (Motoguzzi) 2 M Ribeiro (Kawasaki) 3 J Chasman (Kawasaki) 4 D Abbott (Honda) 5 D Wainford (Kawasaki) Superbikes Class L 1 R Gray (Kawasaki) 2 M Crawford (Honda) 3 K Zeemer (Suzuki) 4 P Hudson (Kawasaki) 5 P Smuts (Suzuki) Lodge Sport Plug Group One Race 1 C van der Merwe (Lortin) 2 J Viani (BMW) 3 C Lortin (BMW) Class T 1 C van der Merwe Class L 1 E van Noord (Mazda) Class V 1 A Esterhuizer (Alfa) Class W 1 Parsons (Alfa) Class X 1 P Lan (Escort) Class Y 1 E Sanders (Pulse) Star Modified Saloon Car Race 1 W Hebburn (Chevy) 2 F Els (Volvo) 3 A Chat (Datsun) Class A 1 W Hebburn Class B 1 P McKenzie (Ford) Class C 1 A Chatz Class D 1 C Clay (Datsun) Class E 1 L Mare (Escort)

MIKE LAWTON 190.000
bike champion said riders have long felt that run-off areas were inadequate and would like something to be done. Riders were likely to have talks again with the racing authorities on this issue. Keith's brother Dave who has won two championship crowns this year said yesterday Kyalami had been designed as a car racing track and would never be totally safe for bike racing. "But we all know that — we all know the risks we're taking and we have to accept them."

Textile workers press for council
Mali Correspondent
DURBAN — The National Union of Textile Workers (NUTW) is to push for the formation of an industrial council covering all clothing and knitting factories in Hammarsdale. This could make the NUTW the first Fosatu union to join an industrial council since the federation's recent policy decision to join councils under certain conditions. Fosatu unions initially rejected the councils in spite of invitations to join from a number of employer bodies. The decision to move toward an industrial council was taken by hundreds of workers representing NUTW's Natal members at their annual meeting near Hammarsdale yesterday. Another resolution attacked the 'very low wages' paid by Hammarsdale's clothing and knitting factories. "These wages are even lower than those set by the Government wage determination because the Department of Manpower has given these five companies an exemption from that determination," it said. Acting general secretary Mr John Copelyn said the determination laid down R18,50 a week as a fair wage but these companies had been allowed to pay R15,59. The workers resolved to ask Fosatu to help the union to attack the procedure for granting exemptions. Yesterday's meeting also agreed to call on Zimbabwe's Prime Minister, Mr Robert Mugabe, to boycott yarn and fabric from Barlow Rand companies. Their action followed the firing of 1000 workers at Barlow Rand's Veldspun International factory at Uitenhage after they had gone on strike in protest at lay-offs. Students from the University of the Witwatersrand recently compiled a booklet accusing the company, headed by the university's chancellor, Mr Mike Rosholt, of paying "poverty wages" and practising "brutal retrenchments". Workers yesterday also called for the boycott of all shops in Uitenhage and supported the shop stewards of other Barlow Rand companies should meet to plan joint action.

Satan in songs, say V
Mali Correspondent
DURBAN — "Demonistic messages" such as "I will sing because I live with Satan" could be heard when some records were played backwards according to a speech delivered at a Jehovah's Witness convention which ended in Durban at the weekend. "Decide to smoke marijuana" was another message which it was claimed, could be heard when a popular 1980 hit was played backwards according to the speech entitled, Beware Of Music That Debases, which was prepared by the Watchtower Bible Tract Society in America and read by Mr G W Sherwood at the convention. The speech did not mention the titles of the offensive songs but said the technique was called "backward masking". In the speech it was claimed many musicians — none were named — openly admitted their worship of Satan and the demons, and this demonistic influence often showed up in their music. Album covers depicting people dressed to look like witches demons and devils or pictures or drawings with a leaning towards the mysti-

dents in Sandton area
the Johannesburg General Hospital
● In a hit-and-run incident on Witkoppen Road in Sandton on Saturday night a woman was knocked down by a speeding car. She was dead when the ambulance arrived soon afterwards.
● A man was run over on the William Nicol Highway on the outskirts of Johannesburg. He was found to be dead when the ambulance arrived. The spokesman said it had been a hectic weekend. The Sandton ambulance depot had received 24 calls during Saturday afternoon alone he said.

Malan: SA won't be pulled into mess
UNDER no circumstances would the Government allow South Africa to be destabilised by hostile elements in the sub-continent, the Minister of Defence, General Magnus Malan, said last night. Gen Malan said certain states in Southern Africa were intent on destabilising the region — and wanted to drag SA into the same mess in which they now found themselves. Replying to accusations from certain countries that SA was playing a destabilising role in the sub-continent, Gen Malan said SA would lose the most in the event of instability in Southern Africa. Were this SA's goal it would not do so gradually (drugs-gewys) It would destabilise all of Southern Africa in one fell swoop. What SA was striving for was stability and economic growth, and certain countries such as Malawi, Swaziland and Botswana — although differing from SA politically — were prepared to co-operate economically in order to promote a common prosperity. Gen Malan said the lessons of Africa had shown that if a revolutionary war was lost the result was chaos. Gen Malan said there was also a new realisation in the United States of the complexities of the South African situation and that this country had become a specific target of the Soviet Union because of this — Sapa.

Metro Mail
Santon plans to all illegal adver
THE Chairman of the Sandton Committee Mr Ricky Valente, users' signs in Sandton are a law and the Council will be against offenders. He said signs on trees in the area, he particularly complained about inside. He warned that signs or posters on pavements, signs to trees or street signs did violation of municipal by-laws followed complaints from re-

Weather Mail
THE Weather Bureau's forecast for today —

TRANSVAAL — Cloudy and cool over the east with occasional rain, otherwise partly cloudy and mild to warm with isolated thunder showers, but scattered over the west.

FREE STATE and CAPE north of the Orange — Partly cloudy and warm with scattered thunder showers, but only isolated over the north-east Free State, where it will be mainly cloudy and cool.

CAPE south of the Orange — Partly cloudy and mild to warm over the interior with scattered thunder showers except over the west, where it will be fine and hot. Along the coast it will be fine and mild to warm, but partly cloudy along the south and east coast areas.

NATAL — Cloudy and cool with light rain in places and fog patches over the escarpment in the morning. It will clear partly in the south later, where it will become warmer.

Temperatures are Celsius maximums expected for each city

Rand Daily Mail Weather Station
Sunday October 10 1982
Temperatures
09h00 14h00 21h00
13°C 18°C 13°C
Humidity
90% 62% 78%
Max temp 19°C
Min temp 11°C
Rain 24 hours to 20h00
0.1 mm
Sunset today 18h12
Sunrise tomorrow 05h40

SOUTH AFRICA YESTERDAY
Temperatures at 14h00

Bloemfontein 23	Jan Smuts 18	Potchefstroom 22
Cape Town 23	Nelspruit 15	Pretoria 19
Durban 18	Pretersburg 21	Rustenburg 24
East London 19	Port Elizabeth 18	Skukuza 16

SOUTH AFRICA Hottest at 14h00 Upington 31°C Coldest at 08h00 Midburg Cape 0°C
TRANSVAAL Hottest at 14h00 Rustenburg 24°C Coldest at 08h00 Standerton 7°C

THE WORLD YESTERDAY

	Min °C	Max °C	Weather
Amsterdam	5	12	Rain
Athens	18	26	Clear
Berlin	7	15	Cloudy
Brussels	8	15	Cloudy
Buenos Aires	12	21	Clear
Chicago	14	19	Rain
Hong Kong	24	28	Clear
Jerusalem	18	25	Clear
Lisbon	16	22	Clear
London	10	15	Clear
Los Angeles	17	30	Clear
Madrid	8	20	Cloudy
Miami	25	29	Clear
Montreal	8	11	Rain
Moscow	2	7	Snow
New York	14	19	Clear
Paris	10	14	Cloudy

Scrabble dabble
AFTERNOON sessions of Scrabble on Wednesdays at Patterson Family Centre 7th Avenue, Norwood. A welcome. For further information contact Katz at 786-8645.

Festival put off
THE International Military Festival started on October 6 at Ellis Park has been postponed until October 16. Steel, a spokesman for the festival, said the decision to postpone the festival was made because the field was not suitable for the performance. Tickets booked for the festival for the last time on October 16, and those getting tickets now have a refund. The festival was postponed yesterday.

Furniture show
AN EXHIBITION of furniture at Eastgate Shopping Centre from 10 to 23 in the courtyard. All shops will be displaying their living room, garden, bedroom and furniture.

St John's hall
ST JOHN'S Ambulance says report that the most successful year was the completion of the hall, which, together with the other projects, constitutes a consolidated administrative structure. The hall's completion was the return of the work by members of the staff and the staff at headquarters.

POLLUX
THIS SHOWS THE LEVELS OF POLLUTION IN THE CENTRES OF JOHANNESBURG AND PRETORIA FOR THE 24 HOUR PERIOD ENDED 8PM YESTERDAY

MATTER OF FACT
Readers of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 710-9111 between 9am and 5pm on weekdays. If you have broader com-

PFP can give PW c
Mali Reporter
NOW that the Prime Minister has opened the door to reform, he must go through it, and PFP voters can give him the message that he can do it with confidence, a PFP candidate said yesterday. Political situation must seem depressing for the Prime Minister, Mr P W Botha, especially in view of the Germiston by-election result where the National Party scraped through by a mere 308 votes.

Stop order ban appeal

Labour Correspondent

FOSATU's Metal and Allied Workers Union (Mawu) is to appeal to the Minister of Manpower, Mr Fanie Botha, against a decision by the Metal Industrial Council banning it from receiving stop orders from employers

The union will ask Mr Botha to overrule the ban and its appeal will be a key test of Government attitudes to unions who do not join industrial councils

In a statement yesterday, the union charged that the stop order bar was a result of its failure to join the council and that unions on the council and the Steel and Engineering Industries Federation were working together "to try to bring MAWU into line"

12.00 12/10/82

Sowetan 12/10/82

Row erupts over stop orders

THE metal and Allied Workers' Union (Mawu) yesterday accused the National Industrial Council for Engineering of prohibiting the union from obtaining stop order facilities in factories where it has membership.

Mawu's statement read "The union has

pointed out that it regards with distaste the arbitrary use by the council of its right to prohibit "unco-operative" unions from obtaining what is a basic right of trade unions around the world

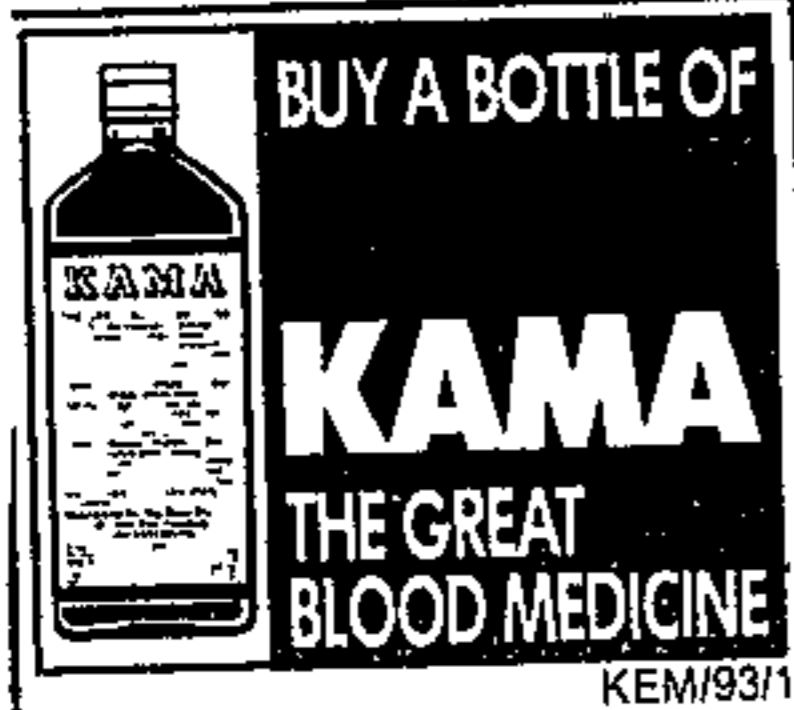
"This arbitrary power is being used by a group representing a minority of workers in the industry to try bringing Mawu into line

"It is, however, only resulting in increased antagonism from Mawu members towards the industrial council and Seifsa. Union members feel Seifsa has clearly

decided to work with old, pliable unions, against the progressive unions

"To overcome the problem, Mawu is making application to the Minister of Manpower for compulsory stop order facilities, in order to overrule the industrial council ban. The application is being made in respect of a subsidiary of a multi-national company on the East Rand"

The SOWETAN could yesterday not obtain comment from the National Industrial Council for Engineering



BUY A BOTTLE OF
KAMA
THE GREAT
BLOOD MEDICINE
KEM93/1

GENERAL NEWS

Union makes plea on stop-order ban

1409

13/10/82

SA
Seifsa

Labour Reporter
The Fosatu-affiliated Metal and Allied Workers Union will apply to the Minister of Manpower to overrule an industrial council decision which bars it from obtaining stop-order payments. Mawu says it hopes the Minister will provide for compulsory stop-order deductions from

its members in spite of the council ban. The national industrial council for the engineering industry imposed the ban in March this year. Mawu said it was seeking ministerial action to help it at an East Rand firm where it had a majority membership

The ban was an arbitrary measure supported by only a small minority group in the industry to "try to bring Mawu into line," the union said. Mawu said it had brought the matter to the attention of the Steel Engineering Indus-

tries Federation of SA (Seifsa). The head of Seifsa, Mr Sam van Coller, said the federation was discussing the stop-order issue with parties to the industrial council. The facility provides funds to the union as employers deduct dues from union members' pay

SAI EE APPARTEE

Labour Reporter

The case against two Brits workers who were charged under the Intimidation Act after a strike at an engineering firm last month, has been postponed to November 8

Mr Ernest Lutswela and Mr Jacob Magahakwe, officials of the Metal and Allied Workers Union, were arrested for their part in the strike at the B and S Engineering firm in Brits on September 14

They are out on bail after appearing in the Brits Regional Court on Monday

They were accused of intimidating fellow workers a day before the strike which resulted in 1 000 workers being dismissed over a

Star 13/10/76

Two on bail in case over strike

dispute concerning re-trenchments

A union spokesman said yesterday "Many workers are still out and production is suffering as a result. We have sent a letter to the industrial council regarding management's actions over the retrenchments"

A spokesman for B and S said the firm had not met Mawu earlier because the union had not proved it was representative of the workforce



Attempt to end Veldspun dispute

E-Post 14/10/82
Post Reporter

REPRESENTATIVES of Barlow Rand Romatex and Veldspun International met officials of the National Union of Textile Workers (NUTW) yesterday in an attempt to resolve the dispute at the Veldspun textile company in Uitenhage

More than 1 000 workers were dismissed in August when they downed tools. Their action followed the sacking of 60 colleagues who refused to do the work of retrenched workers.

The issue rose to national prominence when the NUTW accused Barlow Rand — the major shareholder of Romatex, which owns Veldspun — of ignoring unfair labour practices of its subsidiaries.

The NUTW's national organiser, Mr J Copelyn, said today that negotiations were "at a delicate stage" and the union hoped to get written proposals from Veldspun to put to its members during the next week.

It reported back to the dismissed workers today

Textile
E. Rosh
union
13/10/24
140A
members

in court

Post Reporter

TWO members of the National Union of Textile Workers (NUTW) — a shop steward, Mr T Toga, and former shop steward, Mr W Grootboom — appeared in the Uitenhage Magistrate's Court today charged with intimidation

They were not asked to plead and no evidence was led

They were released on bail of R50 each and the case was postponed to October 27

Mr W J Smit was on the Bench
Mrs L Baker appeared for the State
Mr P J Schoonraad appeared for the accused

1407 20m 74/10/82

Union in bid to curb jobs lay-offs

By STEVEN FRIEDMAN
Labour Correspondent

SHOP stewards of the Metal and Allied Workers Union (MAWU), representing 29 000 workers at 71 East and West Rand factories, have decided to demand joint negotiations with their employers on a procedure to protect workers threatened by retrenchments

MAWU said in a statement that a meeting of its Witwatersrand shop stewards council had decided to seek a meeting on October 30 with all employers at plants where MAWU has members and to ask that negotiations take place jointly

It said the meeting had bitterly attacked employers for laying off "thousands" of workers while continuing to make "very large" profits and claimed

that firms were ignoring a retrenchment procedure suggested by MAWU

It said the drought — which prevented migrant workers' families growing food — and the West Rand Administration Board's refusal to allow contract workers to take new jobs had made it more difficult for retrenched black metal workers' families to survive

About 70% of the union's members on the Rand are contract workers

Employers could not be reached for comment yesterday, but this week the outgoing president of the Steel and Engineering Industries Federation, Mr Bill Bramwell, said metal employers had tried to keep retrenchments to a minimum

MAWU said thousands of metal workers had been retrenched "and con-

demned to starvation", but that engineering companies who had announced year-end or interim results had "still been able to show very large profits"

It said the meeting had rejected the argument that these profits were needed to create more jobs. It accused most metal companies of investing "heavily" in new machinery which would "make even more workers redundant"

Workers said while three large companies had paid workers redundancy pay, other major companies had paid none at all

Most employers were refusing to try "short-time" working instead of retrenchments because they said this would increase overheads and cause skilled workers to leave them, MAWU said

Talks may end dispute at textile plant

D. Dispute 25/10/82

140
177

PORT ELIZABETH — A meeting between officials of the National Union of Textile Workers (NUTW) and the management of Veldspun International was held in Uitenhage this week in an effort to resolve the two-month-old dispute at the company.

In August, about 1 000 workers were dismissed

after they downed tools in sympathy with 60 others who were fired for refusing to do the work of 25 retrenched colleagues. At the time the company said they regarded the workers as having dismissed themselves by breaking the terms of their contracts.

Most of the workers have still not collected their termination pay. They insist they are on strike and have not dismissed themselves.

Last week the union said it appeared the company would be willing to re-employ workers

but had indicated that shop stewards might not be taken back.

The NUTW officials were mandated by a meeting of Veldspun workers to demand that all workers, including shop stewards, be re-employed.

Yesterday a company spokesman said nothing had been resolved at the meeting and it was "very probable" that at least one more meeting would take place.

A spokesman for the NUTW declined to give details of the talks — DDC



RDM 15/10/82

Metal council calls the tune

140A

Labour Correspondent

TRADE unions in the metal industries can only receive stop order facilities from employers if the metal industrial council believes the union may be prepared to join the council

This is revealed in a document setting out the council's procedure for stop order applications on behalf of unions who have not joined the council, the biggest in the country

It was handed to Fosatu's Metal and Allied Workers' Union yesterday by an industrial council representative at a meeting requested by the union

The union wished to discuss its difficulties in obtaining stop orders — deductions of union dues through employers — from metal companies

No employer may grant stop order facilities to a union in the metal industries

without the council's permission

Earlier this week, the union — which has, like several other emerging unions, not joined the council — said it was appealing to the Minister of Manpower, Mr Fanie Botha, against a council decision barring it from obtaining stop orders

A Mawu spokesman said yesterday the union told the council it would send the document to its national executive for a response

According to the document, stop order facilities will be granted if the council's executive is satisfied that "the union concerned has indicated its intention to become a member of the council"

If this is not so, the executive must believe "that there is a possibility that it may become a member of the council at some point in the future"

CAL Tink 16/10/82 (25) 1409

Wages 'declined during 1978-80'

Labour Reporter

THE real basic wages of black workers declined during the boom years of 1978 to 1980, according to a publication on black wages by the Federation of SA Trade Unions (Fosatu), largest of the independent trade union groupings

The publication said the effects of overtime, pension schemes and inflation on total family income explained why workers were experiencing a drop in their standard of living while

management statistics showed that real wages had risen

It quoted from research done at the University of the Witwatersrand to show that the real gross earnings of black workers after inflation was taken into account went up — but this did not prove that workers or their families were better off

Overtime

According to the Quarterly Bulletin of Statistics, workers averaged more than seven-and-a-

half hours overtime every week during the first six months of 1981

"Who, in his right mind, would wish to spend the equivalent every week of an extra shift in the factory if he did not have to?" the publication asks. It said workers were desperate to work overtime in order to meet their minimum needs

Overtime earnings had risen substantially from 1978 to 1981, both in money terms and as a proportion of total earnings. When overtime was subtracted, the real value of the remainder — the basic wage — had fallen

Pension

Furthermore, the publication argued that compulsory pension contributions, which were often lost or considerably reduced in value, should be excluded from earnings

Subtracting both employer and employee pension contributions, the commonly-accepted increase in real gross earnings for black workers of 12,2 percent between 1976 and 1980 fell to 3,7 percent

Looking at the effect of earnings on the family the publication said the wives of many workers were domestic workers the employment of whom was growing very slowly, if at all. Department of Statistics figures showed the real income of domestics had fallen by 6,3 percent between 1976 and 1980

'Poverty'

Surveys conducted in Soweto showed that poverty was widespread and becoming worse

"While it is undeniably true that a small aristocracy of workers has emerged, displaying many of the material privileges previously accessible only to white workers, for the bulk of the workers, conditions have improved only marginally, if at all

"It is clear that when economic growth is experienced, such growth alone cannot bring about a substantial improvement in the conditions of workers. Only organization and solidarity can bring about change," the publication concludes

16/10/82
Mercury

Unions appeal over 'racial' registration

Labour Reporter

IN A key labour law action, four unions affiliated to the biggest independent union grouping, the Federation of South African Trade Unions, yesterday appealed against their 'racial' registration to the Pietermaritzburg Supreme Court.

Fosatu was the first of the new union groupings to apply for registration on behalf of six of its affiliates shortly after South Africa's labour legislation was amended to include black employees.

The application, for which Fosatu was severely criticised by the remainder of the independent unions, was made on condition that the unions were given non-racial registration.

But the Metal and Allied Workers' Union, the Chemical Workers' Industrial Union, the Transport and General Workers' Union and the National Union of Textile Workers were granted registration certificates restricting them to certain race groups.

This raised fears that the Fosatu unions would withdraw their registration applications which had given some credence to South Africa's new labour dispensation.

This raised fears that the Fosatu unions would withdraw their registration applications which had given some credence to South Africa's new labour dispensation.

Full Bench

The unions, though, appealed to the Minister of Manpower, Mr Fanie Botha, who after 15 months of deliberation upheld the racial registration. Fosatu then, using the last avenue open to it, decided to appeal to the Supreme Court.

Yesterday's hearing took place before a full Bench consisting of Mr Justice Leon, Mr Justice Booyens and Mr Justice Law.

After argument by Mr J van Rensburg, SC, counsel appearing for Mr Botha and the Industrial Registrar, and counter argument by Mr I Mohammed, SC, counsel for the unions, the Bench decided to adjourn 'to a date to be arranged' in order to allow the minister and the Registrar to furnish affidavits giving the reasons for their decisions.

Motor firm and black union sign agreement

S. Tribune 17/10/82

Finance Reporter 14.08.82

A MAJOR supplier of components to the motor industry has concluded an agreement with the Fosatu-affiliated Metal and Allied Workers Union (MAWU)

In signing a nine-page document with MAWU, SI Automative Southern Africa -- a subsidiary of Smiths Industries -- recognised the union's right to negotiate at shop floor levels on wages and working conditions at the company's plant at Pine-town

In addition SI Automative and MAWU agreed on grievance and settlement of dispute procedures

This recognition agreement is the result of two years of negotiations with MAWU involving consultation with Smiths Industries' UK parent company, the Natal Chamber of Industries and the Motor Industries Federation

A company spokesman said "This step has been taken in the interest of continued smooth working relationships for the Natal-based black labour force, the majority of

which are MAWU members It will not jeopardise the functioning of Smiths Industries' long established liaison committees'

The company's recognition agreement is but one of nearly 200 such agreements concluded by Fosatu-affiliates, according to MAWU Natal branch secretary, Geoff Schreiner

'Membership on MAWU now stands at more than 30 000' he said "We're obviously pleased to have reached agreement with SISA"

19/10/82
14012
Unions lash constitutional plan

By **STEVEN FRIEDMAN**
Labour Correspondent

IN ITS first reaction to a specific political issue, the 100 000-member Federation of SA Trade Unions has slammed the Government's plan for constitutional change as an attempt to "divide and rule" South Africans

Fosatu, the country's biggest emerging union federation, also decided in a resolution adopted at its central committee meeting in Johannesburg at the weekend to initiate discussion among its unions and grassroots members on the constitutional plan

In a separate resolution, Fosatu slammed Dr Piet Koornhof's proposed Orderly Movement and Settlement of Black Persons Bill, which plans to tighten influx control

Fosatu is a non-racial union federation with mainly black members. But it has in its ranks a significant number of coloured workers — at whom the constitutional plan is aimed

The resolution notes the President's Council's constitutional recommendations and their "adoption as policy by the ruling minority"

It says the recommendations are "based on the divide and rule policy, which is dedicated to oppression of the majority by the minority" and were an "old policy in a new guise"

Fosatu reaffirmed its "commitment to a non-racial South Africa controlled by the majority of its citizens" and said it would continue working towards building a non-racial democratic union

movement as its contribution to a future South Africa"

It referred the resolution to all its unions and regions for further discussion

A separate resolution condemned the planned influx control Bill as "a further curtailment of the rights of workers" and a move to divide workers between those who live in the rural areas and those in the towns

Fosatu said influx control was not only "a way of entrenching minority rule", but of "weakening the worker movement, which aims at a better life for all South African citizens"

It said many strikes had been broken by using influx control laws to "ship striking workers away into the homelands"

— rapidly
— greater

Chumas

Fosatu fires at influx measures

Labour Reporter

The 100 000 member Federation of South African Trade Unions condemned the Government's Orderly Movement and Settlement of Black Persons Bill at a central committee meeting at the weekend

At its Wilgespruit meeting the committee voiced its protest against all legislation aimed at controlling worker movements in South Africa. Such legislation served to preserve minority rule, a Fosatu statement said.

The Orderly Movement and Settlement of Black Persons Bill aimed to divide urban and rural workers. Influx control retrenched minority rule and weakened the labour movement, the committee said.

"Fosatu is aware that many strikes have been broken by the use of influx control legislation to ship striking workers away into homelands."

The President's Council also came under fire. Its recommendations were seen to be based on a divide-and-rule policy, which again protected minority interests.

Fosatu would continue to work towards a non-racial democratic trade union movement, the committee said. It supported a non-racial South Africa run by the majority of its citizens.

140 P
19/10/82

Fosatu rejects 'divisive' Black Settlement Bill

Argus
19/10/82
1409
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200
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Labour Reporter

THE central committee of the 100 000 strong Federation of South African Trade Unions (Fosatu) has condemned the Orderly Movement and Settlement of Black Persons' Bill as further curtailing the rights of workers and weakening the worker movement in South Africa

In a statement after a central committee meeting in Johannesburg at the weekend, Fosatu said the Bill was clearly aimed at "dividing workers between those who live in the rural areas and those who live in the towns"

"The influx control system must be condemned not only as a way of retrenching minority rule, but also as a way of weakening the worker movement, which aims at a better life for all South African citi-

zens," the statement said "Fosatu is aware that many strikes have been broken by the use of influx control legislation to ship striking workers into homelands"

The central committee also passed a motion rejecting the President's Council proposals as being based on the "divide and rule policy which has existed for generations in South Africa and which is

dedicated to oppression of the majority by the minority"

Fosatu re-affirmed its commitment to a non-racial South Africa controlled by the majority of its citizens, the central committee said

It resolved to continue working towards building a non-racial democratic trade union movement as its contribution to a future South Africa ●

Case of unionist for A.G.'s decision

RM
Oct. 1982

Labour Correspondent

RIOTOUS Assemblies Act charges against a leading trade unionist, Mr Taffy Adler, of Fosatu's National Automobile and Allied Workers Union, were withdrawn in the Germiston Magistrate's Court yesterday

Police told lawyers representing Mr Adler that they would now refer the case to the Attorney-General for a final decision

The case stems from the arrest of Mr Adler outside the Elandsfontein factory of Leyland (SA) recently while he was holding discussions with NAAWU members at the plant

Police charged that he had been holding an open-air meeting without first obtaining official permission. Fosatu said if the law was applied in cases where unionists held meetings outside factories it would make trade union work "almost impossible"

Two Metal and Allied Workers Union worker leaders, fired from the Brits factory B and S Engineering, after a strike on September 14, appeared in the Brits Regional Court this week charged under the Intimidation Act. Their case was remanded to November 8

Lawyers are watching the case closely as it will give an indication of how widely the courts interpret the recently-introduced Act. Some legal sources fear the police may use the Act to curb a wide range of union activities

The strike at B and S followed the dismissal of a worker and led to the firing of the company's 1 000-strong work force on September 14

MAWU said this week that at least 300 B and S workers were still "out" and the plant was unable to meet production targets

The company, however, says that production is back to normal and most of the workers are ex-strikers

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35



Fosatu lashes out at influx Bill

Sowetan 20/10/72

THE Federation of South African Trade Union's (Fosatu) central committee has come out strongly against the proposed Orderly Movement and Settlement of Black Persons Bill and recommendations of the President's Council

The Federation, in a statement released at the weekend, condemned not only the Bill but also all legislation aimed at regulating the movement of black workers in the interests of minority rule

The statement said that the central committee, noting recommendations of the President's Council and their subsequent adoption as based on the divide-and-rule policy which has existed for generations in South Africa, and is dedicated to the oppression of the majority by the minority.

The committee also decided that it.

- condemns and rejects this old policy in its new guise;

- reaffirm its commitment to a non-racial South Africa controlled by the majority of its citizens;

- will continue to work towards building a non-racial democratic trade union movement as its contribution to a future South Africa, and

CAPE TOWN ANSWER BOOK

SECTION 4

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
(1)	(2)	(3)
2	22	
Examiners' Initials	<i>F.W.</i>	

• refers this motion to all regions and unions for further discussion.

"The committee condemns and rejects the Orderly Movement and Settlement of Black Persons Bill as a further curtailment of the rights of workers. The Bill is clearly aimed at dividing workers between those who live in the rural areas from those who live in towns. The influx control system must be condemned not only as a way of entrenching minority rule but also as a way of weakening the worker movement which aims at a better life for all South African citizens," the central committee said

All answer b

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Surname

First Name(s)

Date

Degree/Dipl you are reg

Subject (to be co)

Paper No (to be cc)

NOTE CAR

- The ans marked rough work
- Enter at the block you are a
- Blue or b The use green in emphasis be used
- Names must be printed on each separate sheet (e.g graph paper) where sheets additional to examination book(s) are used.

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- Candidates are not to communicate with other candidates or with any person except the invigilator.
- No part of an answer book is to be torn out
- 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

Mawu men held

By SELLO RABOTHATA *Sowetan 20/10/82* 140A

THREE METAL and Allied Workers' Union (Mawu) shop stewards have been arrested for allegedly intimidating workers at Litemaster products, in Wadeville near Germiston.

According to the union's spokesman the three were arrested at the factory with the "co-operation of the company's management". He identified two of the shop stewards as Mr Gibson Xaba and Mr Phineas Maduna. He however could not say who the third was.

He said "The three appeared in court on Monday after spending the whole weekend in police cells. Their case was postponed to November 4 and we bailed them out at R300 each. Mawu condemns their arrest as Litemaster is one of the companies with whom we have recognition and this move has come as a shock.

"We also condemn this action since management arranged for transport to take the complainants to the police station to lay charges against our members. They also let the police arrest workers on factory premises. We detest this kind of action."

Workers in court on intimidation charge

By STEVEN FRIEDMAN
Mail Reporter

THREE Metal and Allied Workers Union shop stewards at a Wadeville company, Litemaster, have appeared in Germiston Magistrate's Court charged under the new Intimidation Act

The charges follow allegations that they tried to "intimidate" fellow-workers into joining Mawu. It is the first time the Act has been used against unionists where a strike has not occurred.

According to a union organiser, Mr Moses Mayekiso, workers had claimed that the company — which recognises Mawu — had helped police to prosecute the three. But this was denied yesterday by the managing director, Mr John

Houston

Mr Mayekiso said the men were arrested on Friday after a group of workers complained that the three threatened them with violence if they did not join Mawu. They appeared in court on Monday and were released on R300 bail each.

Mr Mayekiso said workers had accused management of co-operating with police, because the workers who complained were allegedly transported to a police station in a company car.

But Mr Houston said yesterday he knew of only two claims of intimidation at the plant, both of which were still being investigated by management.

He denied that management had helped police bring charges and said he

knew "nothing" about the company transporting the workers.

Mr Houston said one complaint had been made by a rival metal union, Cusa's Steel Engineering and Allied Workers Union. But the union general secretary, Mrs Jane Hlongwane, denied this.

Mr Houston released a statement by Mr Richard Ntuli, the chairman of Litemaster's shop stewards committee, in which he confirmed that he and Mr Mayekiso had warned workers against "intimidating" non-unionised workers and members of other unions at a meeting on Monday night.

But Mr Ntuli's statement says he had cautioned against intimidation, "despite the fact that no proof of it actually having taken place exists".

1407
NBA
NBA



Weather Mail

THE Weather Bureau's forecast for today —
TRANSVAAL — Mainly cloudy and cool with scattered showers

FREE STATE and CAPE south of the Orange — Fine and warm over Gordonia, otherwise partly cloudy and mild to warm with isolated thundershowers, except over the eastern Free State where it will be cloudy and mild with scattered showers

CAPE south of the Orange — Partly cloudy and warm, but cloudy and cooler over the south with occasional rain on the south coast, but there will be scattered showers over the south and east Karoo as well as over the eastern Cape

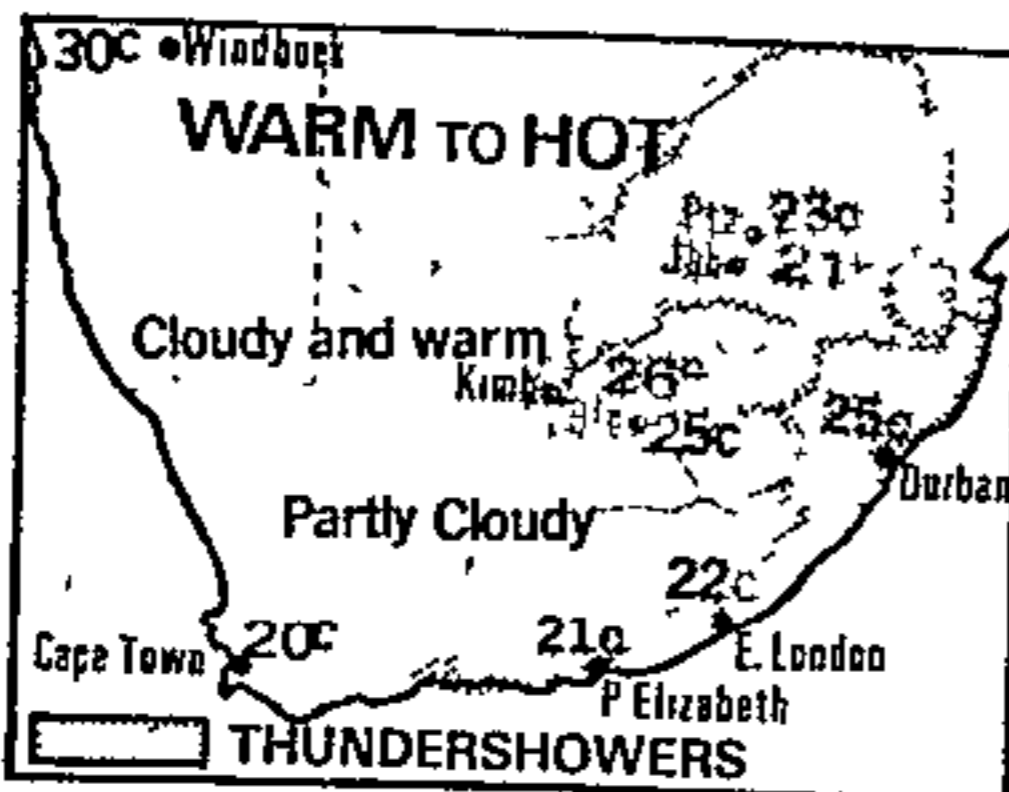
NATAL — Cloudy and mild with isolated showers or thundershowers

SOUTH WEST AFRICA — Fine and warm to hot, but partly cloudy over the east

Temperatures are Celsius maximums expected for each city

Rand Daily Mail
Weather Station

YESTERDAY
Tuesday
October 19, 1982
Temperatures:
09h00 14h00 21h00
18°C 20°C 15°C
Humidity
70% 80% 80%
Max temp: 21°C
Min temp: 14°C
Rain 24 hours to 20h00
Nil
Sunset today 18h17
Sunrise tomorrow
05h30



SOUTH AFRICA YESTERDAY

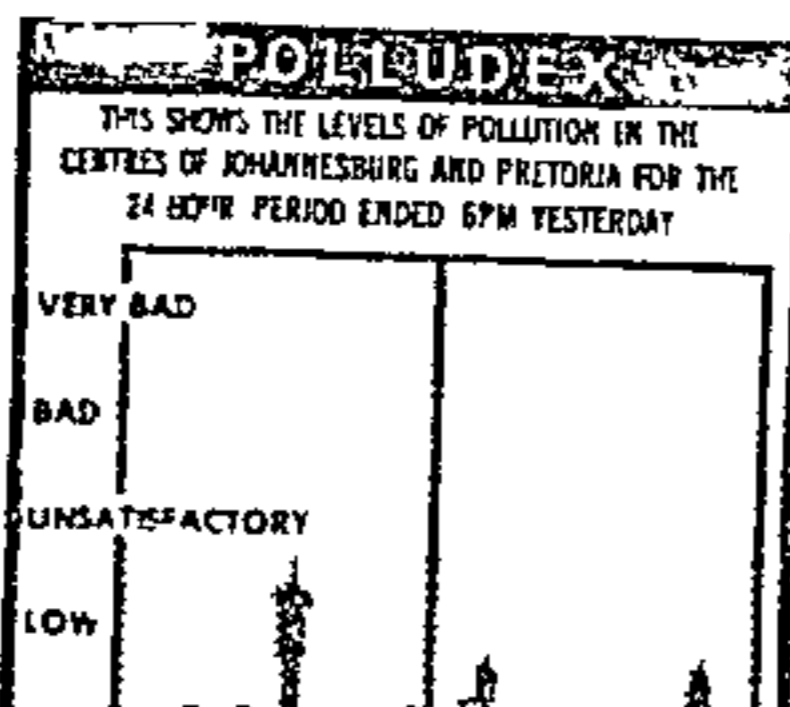
Temperatures at 14h00

Bloemfontein 23°C	Jan Smuts 20°C	Potchefstroom 23°C
Cape Town 20°C	Nelspruit 26°C	Pretoria 22°C
Durban 25°C	Pietersburg 18°C	Skukuza 29°C
East London 20°C	Port Elizabeth 22°C	Standerton 13°C

SOUTH AFRICA Hottest at 14h00 Cape Province 29°C Coldest at 08h00 Sutherland 5°C
TRANSVAAL Hottest at 14h00 Transvaal 29°C Coldest at 08h00 Standerton and Piet Retief 12°C

THE WORLD YESTERDAY

	Mm	Max	Weather
	°C	°C	
Amsterdam	9	15	Cloudy
Athens	15	25	Clear
Berlin	7	12	Rain
Brussels	8	18	Clear
Buenos Aires	9	21	Sunny
Chicago	8	22	Rain
Hong Kong	24	30	Clear
Jerusalem	15	23	Cloudy
Lisbon	12	18	Cloudy
London	10	16	Clear
Los Angeles	7	23	Clear
Madrid	12	18	Rain
Miami	19	25	Rain
Montreal	0	10	Cloudy
Moscow	-5	4	Snow



Court hears of row over Falklands war

HARARE — An Argentine businessman Mr Orlando Salvado Mendez denied court charges on Monday that he tried to kill two members of the British Military Advisory and Training team (BEMAT) during a row over the Falklands war.

Mendez, 32, is charged with attempting to murder Sergeant Keith Lamb and Staff Sergeant Anthony Lancaster after a row outside a Harare nightclub on May 29. Sgt Lancaster told the magistrate about a car chase through Harare during which shots were fired at the soldiers' car and Sgt Lancaster was wounded.

When the British troops left the nightclub they bought

a newspaper which reported British advances on Port Stanley in the Falklands.

Sgt Lancaster said they were approached by Mr Mendez who asked why they were happy with the progress of the war.

A row developed and the two soldiers decided to leave.

The defence lawyer, Mr John Traicos, said the two Britons had started the argument and Mr Mendez had been insulted.

Mr Mendez pursued the soldiers intending to stop them so the argument could be resolved, he said.

Mr Mendez admitted firing two shots in the air out of the car window, Mr Traicos said. The trial continues — UPI

R59m loan for Nigeria

WASHINGTON — The US Export-Import Bank announced yesterday that Nigeria was borrowing R59-million to help finance R78-million in US equipment for two dams and water distribution facilities in the Ifesa and Ejigbo townships — Sapa-AP

POLITICAL comment in this issue by Benjamin Pogrand, Bernardi Wessels, newsbills by Mike Stent, headlines and sub-editing by Chris Smith, cartoons by Tony Grogan, Dave Gaskill, all at 171 11th St, Johannesburg

Dead man is identified

A MAN who died in the No 1 Military Hospital, Voortrekkerhoogte, after being shot in the head, has been identified as Rifleman Jan Hendrik Stander, 20, of No 2, Villa Lucia, Wonderboom, Pretoria.

Rifleman Stander died in the hospital on Monday after being found with a bullet wound in the head in his flat at the weekend.

Police took possession of a firearm and foul play is not suspected — Sapa



General J C Lemmer, MC, a Rousseau, right, chairman of the proposed monument to or in the execution of their.

MATTEL OF FACT

TO CORRECT specific errors of fact write to the Editor at PO Box 1138, Johannesburg, or telephone the Editor's secretary at 710 2500 between 9am and 5pm on weekdays

Doctor sent to jail

Mail Reporter

A JOHANNESBURG Regional Court magistrate yesterday ordered a suspended sentence previously imposed on a medical practitioner be brought into effect.

Dr Morris Gnesin, 63, of Greenside East in Johannesburg appeared before Mr I J J Luther. In February 1979 Dr Gnesin was convicted on five counts of procuring abortions and was fined R1 000 on each count plus 45 months of which 25 months were suspended for five years.

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100 join rubber

strike

Labour Reporter

Workers at a Wadeville rubber firm went on strike yesterday over their working conditions

About 100 workers at Tensile Rubber, a subsidiary of General Tire, downed tools

The strike started on Monday evening when nightshift workers made demands of management

Worker grievances are

- The loss of transport services from Alexandra township to Wadeville

- No tea or lunch breaks for night staff

- No overalls or safety shoes provided this year

Fosatu's Metal and Allied Workers Union (Mawu) had a recognition agreement with the firm before it moved from Wynberg to Wadeville. However, the loss of members as a result of the move ended in the termination of the agreement this month.

Management spokesmen were unavailable for comment. A Mawu spokesman said the workers were unwilling to return to work or be selectively re-engaged.

Fosatu to *Start 20/10/82* seek ban on Barlow

By Tony Davis, Labour Reporter

The Federation of South African Trade Unions has decided to take action against the Barlow Rand group as a result of a labour dispute at one of its subsidiaries in Uitenhage

At the federation's central committee meeting near Johannesburg at the weekend, members announced their support of their textile affiliate — the National Union of Textile Workers — in the Veldspun dispute

The committee resolved that

- Fosatu general secretary, Mr. Joe Foster, would write to Zimbabwe's Prime Minister, Mr. Robert Mugabe, urging him to ban all imports from the Barlow Rand group

- Shop stewards in Fosatu affiliates at Barlow firms would establish a joint policy of industrial relations with their employers

The committee supported the call to reinstate all the workers who were dismissed at Veldspun during a dispute arising over retrenchments

The NUTW has held several meetings with Barlow Rand officials and Veldspun management in recent weeks in an attempt to resolve the dispute.

The Fosatu central committee also criticised the Government on the issue of racial registration for its affiliates

Fosatu affiliates would remain unregistered if the Industrial Council Conciliation Act was to be administered in a "racially divisive manner," the committee ruled

The committee also criticised the Government over a pending Natal Supreme Court case in which four Fosatu affiliates are appealing against their racial registrations.

10% of workers at Uitenhage firm laid off

By SANDRA SMITH

ABOUT 85 workers or 10% of the workforce at the Hella (SA) lighting equipment company in Uitenhage, were retrenched today

Hella's marketing manager, Mr J Ryan, said the step was necessary because of the economic slowdown and because Hella had been affected by the short-time being worked by many of its major customers

A three-day week had been considered, but Hella's varied manufacturing process made this impossible. The company was at present working a four-day week

The local secretary of the Federation of SA Trade Unions (Fosatu) in Uitenhage Mr M Sam, said that workers who had been retrenched had complained about severance pay

They claimed to have been given only last and this week's wages. They were entitled to next week's pay as notice pay

Mr Sam said Fosatu would try to discuss the matter with Hella

Mr Ryan said the workers had been paid off in accordance with an industrial agreement, and none had complained

● The Goodyear Tyre Company, which this year retrenched 109 workers, has given the National Automobile and Allied Workers Union (Naawu) an assurance that those who lost their jobs will be given a rehiring preference when vacancies arise

Those workers who were interested should contact the company, a Naawu spokesman said

570 22/10/82
Mawu signs key agreement 1401

Labour Reporter

The Metal and Allied Workers' Union has signed a recognition agreement with a Natal subsidiary of the Smith Industries group

The agreement at the Automotive Southern African Pinetown plant was the result of two years' negotiations between the parties and will enable the union to negotiate wages and working conditions outside the industrial council

The agreement also provides for grievance and settlement of dispute procedures

Mawu's Natal branch secretary, Mr Geoff Schreiner, said the union had concluded about 200 such agreements and its membership stood at over 30 000

"The significance of this agreement will be tested in its practical application at shop floor level," Mr Schreiner said.

FM 22/10/82
LABOUR RELATIONS

Casting for trust

(132) (14 Da) (184)
Important changes to industrial relations practices in SA's giant metals industries are being contemplated in a renewed effort to make these practices more acceptable to black workers and emerging unions

In his annual address earlier this month, Bill Bramwell, outgoing president of the Steel and Engineering Industries Federation of SA (Seifsa), pointed to a serious level of distrust of the industrial council system among black workers

Reiterating Seifsa's support for the system, he said it would be important to the industrial council for the industries to demonstrate that it can provide effective protection and procedures for the resolution of all workers' problems. He said parties to the council were in the process of establishing effective mechanisms for handling the labour tensions which had prevailed during the past year.

It is understood that these include changes which will allow employers to sign limited recognition agreements with unions on the shop floor, and efforts to speed up the industrial council's dispute-settling procedures.

A decision on changes is expected in November, and some observers believe they will be approved, despite the reservations of some established unions. The changes do, however, fall short of the demand by emerging unions, such as the Metal and Allied Workers' union, for wage negotiations at plant level. It remains to be seen whether these unions perceive the changes as part of a sincere effort to accommodate their needs.

recognition agreement signed with the NUTW two years ago

Similar disputes have occurred between a number of unions and companies this year, but what has made this one significant is the strategy used by the NUTW in the vigorous campaign it has launched since the dismissals. The NUTW and Fosatu leadership, aided by students at the University of the Witwatersrand, have accused Barlow Rand of violating its well-publicised enlightened code of employment practice

Barlow Rand executive chairman Mike Rosholt, who is also the recently-elected chancellor of the university, has been singled out for special attention by students. A pamphlet distributed by the university's economic research committee clearly aims to embarrass Rosholt, who has consistently spoken out in favour of progressive labour policies

Barlow spokesmen have questioned the accuracy of many claims made in the pamphlet and have clearly been nettled by the students' and the union's tactics

Pressure groups

However, it seems likely that increasing use will be made of such tactics as more employers adopt employment codes. And, as one experienced industrial relations practitioner points out, the more a company publicises its code, the greater the danger of the code being used by unions and other pressure groups as a stick with which to beat the company

"I don't want to knock codes," says Unisa labour academic Johan Piron, "but if you adopt a code, you have to live up to it, and be seen to be living up to it." He and other industrial relations practitioners agree that it is essential to educate lower levels of management to accept and implement a code

Barlow Rand industrial relations director Reinald Hofmeyr concedes that in a large corporation, which has a vast array of operating units, it is likely that there will occasionally be problems in administering a code. Emphasising that he is not referring to the Veldspun dispute, he says "Not all companies can move as fast as others"

Although the adoption of a code can yield problems, Hofmeyr is convinced that the advantages far outweigh the disadvantages. Rosholt's decision to adopt the code was a courageous one, he says, adding that Rosholt places great emphasis on an enduring commitment to improve employment practices

"We are convinced that the code has had a significant effect on improving the living standards of the disadvantaged people within our group as well as their families." One of its most important effects so far has been in raising pay in traditionally low-wage industries, he says

"People can use the code as a means to attack us, but if we had to draw up a code again, we would not hesitate to do so"

LABOUR CODES FM 22/10/82

Penalties of progress

~~11.0a~~ ~~152~~ ~~177~~ ~~181~~
The dispute between the Barlow Rand textile company, Veldspun International, and the National Union of Textile Workers (NUTW) must make some employers question the wisdom of adopting and publicising an enlightened code of employment practice

About 1 000 Veldspun employees, many of whom are members of the NUTW, an affiliate of the Federation of SA Trade Unions (Fosatu), were dismissed several weeks ago. They say they went on strike in protest against the company's retrenchment policies. Management, on the other hand, maintains the strike contravened a

Workers offered old jobs

PORT ELIZABETH — The Uitenhage firm Veldspun International, a member of the giant Barlow Rand group, has offered to rehire 214 of the more than 1 000 workers dismissed earlier this year in a strike over retrenchments.

In terms of the proposals their re-employment would be staggered, with some only resuming work next year, according to the national organiser of the National Union of Textile Workers, Mr John Copelyn. Workers have not yet decided whether to accept the offer and will make their decision at a meeting late next week.

The decision to make the offer was taken after prolonged negotiations between the union and Barlow Rand, Romatex and Veldspun.

The Federation of SA Trade Unions (Fosatu), recently resolved to ask the Prime Minister of Zimbabwe, Mr Robert Mugabe, to stop the importation of Barlow Rand textile products — Sapa

4 more charged under new Act

Labour Correspondent

FOUR more members of the Metal and Allied Workers Union at the Wadeville company Litemaster appeared in the Germiston Magistrate's Court yesterday on Intimidation Act charges and were released on R300 bail each

Three union shop stewards at the plant appeared in the court earlier this week under the same charges and were also granted R300 bail. They were arrested after claims by a group of workers that they were "intimidated" by the men in an attempt to persuade them to join MAWU.

And MAWU's Germiston shop stewards' council met last night to discuss the implications of the new Intimidation Act.

"The union fears that the Act is designed to hamper union activities and that the authorities want to use it increasingly against union members. This will be discussed at the meeting," said a union organiser Mr Moses Mayekiso.

He added that Litemaster workers will meet on Sunday to discuss the arrests at the plant.

According to Mr Mayekiso, the four workers were arrested at their homes on Wednesday morning and held at Elsburg police station.

It is understood that the management at Litemaster held a meeting on Wednesday with union shop stewards, workers who had alleged intimidation and workers who were accused of it in an attempt to defuse the simmering row at the plant.

The company recognises MAWU at the plant.

All seven Litemaster workers arrested are to appear in court again on November 4. Their arrests mean the union has now paid out R2 100 in bail money.

POLITICAL comment in this issue by Benjamin Pogrand, newsbills by Mike Sient, headlines and sub editing by Paul Holroyd, cartoons by Dave Gaskill and Tony Grogan, all of 171 Main Street, Johannesburg.

140A ROM 22/10/82

Setback for plan to curb lay-offs

By STEVEN FRIEDMAN
Labour Correspondent

PLANS by unions for a meeting between employers and worker leaders at 71 metal plants in the Witwatersrand to discuss safeguards for workers against lay-offs received a set-back yesterday when the Steel and Engineering Industries Federation said it would advise its members against attending.

The plan was launched by the Metal and Allied Workers Union (MAWU) of the Federation of SA Trade Unions.

The union has claimed that many employers in the metal industry were retrenching

workers without consulting majority unions and that many employers were laying off workers simply to cut costs.

MAWU has drawn up its own proposed retrenchment procedure and announced it was inviting employers at 71 factories, where it has members, to a meeting to negotiate an agreed procedure to safeguard workers against "unnecessary" retrenchments.

But yesterday, the director of Seifsa, Mr Sam van Coller, said Seifsa did not believe that "a meeting like this is the right direction retrench-

ment negotiations should go"

He said Seifsa believed that "substantive" retrenchment issues such as how much redundancy pay workers should get was an industry-wide matter and should be negotiated at the metal industrial council only.

But "procedural" issues such as whether companies should work short time instead of retrenching should be worked out between management and unions at company level because of the inevitable difference between the situation of each company.

The planned meeting thus

runs counter to both criteria — firstly because it is planned outside the council and secondly because it seeks to draw up industry-wide procedures which Seifsa believes unions should take up separately with individual companies.

Metal firms are not forced to abide by this policy, but Mr Van Coller said firms who approached Seifsa for guidance would be given advice in accordance with this view.

However, a MAWU spokesman said yesterday the union was going ahead with plans for the meeting and had written to each of the companies.

5705 22/10/82
85 workers retrenched 140A

PORT ELIZABETH

About 85 workers — 10 percent of the workforce — at the Hella (SA) Lighting Equipment Company in Uitenhage, were retrenched today.

Hella's marketing manager, Mr J Ryan, said the step had been necessary because of the economic slowdown and because the company had been affected by the short-time worked by many of its

major customers. The local secretary of the Federation of South African Trade Unions in Uitenhage, Mr M. Sam, said, that retrenched workers had complained about severance pay.

They claimed to have given only two weeks' wages and that they were entitled to three

Mr Sam said Fosatu would try to discuss the matter with the company

Mr Ryan said the workers had been paid off in accordance with an industrial agreement. None had complained.

The Goodyear Tyre Company, which this year retrenched 109 workers, has given the National Automobile and Allied Workers' Union an assurance that those who lost their jobs would be given re-hiring preference when vacancies arose — Sava

GENERAL NEWS

A guide to South African Trade Union federations

4 Do not write in the left hand margin

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

By Tony Davis, Labour Reporter
More than one million workers in South Africa are members of trade unions.

This figure is constantly on the increase as there are still many, unorganised workers throughout the country.

The trade union movement is an old institution in South Africa but it was only after trade union rights were opened to black workers in 1979 that membership bloomed.

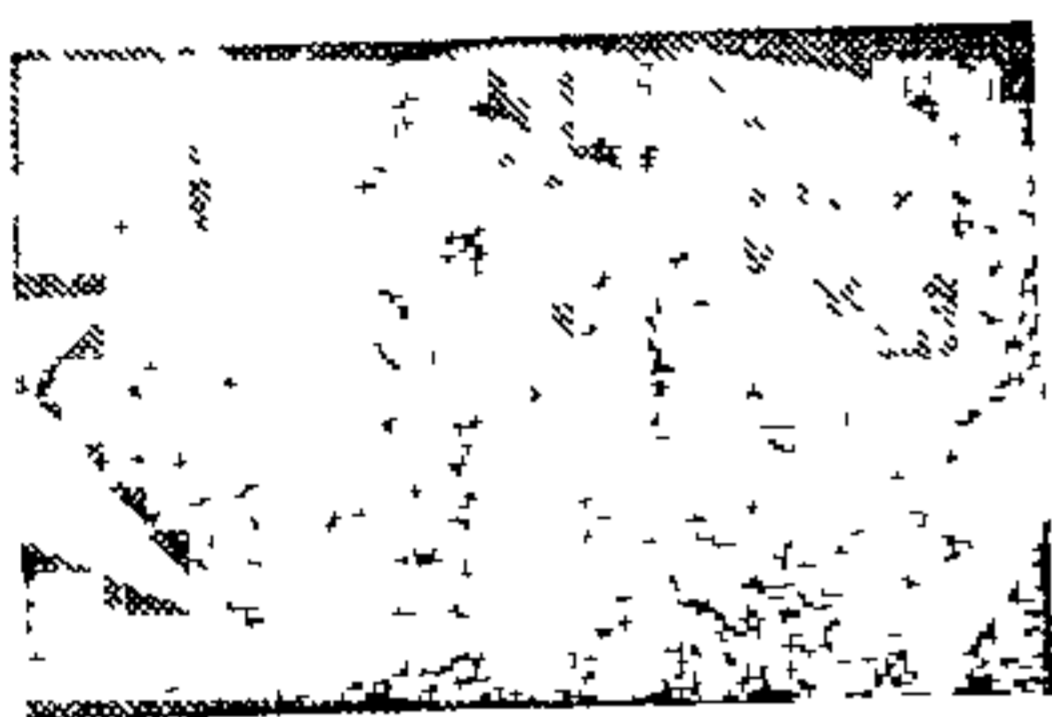
There are four major trade union federations. These are:

- The Trade Union Council of South Africa (Tucsa)
- The South African Confederation of Labour (SACL)
- The Federation of South African Trade Unions (Fosatu)
- The Council of Unions of South Africa (Cuse)

TUCSA
Tucsa has the largest membership of the trade union federations with about 482 000 members in 57 affiliates.



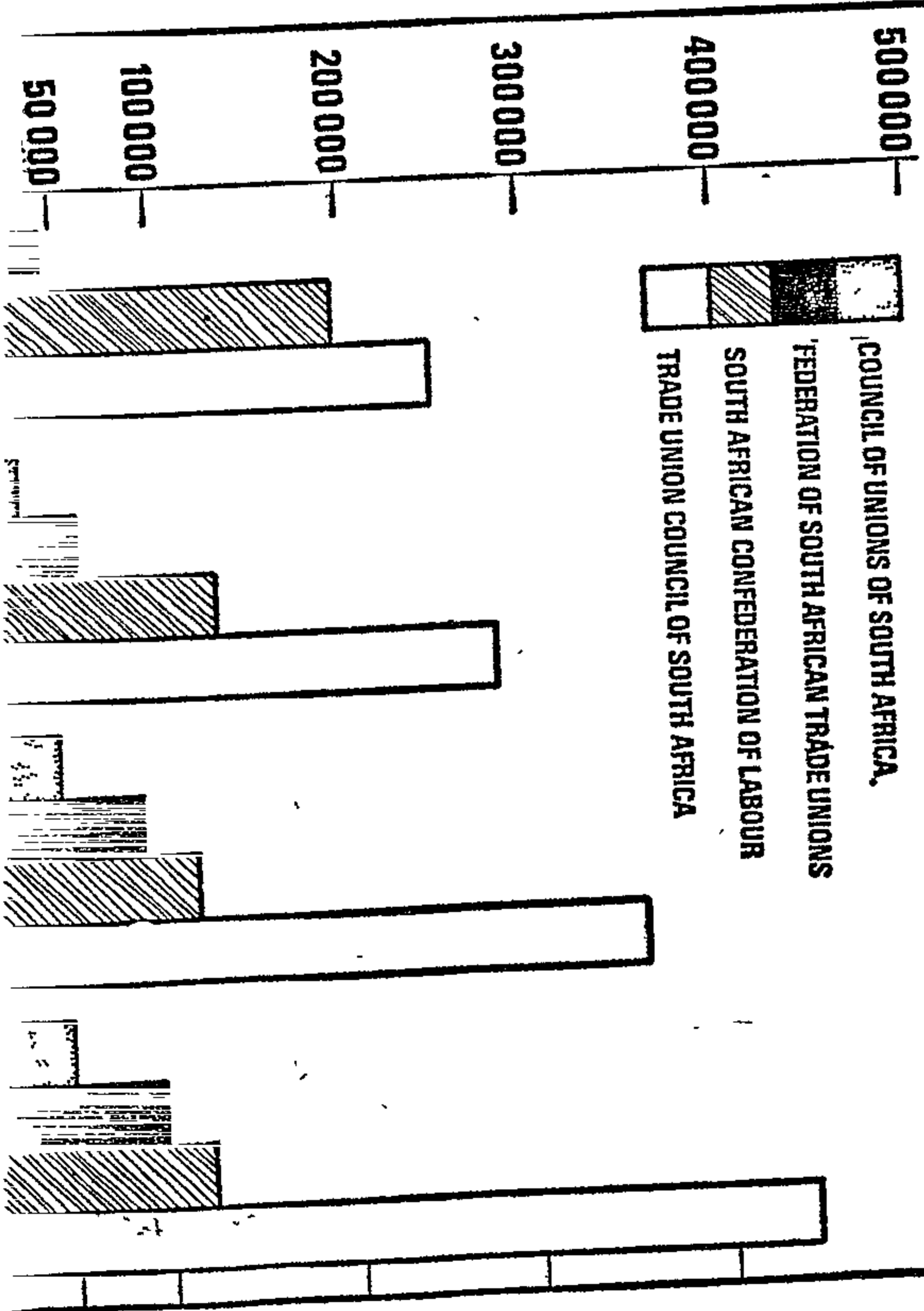
Mr Arrie Paulus, general secretary of the SACL's Mineworkers Union.



Tucsa's general secretary, Mr Arthur Grobelaar.

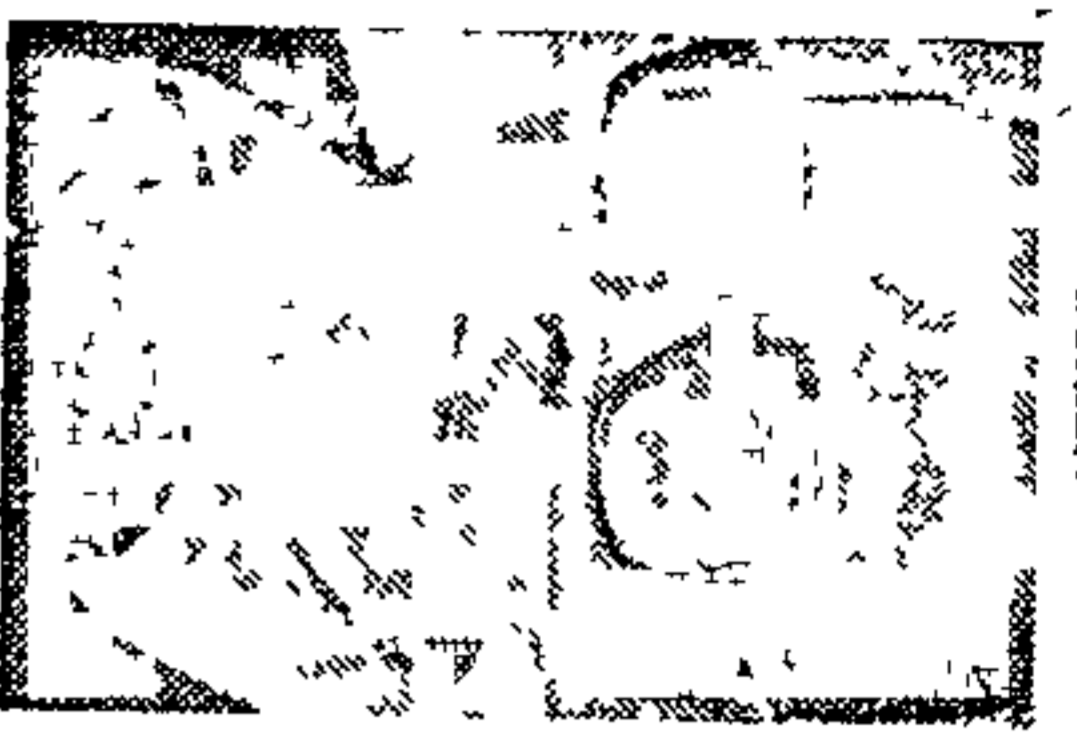
This study of trade unions in South Africa is meant to be a general guide for the man-in-the-street. Some of the figures may be open to question, but are the best available. Not all aspects of the current trade union scene could be covered in this study.

HOW THEY'VE GONE UP... AND DOWN



Handwritten notes: 140,000, 140,000, 140,000

Tucsa's general secretary, Mr Arthur Grobelaar.



Tucsa has the largest membership of the trade union federations with about 432 000 members in 57 affiliates.

Tucsa is a co-ordinating body for its affiliates and is managed by a national executive committee and appointed sub-committees.

The federation was formed in 1954 and has a history of vacillation over membership for black unions and registered or unregistered unions.

Tucsa's growth has been rapid over recent years — from 283 000 in 1980 to 361 000 in 1981 and 432 000 in 1982.

Critics have said that the large membership is in part due to the fact that Tucsa affiliates can be found in industries where there are closed shop agreements and workers have no choice other than to belong to the Tucsa union.

Tucsa has lost some of its more black member unions in recent years and its membership has been boosted by largely white-member unions.

SACL
The federation's major affiliates are: the SA Boiler Makers Society, the SA Typographical Union, the Government Workers' Union, the Artisan Staff Association and the SA Society of Bank Officials.

The SACL's membership has been steadily dwindling over the last few years. During the last 10 years, its membership has shrunk from close to 200 000 to 119 000 this year.

FOSATU
A major reason for

Fosatu's general secretary, Mr Joe Foster.

decision to open its ranks to coloured workers.

The SACL's strength lies largely in several affiliates, the Mine Workers Union, the SAR & H Salaried Staff Association and the SA Iron, Steel and Allied Industries Union.

Fosatu was founded in early 1979, a product of several worker advisory bodies that had been in existence throughout the 1970s.

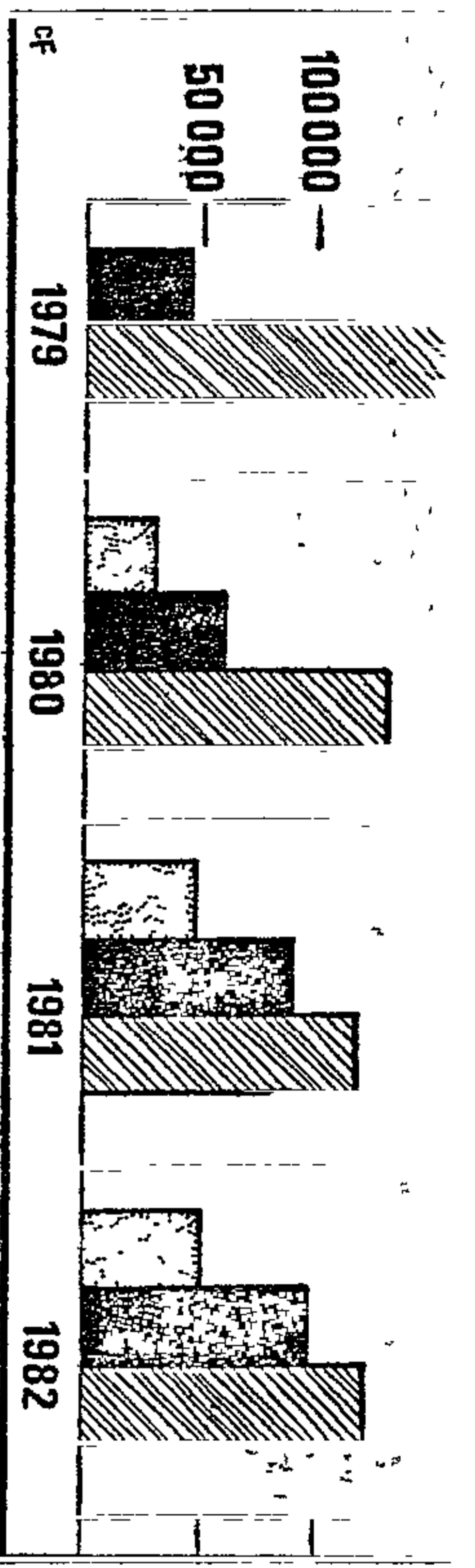
The federation has about 100 000 members.

AFILIATES
Fosatu has been at odds with the Department of Manpower and recently resolved to take interest in community issues which affect workers.

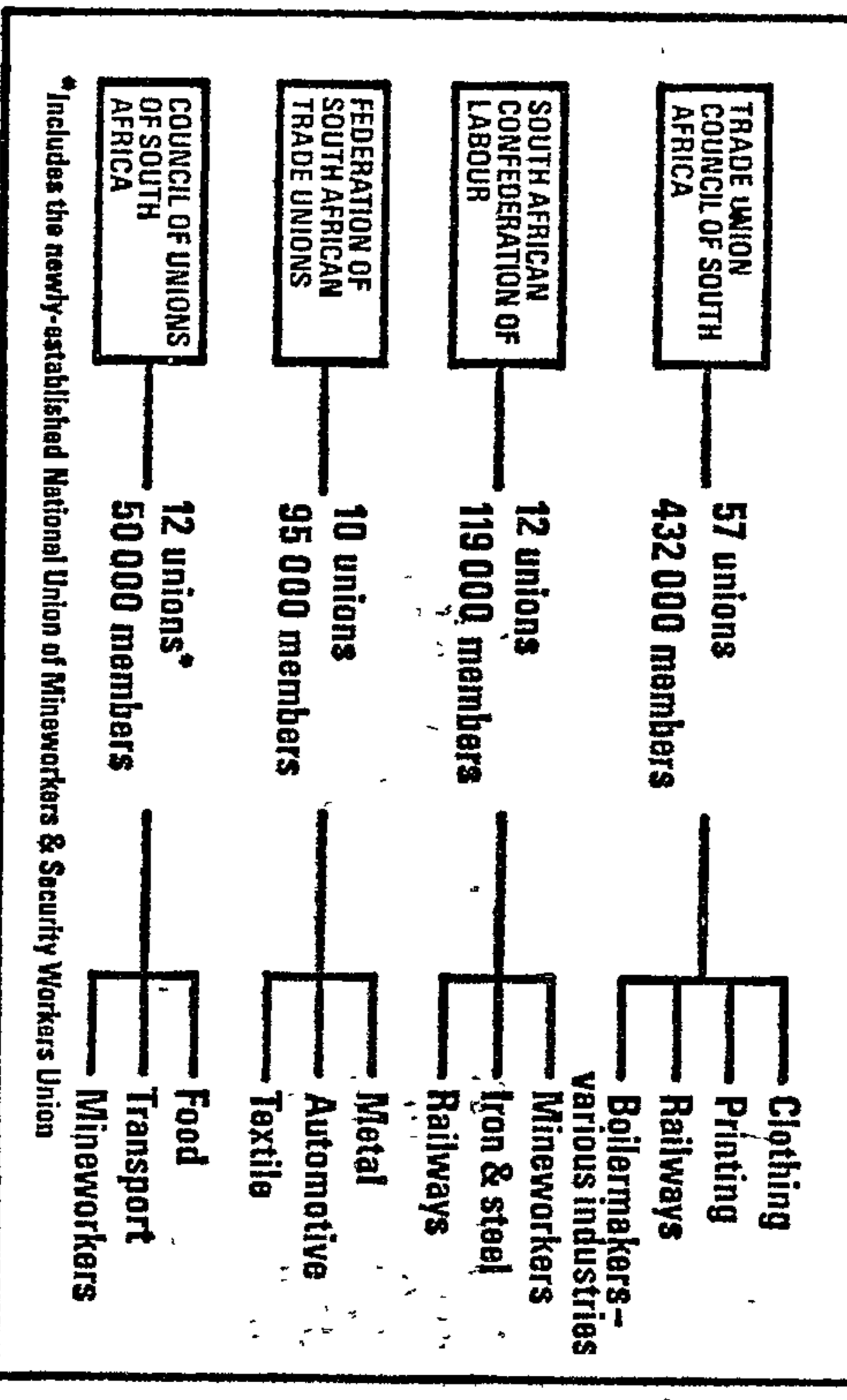
Fosatu affiliates are largely concerned with organising and negotiating at the factory-floor level as opposed, for example, to the Thusa view of industrial council bargaining.

The federation's fastest growing affiliate is the Metal and Allied Workers Union.

Other large Fosatu affiliates include the



HOW MANY... AND WHERE THEY ARE



Tucsa is concerned with labour and community issues and is active in the transport, food and beverage and mining industries.

Two new affiliates were established at the end of Cusasa's annual conference in August this year — a mineworkers and a security workers union. The federation has strong links with over-

can Allied Workers Union (Saawu), the General and Allied Workers Union and the National Federation of Workers.

SAAWU
Saawu has 26 affiliates and claims a membership of 94 000. The Federation has adopted a non-racial stance and has a strong base in East London, with Johannesburg and

ship of about 300 000. There are more than a dozen unaffiliated and unregistered trade unions which are involved in organising workers.

Among the largest of these unions are:
● The General Workers Union.
● The African Food and Canning Workers Union.
● The Media Workers

collective bargaining at the factory floor level. The proliferation in recent years of "general" unions is seen as a means of organising the unorganised.

The National Manpower Commission is investigating the possibility of trade union rights for farm and domestic workers. Organising black mineworkers has recently

Mineworkers

* Includes the newly-established National Union of Mineworkers & Security Workers Union

or affiliates are: the SA Boilermakers Society, the SA Typographical Union, the Garment Workers' Union, the Artisan Staff Association and the SA Society of Bank Officials.

The SACT's membership has been steadily declining over the last few years.

During the last 10 years, its membership has shrunk from close to 200 000 to 119 000 this year.

FOSATU

A major reason for the loss of about 60 000 members was the SACT's opposition to the recent Wietahn labour reforms and the opening of union membership to black workers.

The SA Technical Officials Association was expelled in 1980 for its

over racial registration and recently resolved to take interest in community issues, which affect workers.

Fosatu affiliates are largely concerned with organising and negotiating at the factory-floor level as opposed, for example, to the Tucca view of industrial council bargaining.

The federation's fastest growing affiliate is the Metal and Allied Workers Union.

CUSA

Other large Fosatu affiliates include the National Union of Textile Workers and the Chemical Workers Industrial Union.

The Cusa federation was established at the end of 1980 and has more than 50 000 members

Cusa is concerned with labour and community issues and is active in the transport, food and beverage and mining industries.

Two new affiliates were established at the end of Cusa's annual conference, in August this year — a miners' union and a security workers union.

The federation has strong links with overseas union federations.

The Black Allied Workers Union was formed in 1972 and adopted a black consciousness platform.

Bawu claims 51 000 members in 15 affiliated unions. Its strength lies in Natal where it is active in the collieries, but Bawu also has a Johannesburg branch.

Internal feuding within Bawu led to the formation of several other union bodies, including the South African Allied Workers Union (Sawu), the General and Allied Workers Union and the National Federation of Workers.

SAAWU

Sawu has 26 affiliates and claims a membership of 94 000.

The Federation has adopted a non-racial stance and has a strong base in East London, with Johannesburg and Durban its other major centres.

Sawu's leadership has come under close security police scrutiny and most of its officials have been detained, though usually released without being charged.

Sawu organises unemployed workers with the aim of strengthening its ranks when such people are employed.

There are more than 100 unaffiliated, registered trade unions with a combined membership of about 300 000.

There are more than a dozen unaffiliated and unregistered trade unions which are involved in organising workers.

Among the largest of these unions are:

- The General Workers Union
- The African Food and Canning Workers Union
- The Media Workers Association of SA.
- The Motor Assemblers and Component Workers Union of SA and its sister union, the General Workers Union of SA
- The Commercial, Catering and Allied Workers Union of SA
- The Municipal and General Workers Union (formerly the Black Municipal Workers Union).

These unaffiliated unions are, with few exceptions, opposed to registration and prefer collective bargaining at the factory floor level.

The proliferation in recent years of "general" unions is seen as a means of organising the unorganised.

The National Manpower Commission is investigating the possibility of trade union rights for farm and domestic workers.

Organising black mineworkers has recently become a reality and several unions have been granted access by the Chamber of Mines to recruit members.

These are: Cusa's National Union of Mineworkers, the Black Mine Workers Union and the Federated Mining, Explosives and Chemical Workers Union.

Trade unions have encountered difficulties in trying to organise workers in Transkei and Ciskei.

21/10/82
Wadeville

strike

collapse

Labour Reporter

A strike at a Wadeville rubber firm collapsed this week after workers decided to return to their jobs.

About 100 workers at Tensile Rubber downed tools in protest against working conditions.

Both the night and day shifts refused to meet a management return-to-work deadline and were dismissed.

Most of the workers were subsequently re-engaged on a selective basis on Wednesday.

The Fosatu-affiliated Metal and Allied Workers Union had a recognition agreement with the firm when it was previously located in Wynberg, but management terminated the agreement this month as Mawu had lost many of its members in the move.

Officials of Tensile Rubber and its parent company, General Tire, were unavailable for comment on the dispute.

Worker grievances included complaints about the loss of a transport scheme and increased production.

23/10/82
**7 Mawu men
now on bail**

Labour Reporter

Another four members of the Metal and Allied Workers Union were released on R300 bail each after an appearance at the Germiston Magistrate's Court on Thursday on charges under the Intimidation Act

Three Mawu shop stewards also appeared in court on Monday under similar charges and were released on R300 bail each.

All seven are employees at Litemaster Products in Wadeville and are accused of having tried to force other employees to join the union.

The case against all seven was postponed until November 4.

(A.0.17)
1982

Sowetan 25/10/82 140A

Workers ordered to quit union or forego increase

MORE than 200 workers at the Auto Plastic Company in Rosslyn, Pretoria, have been told to "resign from the union or get no increment."

Workers at the plant said they were told by a certain manager that it was high time they terminated their membership with the union "if you want to get increments on your salaries" Most of them they said, belonged to the National Automobile Workers Union (Nawu)

"We cannot understand the attitude adopted by this company towards its employees There are so many wrong-doings by the bosses who take advantage of the desperation of the people to keep their jobs," one concerned worker said

He said the management was aware that most of the workers

would be forced to resign from the union for fear of victimisation

Women employees at the company said they were recently surprised when one manager dismissed a woman who had been on maternity leave after saying there was no longer a vacancy for her

"Such actions we think, are meant to discourage women from having babies It is obvious that we'll all have to think twice about going on maternity leave if it is going to cost us our jobs," said a woman who asked not to be named

At the Rosslyn plant The SOWETAN was referred to a Mr van Rensburg, the managing director who was said to be at the head office A receptionist at the head office, however, wanted to know what her boss was wanted for and said

the problem had nothing to do with him

She said "Mr van Rensburg is a managing director and has nothing to do with the personnel" She slammed down the telephone

A spokesman for Nawu in Pretoria, Mr P

Adler, said his union was not aware of such behaviour, but would get an organiser to attend to the workers' grievances

"Such behaviour should never be tolerated by workers," he said

Feb 25/1972

A Fosatu threat

WILL the Federation of SA Trade unions, the country's biggest emerging union group, deal a big blow to Government labour reforms by quitting the official bargaining system?

Fosatu unions have registered with the Government, but last week it hinted they might de-register — which would also scotch any possibility of their joining official industrial councils

Fosatu sources say there is a tide of feeling in its ranks in favour of this move

The source of its anger is that, despite successive labour reforms, unions can still be registered racially, giving them official bargaining rights for one race only.

Fosatu, which vowed it would only accept nonracial registration, appealed unsuccessfully against this decision to the Manpower Minister, Mr Fanie Botha, and has now taken the matter to the Natal Supreme Court

Whatever the merits of the case, Fosatu insists the issue can be dealt with by a Government decision to stop racial registrations

Cotton dust can kill, claims union

1402
26/10/82
Labour Correspondent

FOSATU's National Union of Textile Workers (NUTW) has launched a nation-wide campaign to alert workers to a lung disease which, it charges, has killed "thousands of workers throughout the world" and urging them to demand safeguards against it in the factories

The union says the disease, "brown lung", is caused by contact with cotton dust, that textile workers are particularly prone to it, and that some South African workers have contracted it

It lists six demands which it urges its shop stewards to raise with employers "to safeguard the health of workers in cotton factories" According to the latest issue of Fosatu's journal, Fosatu Worker News, the "brown lung" issue has already been the source of conflict at a Springs cotton factory

NUTW has produced a booklet, "Cotton Dust Kills", written by a Cape Town doctor and published by Wits University's Centre for Applied Legal Studies, to alert workers to the campaign It is also distributing posters with a similar message

The six demands which worker leaders are urged to take up are

- That the lungs of workers at cotton factories be tested,
- That only the union's doctor conduct the tests so workers "will be sure they will be told the results and that they will not be used against them",
- That dust levels be measured in factories with union co-operation and shop stewards told of the results,
- Factories must provide "efficient exhaust ventilation machines" to reduce cotton dust,
- Machines and factories must be cleaned with vacuum cleaners rather than with compressed air or sweepers,
- That workers affected by brown lung be moved to dust-free departments and not be dismissed

At the Springs factory, the union says that after a dispute over which doctor would test workers, NUTW's own doctor tested workers in the townships

The results, it says, have been sent to "one of the best lung specialists in the country" to see whether there is brown lung in the plant

19th Nov, 1975.
in consultation with
Prepared by: DATE

The Committee is asked to endorse the directions and priorities indicated or suggest alternative priorities. The Pilot Project in Urban and Industrial Areas is proceeding gradually and the Executive Committee has been given regular progress reports. The response of people approached or presently involved in enthusiastic and all engaged feel that a valuable contribution to their effort is being made.

CONCLUSION:

4. Joint Action for Industrial Action to migrant workers. This practical scheme proposes to bring together the churches in Lesotho and the CPS Goldfields to look at their ministry to migrant workers in the new perspectives of ILM as a pilot project.
5. The Investigation and Research project is continuing in close co-operation with the "Cummencal Research Unit", a survey into Race Relations so as to pick up discrepancies in attitudes and behaviour and how these contribute to conflict and consensus in Church and Society.
6. So far the work of consultation has led to the establishment of a Contact Group of eight ministers concerning ILM at the local level of their parish in "Transvaal", Natal and Eastern Cape. It has also brought a request from "Workers' Committees for Literacy training and advice on problems relating to work.

120m 2/10/82

Taiwan blamed for knitters' lost jobs

11407

Labour Correspondent

LOCAL knitting workers have been losing their jobs as a result of South Africa's closer relations with Taiwan, Fosatu's National Union of Textile Workers claims

According to Fosatu's journal, Fosatu Worker News, local employers have told the union that, since the visit of the Prime Minister, Mr P W Botha, to Taiwan last year, Taiwanese knitwear is being allowed into the country "without any customs duties being applied"

One of the reasons, the union says, is that South African maize is being exported to Taiwan "on a large scale" and black knitting workers "are being made to suffer in order to increase the bank balances of South African farmers"

The union's opposition to allowing Taiwanese goods in without customs duty is likely to be welcomed by employers. Companies in the textile industries have claimed they are unable to grant large pay increases because of competition from the East.

The union says workers have been laid off at eight knitting factories

At one, it says, the company agreed to reinstate 78 retrenched workers, another agreed to go onto a three-day week rather than retrench and the union has won severance pay at five, it says

Two companies agreed to retrench workers on a last in, first out basis only and one agreed to guarantee that retrenched workers would be offered any new jobs which were created

Union gets
employer
recognition

Labour Reporter

The Metal and Allied Workers Union has signed preliminary recognition agreements at the Defy Corporation's refrigerator plant in Benoni and at Tubatse Ferrochrome in Steelport, Northern Transvaal

The union said the preliminary agreements covered company recognition of Mawu shop stewards, access by union officials to the plants and meetings between the stewards and managements

The agreements also contained an undertaking that negotiations would continue over future talks, the union said.

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"We now have fully fledged departments covering all aspects of plant contracting, including specialist services

Armbuster added that his company had opened up a process engineering department

Among its major projects is a fertiliser ammonia plant for Omnia at Sasolburg, a chlorine dioxide plant for Sappi at Ngodwana

panies now look an set to review premiums

companies it is unlikely

Union stalls health probe

From Page 1

Braltex MD Dr Ross, contacted for comment at the time of going to press

Meanwhile the Forat Workers News has urged members to take cognizance of "Cotton Dust Kills" and reiterated the six demands made in booklet

- Workers lungs must be tested
- Only the union's doctor should do the test. In this way, workers will be sure that they will be told the results and that they will not be used against them
- Dust levels in the factory must be measured and shop stewards told the results

• Efficient exhaust ventilation machines must be provided to reduce dust in the factory. The union should provide expert advice on this matter

• The machines and factory should be cleaned with a vacuum cleaner and not with compressed air and by sweeping

• Workers affected by brown lung should be moved to dust-free departments and they must not be dismissed

Fosatu Natal regional secretary, John Mawbey, told Industrial Week that the campaign has not progressed very far

"Obviously this is the first stage of the campaign and we are trying to find out how serious the problem is"

interest and thereby off set underwriting

Nea' Helps, group engineer of Stenhouse, Hogg Robinson, international insurance brokers agreed with Wibilin



Aubrey Wibilin

"Premiums will start to edge upwards towards the premium levels the industrialist was paying a few years ago," he said

He said that accident insurance (excluding motor vehicle) is one of the few commodities which has come down by 30 to 40% in the last three years

Extremely competitive conditions are prevailing in the broking of the R800-R1 000 million a year short term insurance industry, according to Wibilin

Brokers control about 85% of the premiums generated from short term insurance

back to State

Versatility "Versatility is the name of the game carriers look for a sort of safety and equipment which will enable them to transport a wide variety of goods"

He added that the emergence of the smaller operators offering an efficient custom service is a natural and continuing process knocking the doors of the in-house carriers as they prove themselves more efficient and cost effective

"Many people argue that the hauliers will only travel the more profitable runs, but right now the competition is fierce and hauliers will grab anything they can get" said Davis

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UNION STALLS HEALTH PROBE

SECTION B INTERNATIONAL TRADE

140A
12
13

Industrial Week 16/11/82

Staff Reporters

A NATIONWIDE campaign to warn textile workers of the threat of "brown lung" disease is in danger of faltering as managements and the National Union of Textile Workers (NUTW) continue to bicker over "medical ethics".

Suspicion is rife among NUTW members as cotton mill owners seek to bring in company doctors to examine workers for incidence of the disease which is said to be caused by cotton dust

Workers have refused to be examined and insist that union-appointed doctors be used

The NUTW, in conjunction with Fosatu's health and safety committee, have published a booklet telling workers about the disease

The booklet, "Cotton Dust Kills", was written by Dr Neil White of the Health Care Trust and

Braitex The management of the factory refused Dr White permission to



published by the Centre for Allied Legal Studies of the University of the Witwatersrand

Dr White was flown from Cape Town by the union to conduct tests at a Springs factory,

conduct the tests and brought in their own doctor

The workers rejected the company doctor saying "Who does this doctor think he is? He can't come and do tests

on us without our permission We don't know this doctor and we are suspicious of him"

They have decided to sign a petition "telling" their management that they will only have more tests done on them if the union agrees to accept the doctor involved

As the bickering continues, workers are said to be in very real danger from the killer dust which causes brown lung

A cotton factory manager, who does not wish to be named, told Industrial Week that the union is being unreasonable

"They seem to be taking a very dogmatic stance over the issue

"Why should we allow their doctors on our premises when our own medical men are at hand?"

"Workers' claims that we will use the results of the tests against them are nonsense

"The whole furore is reminiscent of a scene from the Middle Ages with the big, bad management cracking the whip over the dogsbodies"

To Page 2

Is she at risk? A worker tends her fibre blending machine in a Transvaal textile factory oblivious of the row that is brewing within the industry. Workers at some factories on the Reef have refused to allow company doctors to examine them claiming that they fear dismissal if found to have the dreaded "brown lung" disease which unions say is caused by contact with cotton dust.

rbm 15/11/82
**Who's afraid of
plant stability?**

STABILITY, it seems, is in
the eye of the beholder

Some Frame Group textile
companies have expressed
concern in their annual re-
ports about "the power strug-
gle between competing trade
unions"

They imply that the "sta-
bility" their plants enjoyed
through dealing with a "re-
sponsible" (Tucsa) union
"over a long period" is now
threatened by the growth of a
(Fosatu) union which is pre-
sumably less "responsible"

This "stability" at Frame
includes major strikes in
1973, 1974 and 1980, not to
mention a couple of other
skirmishes in between

Do the annual reports indi-
cate that Frame fears new
waves of stability at its
plants in the future?

Friday, November 15, 1982

Letters to the Editor

Sowetan 15/11/82

Our regular Monday columnist, Aggrey Klaaste, is on leave for two weeks. His column On The Line will resume in a fortnight's time.

Union puts the picture straight workers make all the decisions

SIR — My Area Executive Committee has instructed me to point out certain facts concerning a letter published in **The SOWETAN**, "Dissatisfied with Union Officials" (23/9/82)

1 The letter was discussed with the committee of a democratic union whose views are contained below. As a union we do not believe in individual decisions, which means that no individual, and no official, can make decisions on behalf of the union body. It does not matter who that individual is or what his colour is.

2. This letter represents the views of 3 500 workers who are our members in the Transvaal area. It has been discussed with representatives from Sigma, BMW, Datsun, Firestone, Volkswagen and Leyland.

It is therefore not the work of an "observer" from Mamelodi.

The union promised R3 per hour at Sigma. It is important to note that the workers are the union. At no stage could the union promise anything. Union demands are formulated at general meetings. Management responses to union demands are referred back to these general meetings and workers then formulate a response which is taken back to management.

In the case of the 1981 strike at Sigma, the union did not agree to the final wage demand offered by management and management thus unilaterally implemented an increase of 56c from R1,04 to R1,60. The lowest paid worker's weekly wage thus went up from R46,80 per week to R72,00 per week, an increase of R25,20 per week. This was a result of the union's intervention in the bargaining process at Sigma.

It is however important to note that the members instructed the union not to accept the offer, and the union there-

fore was not party to the wage that was finally put in Sigma workers' wage packets.

The same thing happened in 1982. At a general meeting, union members rejected management's final offer of R1,91 and the union was therefore not party to the final increase that was imposed on workers. Again it is important to note that management, in the face of union pressure, increased its offer substantially during the negotiations, even though we were not able to get our final wage demand. In the two years that the union has been negotiating at Sigma, workers' wages have moved from R1,04 to R1,91 an hour — an increase of 87c or 83 percent.

If the writer wants to know why the workers did not go on strike in the face of management's offer, then he must put the question to a general meeting of the union. Perhaps he was there when the issue was discussed and when workers decided that this was exactly what management wanted, at the time when the car market was on the decline.

At no stage did the union negotiate a training scheme with Sigma which resulted in retrenchments. What the union did was to negotiate a retrenchment procedure which, after the union had been satisfied that retrenchments were unavoidable, resulted in Sigma workers getting certain benefits which few other workers get. Older workers were protected by the policy which said that new workers would be retrenched first.

In addition Sigma workers are covered by a severance payment which states that any worker under two years' service gets one month's pay, between two-five years, two months pay, and over five years of service, three months pay.

This of course is not good enough and the union will continue to push for improved benefits of all kinds. However it is completely wrong to say that the union assisted Sigma management in this retrenchment programme. Rather it protected members' interests in negotiating what are amongst the best retrenchment benefits in the country.

This, of course, is currently being implemented at every motor plant in the Pretoria, Brits and Johannesburg areas. We are part of a national union which currently has almost 20 000 members. The larger we are, the better we are able to fight for rights of our members. Workers at BMW, Datsun and Toyota plants, where unions are not yet fully recognised, are not fooled, in the way your writer is, by management's efforts to avoid unions by paying higher wages. They see that the move is an attempt to keep unions out of the plants.

Our demand is that workers justly deserve R3,50 per hour in return for their hard labour. No plant in the country is currently paying that as a minimum wage. One of the ways of forcing this issue, is by all plants being organised under one union in support of one demand. Naawu has gone a considerable way towards this, and represents 40 percent of the entire motor industry at this point. Groups which have split off from Naawu such as Macwusa, which has perhaps 1 000 members (all in Port Elizabeth) are delaying us in our struggle by sniping from the side.

Your correspondent has his facts wrong when it comes to the expulsion of the union from the IFM. Two unions, at the instigation of two Fosatu affiliates, Naawu and Mawu, were expelled from the IFM, not the

ILO. They were expelled because over a period of years they have acted against the interests of black workers and their unions in South Africa. The IFM, representing over 10 million workers, found this to be the case.

Naawu and Fosatu are quite clear on the question of leadership. We consider the principles of the organisation and its democratic operation are the important issues. We have declared that we do not agree with apartheid, and that we will take anyone who agrees with our policies. These policies are based on the need to liberate the oppressed masses in South Africa.

We see that the majority of those people, and the most powerful of them, are workers who are organised into unions. So we see our union as a way of fighting oppression. People of all colours have joined us in this struggle. People of all colours have faced imprisonment, banning orders, threats of intimidation against themselves and their families. We do not recognise the colour of the people. We are only interested in their commitment. One hundred thousand Fosatu members join our union in this viewpoint.

In conclusion it must be stated that we welcome letters, and articles (such as the one which appeared in **The SOWETAN**, 20/8/82, entitled Naawu Executive Attack Unionists), as it opens our nation to debate and scrutiny. It gives us the opportunity to discuss such attacks with our members so that they become clear over what direction they would like the union to move in.

**NATIONAL AUTOMOBILE
AND ALLIED WORKERS
UNION**

Pretoria North

room 15/1/82
**New settlement
lays talks 'bogey'**

SO the optimists were right and the wage dispute in the East Cape motor industry has been settled

The dispute led to one of the most dramatic strikes in recent labour history and the withdrawal from the industry's industrial council of the only Fosatu union to agree to sit on a council

At the time of the strikes, there was much hysteria from some employers and media about the chaos created by worker militancy

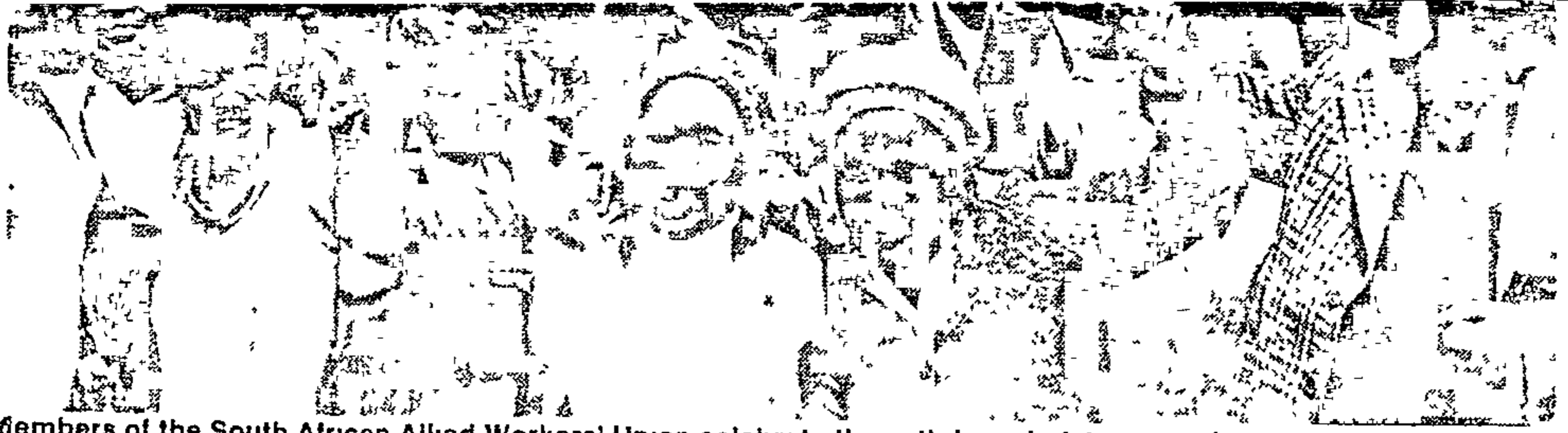
More sober analysts - including Manpower chief Di Piet van der Merwe - pointed out that when the parties carry on bargaining, strikes no matter how dramatic tend to get settled

This has now happened. The new agreement is to be submitted by the industrial council for publication in the Government Gazette, a move which indicates the union may well rejoin the council

The agreement does not increase the pay offer rejected by the union earlier -- a result of the balance of factory-floor power in a recession -- but wages are to be re-negotiated every six months, which allows workers to put in new demands soon and raises the prospect of more battles next year

While those battles could be tough, the settlement has shown that bargaining between a strong union and employers is not the bogey some portray it as

As for chaos, the effect on employers was much less than that of the average "routine" motor dispute in other Western countries



Members of the South African Allied Workers' Union celebrate the withdrawal of treason charges against two of their leaders, Thozamile Gqweta and Sisa Njikelana outside an East London court this week

Union breaks State harassment

THE withdrawal of charges against two top South African Allied Workers' Union officials in East London this week was the final blow to a Government-sponsored campaign to crush the union, say SAAWU officials

The entire executive of the union — which claims a membership of nearly 95 000 — was in detention at one stage this year

Two of the executives spent time during their detention in the psychiatric wards of hospitals

Sam Kikine the union's general secretary, who spent more than six months in detention, appeared in court nine times during and after his incarceration before charges under the Terrorism Act were withdrawn against him

This week president Thozamile Gqweta and vice-president Sisa Njikelana, whose trial has been postponed eight times since May — after they had both spent several months in detention — were told the Attorney-General of the Cape had decided to drop charges of high treason, alternatively under the Terrorism Act.

Mr Gqweta has been detained seven times since 1980 and Mr Njikelana five times

Mr Kikine told the Sunday Tribune the withdrawal of charges against his two colleagues this week was not unexpected following the acquittal in Johannesburg on Wednesday of another trade unionist, Alan Fine, who faced Terrorism and Internal Security Act charges

Thirty-year-old Mr Fine, an official of a registered liquor and catering workers' union, was freed after spending more than a year in prison, by a Regional Court

By INGRID STEWART
Labour Reporter

magistrate who found the State had failed to prove that by secretly sending information to an official of the exiled South African Congress of Trade Unions (SACTU), he intended to assist the banned African National Congress

Among his findings were that Mr Fine's participation in consumer boycotts did not mean he was working for the ANC and that he may have sent information to SACTU secretly because he feared banning or detention without trial

Mr Kikine also said the State never had a case against the two SAAWU officials

"SAAWU has never done nor will we ever do, anything that is illegal. On the many occasions that I appeared in court there was never a charge sheet," he said

The indictment against Mr Gqweta and Mr Njikelana also failed to arrive in courts where they appeared

Mr Kikine said his detention and that of his two colleagues was part of a Government strategy to crush the union

"But they have failed"

he said

Instead more than 10 000 people have signed up with the union since the crackdown on the leadership

"Our detention is proof to the workers that we are fighting for them and the union has carried on regardless"

Backing up his claim of Government harassment of the union, Mr Kikine points to a document circulated by the Security Police in East London — where SAAWU is particularly powerful — on how to deal with labour unrest in the area

The document outlined a joint Government-employer strategy to smash unregistered unions, especially SAAWU in the area and became the subject of a heated debate in Parliament last year

Mr Kikine says the Government is concerned about SAAWU not only because it refuses to register but also because it is committed to a policy of non-racialism and does not confine its activities to factory-floor issues only

"We believe the problems of the workers go beyond the factory gate," he says

For this reason SAAWU stands on the same platforms as those organisations fighting for improved housing and better transport for the poor and improved educational facilities. At the time of the three officials' detention last year the union was actively campaigning in the Eastern Cape against Ciskeian independence

SAAWU is also gaining support overseas. Organisations like Amnesty International and the Anti-Apartheid movement in London as well as the British Labour Party campaigned for the release of the unionists when they were in detention

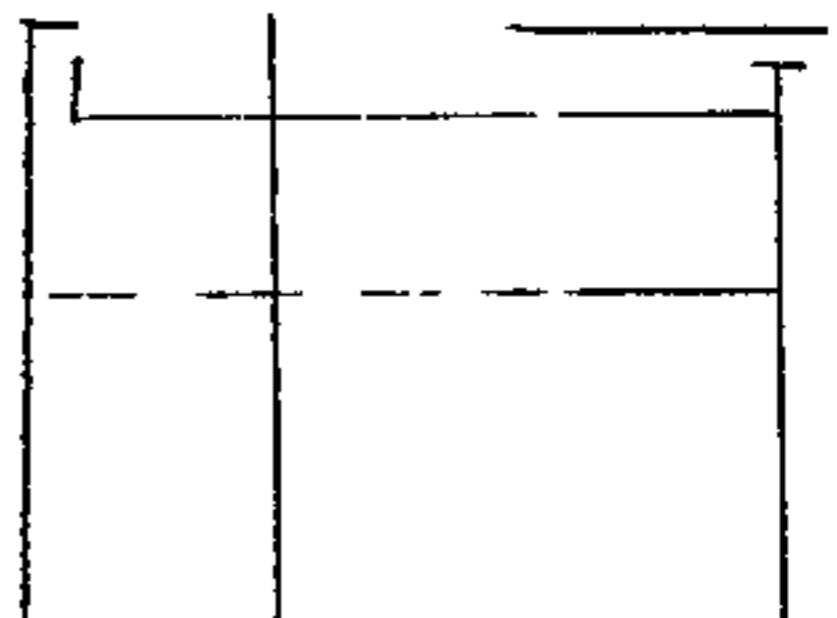
"When you put all this, and our vast and growing membership together, you can see why the Government finds us a threat and feels it necessary to harass us," he said

Both the police and the Department of Manpower have persistently denied harassment of any trade unionists

However, during Mr Fine's trial, Major Craig Williamson, a member of the Security Police, admitted that trade unions had been a particular target of police action over the past few years

We've stopped the campaign to crush us, says SAAWU as charges are dropped

15/11/82



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D. Dispute 13/7/82

JUL 07
1982

Praise for motor industry union

PORT ELIZABETH — All parties involved in the East Cape motor manufacturing industry's dispute, in particular the National Union of Automobile and Allied Workers' Union (Naawu), had acted "very responsibly" in the dispute's resolution, Mr Rod Ironside, chairman of the Eastern Province Automobile Manufacturers' Association (EPAMA) said yesterday

Mr Ironside, who is also assistant director of General Motors, was responding to the news that meetings of Naawu members at Ford, GM and Volkswagen had mandated the union to accept the EPAMA's proposals for an agreement for the industry

The lengthy dispute over minimum wages for the industry sparked off a strike in mid-July by more than 10 000 Naawu members employed at the three companies.

After it was decided to refer the dispute in the industrial council to arbitration, Naawu withdrew from the council talks, requesting separate in-plant negotiations with the companies

The companies refused to negotiate except as a body, through the EPAMA

Mr Ironside said the union's acceptance of the agreement was an "encouraging step towards the realities of the present situation" and "gives a new face to the situation"

He said he looked forward to the extension of "this pragmatic and realistic approach"

Ford's director of industrial relations, Mr Fred Ferreira, also described the union's acceptance as encouraging "since this means a solution of the dispute which was officially declared"

"We believe the contract is equitable and contains elements which would contribute to stability in the auto-manufacturing labour force in the Eastern Cape," said Mr Ferreira — DDC

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(7/2/82) (4/1/82) (1408)
Mercury

, Wednesday, October 27, 1982

7

Workers to be laid off this week

Labour Reporter

A PLYWOOD manufacturing firm, Unply, is to retrench more than 100 workers at its Cato Ridge factory at the end of the week, it was revealed yesterday

The factory, which was the focus of a strike earlier this year, negotiated the retrenchments with the Paper, Wood and Allied Workers' Union

The union is presently involved in recognition talks with Unply

A union spokesman said the company had agreed to retrench the 106 workers on a last-in-first-out basis

Those retrenched would be given four weeks' pay and a week's wage for every year of service plus Christmas bonus and leave pay, he said

Fifteen workers had volunteered for retrenchment the spokesman said.

The company had guaranteed re-employment of the workers laid-off

ad hoc 24

57201 29/10/87

Terms for rehiring accepted

1407
[Handwritten marks]

By SANDRA SMITH

MEMBERS of the National Union of Textile Workers (NUTW) who were among more than 1 000 people dismissed from Veldspun International in Uitenhage decided yesterday to accept management proposals for the reinstatement of 214 of those laid off

A dispute arose and attained national prominence when the workers were sacked in August and the NUTW accused Barlow Rand of allowing its subsidiaries to adopt unfair labour practices

Barlow Rand is the major shareholder of Romatex, which owns Veldspun

After lengthy negotiations the group offered to re-employ up to 214 of the workers over a period of four months

The NUTW's general secretary, Mr Obid Zuma, said today the workers had accepted the proposals with

reservations

He said at a meeting with management representatives the NUTW had been told a list of those to be re-employed would be included in a letter setting out the proposals

However, this had not been received by the NUTW and at yesterday's meeting a decision was taken to take the matter up with management representatives

A letter from Veldspun, Romatex and Barlow Rand had said those to be re-employed would be informed by the company

Mr Zuma said workers feared certain employees would be victimised and they therefore wanted to know who Veldspun intended taking back

He said there was also uncertainty about the fate of sacked shop stewards, as it was believed they would not be considered for re-employment

477

Mawu meets with employers

THE Metal and Allied Workers' Union (Mawu) claims its employer body Seifsa, is circulating letters to employers urging them not to attend a meeting with Mawu scheduled for tomorrow.

According to a statement released by Mawu the meeting to discuss retrenchment procedures with employers will go ahead as planned at the D H Williams Hall in Kaituma.

The statement also said that in letters ad-
dressed to employers

Seifsa recommended that employers do not accept Mawu's invitation to negotiate on a redundancy procedure but rather handle the matter at a company level within Seifsa.

The letter added that Seifsa would be pleased to arrange a meeting of East Rand employers to discuss the matter further if its members feel the need for it. Seifsa also offered to assist individual companies with difficulties they may have in this area.

1407
29/10/82
SA



UNIVERSITY OF CAPE TOWN
EXAMINATION ANSWER BOOK

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

Sape Herald 30/10/82
More join jobless queues

THE ranks of the unemployed in the Western Cape swelled drastically during the past two months with the retrenchment of 250 workers at the Leyland motor manufacturing plant

According to the company, the layoffs were unavoidable because the giant Sigma Motor Corporation had in June cancelled a R60-million project to manufacture vehicles at Leyland's Blackheath plant

African Trade Union (Fosatu) said retrenchment procedures had been negotiated with the company

Many of the workers had received severance pay, Mr Foster said

The layoffs were staggered over two months as the various Sigma models were phased out

To avoid retrenchments many companies do away with all overtime work and put workers on short-time

MINIMUM

Leyland has not been able to go on short-time and has cut overtime to an absolute minimum. It has recruited new workers but only in certain specialised areas

Workers who wish to be re-employed would have to wait until June next year for it is only then that the company expects its volume of work to increase. It is at this time that Leyland expects to re-establish its Elsie's River plant

Mr Joe Foster, the local secretary of Naawu and general secretary of the Federation of South

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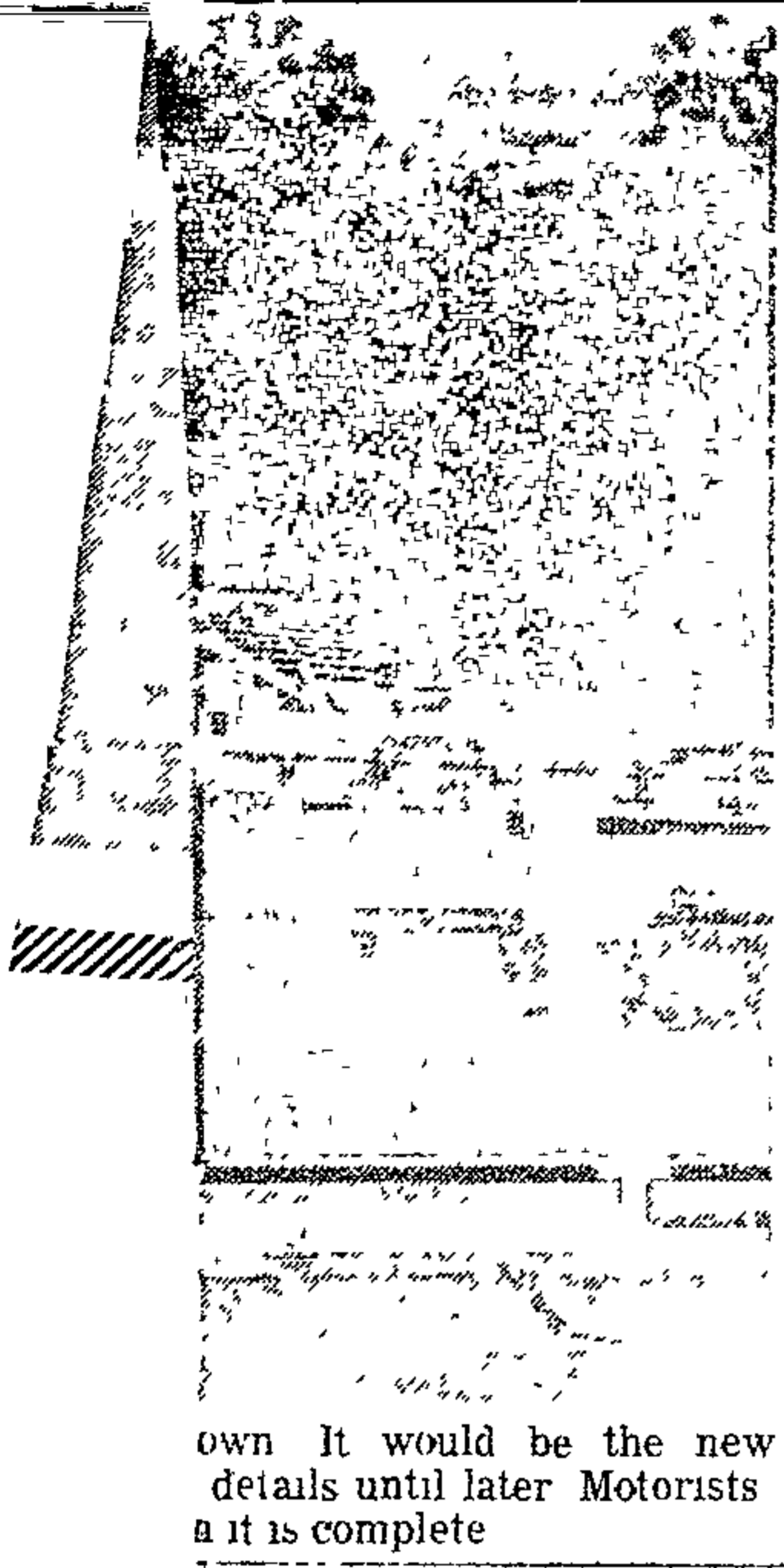
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- 2 t be used for written all point pen is accept- may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

- WARNING**
- 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



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Make off with R12 000

Iding men yesterday robbed an industry North, Roodepoort, of a of R12 000
lamson (38) of Krugersdorp said out of his car when the three men and threatened him with knives
ed my briefcase with the factory's ped in a waiting car"
nvestigating and no arrests have

Boys go on rampage

at St John's Hostel in Tamboers-a, went on a rampage this week s and allegedly slashing the tyres f's car after their "house parents" were fired

The three carriers which applied for the route — SAA Comair and United Air — were told of the decision yesterday, about six months after it was expected

The airlines maintained that the fast growing communities on the lower Natal south coast and the large tourism industry, boosted by the opening of the Wild Coast Holiday Inn and casino on the Transkei Natal border, needed a scheduled service by medium-size airliner to the Reef

The managing director of Holiday Inns, Mr Nigel Matthews, said he was furious and hoped the carriers would re-apply, as no appeal is allowed

Holidaymakers and residents deserve a better deal than this We had been counting on a scheduled operation and will now have to increase the number of charter flights, Mr Matthews said

The managing director of United Air Mr John Morrison, said the decision was "a major blow and makes no sense"

The company had applied for the service for seven years and was already operating charter flights with its four engine Viscount

Town clerks of communities on the lower south coast of Natal were holding an emergency meeting last night and might try to enlist the aid of members of Parliament to reverse the decision

No member of the NTC was available for comment last night but airline executives believe the commission decided there was not enough traffic to warrant a scheduled service

Re-hire proposal accepted

Labour Reporter

Workers dismissed by the Veldspun textile plant in Uitenhage have tentatively accepted a management proposal to re-engage 214 who were sacked during a dispute in August

About 1 000 workers were dismissed during the dispute which arose from the issue of retrenchments

Veldspun is owned by Romatex which is controlled by the Barlow Rand group

Barlow's chief executive, Mr Mike Rosholt has been criticised for the actions of the Uitenhage subsidiary

At a meeting this week former Veldspun workers accepted terms negotiated by the Fosatu affiliated National Union of Textile Workers which included the re-employment of 214 of their number.

However, workers are expected to press for further hirings at a later stage

The proposals provide for 60 to be re-hired immediately 50 in the middle of next month about 50 in the middle of January and the remainder in February

Workers rejected a management provision that Veldspun would contact workers who would be re-hired

They demanded the union meet Veldspun again and secure a list of those affected

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Scope: censor plea

CAPE TOWN — The Directorate of Publications had appealed against a Publications Committee decision that the October 15 edition of Scope magazine (Vol 17, No 42) printed by Republican Press Durban, is not undesirable

that "How a Baby is made," by Per Holm Knudsen, is undesirable

Five novels in the "Crusaders' series — Volumes, 2 3, 4, 5 and 10, by Chuck Publications, Chino, California, as well as "Varsity," volume 41, No 12 October 6, 1982 by the

was an offence to import or distribute the following undesirable publications (names of authors or producers in brackets)

Satan His Psychotherapy and Cure by the Unfortunate Dr Kassler, JSPS (Jeremy Leven)

(1407) 10/12
1407
Workers
appeal to
Mangope

ebm 36710/82
Labour Correspondent

WORKERS fired after a strike at the Brits company, B and S Engineering, have appealed to the Bophuthatswana Government to help them win reinstatement

Some of the 250 workers, who belong to the Metal and Allied Workers Union, met officials at the Bophuthatswana embassy in Pretoria yesterday

The labour counsellor at the embassy, Mr J M Moeletsu, yesterday confirmed he had met the workers and said he had to contact B and S to discuss the issue

If he was not satisfied with the response, the Bophuthatswana Government might take the matter up with the Department of Foreign Affairs, he added

About 1 000 workers at the plant were fired after a strike over the dismissal of a colleague Two, including the MAWU chairman at the plant, have been charged under the Intimidation Act in connection with the strike

Management says it has returned to normal production and that it has taken back most of the workers

But, according to a MAWU spokesman, 250 workers, who included most of the skilled workers, had refused to return

He said they had decided to approach the Bophuthatswana Government for help because most lived in the territory

RSM 20/10/82

Veldspun accord to end controversial dispute

By STEVEN FRIEDMAN
Labour Correspondent

THE dispute between Barlow Rand's Uitenhage textile company, Veldspun International, and Fosatu's National Union of Textile Workers, seems set for settlement — at least for the moment

The dispute was sparked when about 900 workers at the firm, which recognises NUTW, were fired after striking in protest at retrenchments

This led to a lengthy campaign which included a Fosatu call to workers to boycott white shops in Uitenhage and a request to Zimbabwe's Prime Minister, Mr Robert Mugabe, to ban importation of Barlow Rand textiles to his country

Students at Wits University held a meeting and issued pamphlets in which Mr Mike Rosholt, Barlow Rand executive chairman and Chancellor of Wits, was criticised

Recently the company offered NUTW a package whereby 214 workers would be rehired in stages, which would mean that some

would be re-employed next year

Workers met to discuss this offer on Thursday Mr Harold Bruce, head of industrial relations at Romatex, Veldspun's holding company, said yesterday he had been informed by the union that workers had accepted the offer in principle

He added, however, that NUTW had told Romatex that "a few details need to be ironed out" and a meeting to do this was planned for Wednesday Mr Bruce said he was confident the dispute would be settled at the meeting

The NUTW general secretary, Mr Obed Zuma, confirmed that workers had accepted, but he said that, when the offer was made, management had agreed to give the union a list of workers who would be rehired This had not been done by Thursday, he said

Mr Bruce said he could "see no problem" about providing the list

It is understood that, while an agreement is almost certain, workers have reserved the right to press for more reinstatements and continued calls for negotiation on this issue are likely

11/18
**May Day parades
and all at Brits**

MENTION the Transvaal town of Brits and labour militancy is not the first thought to come to mind

Neither is a May Day parade through the town by workers, led by a priest

But the parade happened (yes, on May Day) and Brits is becoming a centre of activity for Fosati's motor and metal unions

Now the dispute at the Brits firm B and S Engineering is set to become an issue again with about 250 workers, fired during a strike at the company, asking the Bophuthatswana Government for help

Management says the strike is over but unionists say the 250 - who were fired more than six weeks ago -- are showing a cohesion unusual even for city workers

They say they have been

meeting daily since they were sacked refusing to seek other jobs and holding out for full reinstatement

That sort of thing happens occasionally in local disputes - but in Brits

firms have struck retrenchment deals with emerging unions and some unusual ideas have emerged, including unpaid leave for workers to preserve jobs, protection for migrant workers and the like

So it can be done -- with a bonus of improved labour relations

11/18

11/11/82
Bosses
boycott
union
meeting

Labour Correspondent

ONLY one Reef metal employer ignored a request from the influential Steel and Engineering Industries Federation (Seifsa) and attended a meeting at the weekend called by the Metal and Allied Workers Union to discuss retrenchments

The union had invited 85 East and West Rand metal companies, where it has members, to negotiate with union shop stewards on safeguards for workers against retrenchment

It charges that most of the employers have not negotiated lay-offs with majority unions or offered workers a deal which could cushion their effect

It hoped employers would negotiate a binding retrenchment procedure for all the factories

However, Seifsa advised members not to attend the meeting, arguing that detailed retrenchment procedures should be negotiated by individual companies, rather than industry-wide, because of the different problems facing companies

It also argued that industry-wide issues, such as redundancy pay, should be negotiated at the Metal Industrial Council only

Yesterday, an MAWU spokesman said only one employer had attended the meeting in Katlehong township, near Germiston. The union had agreed not to release the company's name

The spokesman added that shop stewards from 61 East and West Rand townships had attended and that the meeting had adopted several resolutions on retrenchment

Details of the resolutions would be released in a statement today, he added

The union had invited all 85 companies to the meeting by letter

In all 16 replied to the letter, all refusing to attend. Five have already negotiated retrenchment procedures with the union and said they therefore saw no purpose in attending

CAPK Times 1/11/82
140A

Union anger at Wits action

Labour Reporter

THE Federation of South African Trade Unions (Fosatu) has condemned the "abrupt and arbitrary manner" with which the University of the Witwatersrand cancelled a contract for a trade union education course.

In a statement yesterday, Fosatu said they would try to set up an alternative course.

"We will not waste our time in the seemingly fruitless task of trying to redirect resources so readily available to Anglo American and Barlow Rand to worker education."

Announcing the decision to cancel the con-

tract last week, Wits said courses should not be open to one group of potential students only.

But the Fosatu statement said the agreed principles were that a course could be established and paid for by a particular interest group who would have a veto right over who could attend.

Fosatu had wished "to make use of the resources of the university to provide for workers' education — usually reserved for the sons and daughters of management". They were willing to pay for such courses.

"We stated we would be willing to open the course

to other unionists and unions of like mind. We would not under any circumstances deal with racist or undemocratic unions."

The statement on October 18 said it was made clear if a mutually acceptable programme could not be devised, Fosatu would be willing to end the contract by mutual consent, but Wits had taken its decision in an "abrupt and arbitrary manner".

The university's action had "destroyed the experience, confidence and trust out of which a unique and socially-useful education experiment was developing".

Workers strike in protest against driver's dismissal

Labour Correspondent
MORE than 200 workers at Reckitt and Colman's Isando plant struck yesterday in protest at the dismissal of a driver, a statement issued by Fosatu's Chemical Workers Industrial Union said

The union said the driver, a worker of 15 years standing with a clean disciplinary record, had been accused last Friday evening of being under the influence of liquor

CWIU said that when the driver was asked to take a breathalyser test, he refused

and was fired
Distribution workers downed tools in protest, according to CWIU, and the union had been involved in negotiations in an attempt to reinstate the worker

But management had refused and the distribution workers had been joined by production workers

"After lengthy discussions" the dispute had not been settled and workers left

According to the union, workers felt the dismissal was unfair because they said management was "not able to offer any proof of drunkenness"

dy passports

1407
Nov. 1982

RDM

KOM 11/17/78

Henred clinches a deal on layoffs

THE Metal and Allied Workers Union's (unsuccessful) attempt to get Reef employers to a weekend meeting with union shop stewards to discuss retrenchments, has focused new attention on layoffs

Emerging unions say they should be negotiated with worker leaders and safeguards should be built in to ensure the effect on workers is cushioned

They say that, as retrenchments grow, most employers refuse to do this. But how do things work when an employer does agree?

Well, last week motor firm Henred Fruehauf Trailers, which has recognised MAWU, negotiated the retrenchment of 84 people with the union

The union wanted the company to work a shorter week. It says it considered this — as well as saving jobs, this would ensure the company preserved valuable skills — but felt it wasn't feasible

But, except for a few workers whose skills were essential, the lay-offs took place on the last-in-first-out principle

In addition, several older workers were retired on pension and Henred offered workers the chance to volunteer for early retirement — which its pension scheme allows. According to Henred, 100% of those laid-off were volunteers and they received their pension pay-out plus other benefits

And the company has also frozen recruitment and decided there will be no more lay-offs this year

Henred is not unique. Other

rom 11/1/82

End to Veldspun dispute soon

THE Veldspun dispute, which led to a union and student campaign against Barlow Rand in general and company chief Mr Mike Rosholt in particular, should be settled this week.

Veldspun and the National Union of Textile Workers are ready to sign a deal which will see the rehiring of 214 of the 900 workers fired during a strike. Whatever its merits, the dispute has been something of an embarrassment for Barlow's, whose high-profile commitment to enlightened labour practices has made it an obvious target of campaigns such as that at Veldspun.

But signs are that this week's deal will only call a temporary halt to the dispute — workers are likely to push for more rehiring soon.

For their part, Barlow's men say their high-profile approach will not change.

ROM 11112

Hopes for Cape motor accord

REMEMBER the Eastern Cape motor industry strike which led to a pull-out from the industrial council by Fotsatu's National Automobile and Allied Workers' Union?

Well, Naawu and employers are still holding behind-the-scenes talks aimed at breaking the deadlock. While both sides are tight-lipped, one source even holds out hopes of an agreement before the end of the year.

Angry Fosatu turns its back on Wits

By STEVEN FRIEDMAN
Labour Correspondent

THE Federation of SA Trade Unions has angrily attacked the University of the Witwatersrand's cancellation of a pioneering trade union education course for Fosatu unionists, charging Wits with "destroying" worker trust

Fosatu also announced it would boycott a course for its unionists at Wits this month — the last in terms of the current arrangement — because it "is not willing to be on the campus on sufferance"

Wits decided recently to give three months' notice that its two-year contract with Fosatu to run union education courses is to end

The contract gave Fosatu a veto over attendance at the courses by non-Fosatu

unions

The university says it believes the course should not be open to one union group only and that it plans a new course open to all unions

Fosatu says the decision means that the principle that specially arranged courses be not open to all "is acceptable (to Wits) in the case of the Anglo American Corporation but unacceptable when applied to a union federation"

It says Anglo has a contract with Wits to train black matriculants and that "the scheme very definitely allows Anglo a veto right on participating companies"

On its decision not to attend the planned November course, Fosatu says it will now try to set up an alternative course "from our own resources"

Fosatu said "the only non-degree course designed by Wits for practising

unionists" was now a recently established business school diploma. It says the school is a "totally inappropriate department" to run such a course

Comparing the cancellation to the Government's ban on Fosatu fund-raising, it says "This is the second experience where we have been cut off from resources so badly needed for the growth of emerging black trade unions"

Fosatu had requested the course from Wits because it "wished to make use of the resources of the university to provide for workers, education which in practice is reserved for the sons and daughters of management"

Fosatu said it had made it clear from the outset that it was willing to open the course to "like-minded" unions, but not to "racist and undemocratic unions"

Fosatu said it was "disappointed and disturbed by Wits' action"

140A

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Union row brews on campus

Labour Reporter
Union education courses run at the University of the Witwatersrand by the Federation of South African Trade Unions will be stopped.

The university's vice-chancellor, Professor D J du Plessis, said it could no longer allow a closed shop type of programme to continue.

The decision to stop the courses has brought an angry reaction from Fosatu.

Wits notified Fosatu several months ago that the two-year-old programme would be stopped.

Professor du Plessis said Fosatu had been able to veto non-Fosatu unions taking part.

"We felt they had enough time to formulate a structure and the time has come to open it to the rest of the university," Professor du Plessis said.

"We could not continue with a closed shop course which some people were forbidden to attend."

The possibility that the programme could be cancelled was included in the contract with Fosatu, Professor du Plessis said.

Fosatu condemned the "abrupt and arbitrary manner" in which the decision was taken.

Fosatu said it was willing to open the courses to all unionists but would not, under any circumstances, deal with racist or undemocratic unions.

Fosatu was not willing to operate "on sufferance" and so would boycott a course planned for Wits this month.

It would now operate its own courses with its own resources.

Fosatu slammed the fact that there was also a Wits programme which allowed Anglo American a veto right over participation.

However, Professor du Plessis said the Anglo courses, unlike the union programme which had parallels overseas, was completely new. Anglo was also aware it could not operate a closed programme and other firms were now involved.

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12pm 21/10/82

Employers avoided talks — metal union



By STEVEN FRIEDMAN
Labour Correspondent

THE Metal and Allied Workers Union has hit out at employers in the metal industry for staying away from a meeting where union shop stewards wanted to discuss retrenchments with them and is to press for a new meeting on the issue.

The union has also attacked retrenchment guidelines issued by the Steel and Engineering Industries Federation (Seifsa).

In a statement yesterday, MAWU confirmed that only one employer attended the meeting — held near Germiston at the weekend — although 85 had been invited.

It said shop stewards from 61 companies had attended and had passed several resolutions, including one condemning both employers and the Seifsa, which advised companies not to attend.

The union said workers had claimed that employers were "always calling for joint negotiations on matters of common interest, but were afraid to attend a meeting where they would negotiate in this way with their own employees".

MAWU said it would take up the issue again with Seifsa and press for a new retrenchment meeting, on November 27, and would also go ahead with attempts to get employers to negotiate with it on safeguards for workers' jobs.

It accused employers of using the economic downturn to take a "hard line" and "crack down" on unions. This meant that workers would take a "much harder line" with employers when the economy picked up.

Seifsa said it opposed the meeting because it believed retrenchment details should be worked out between workers and individual companies, not industry-wide.

The Seifsa guidelines urge employers to consider alternatives to retrenchment such as shorter working weeks, controlling overtime and not replacing workers who leave.

They warn that lay-offs have an "extremely serious" effect on workers.

They say employers should consider the last-in-first-out principle, demanded by unions, but only after considering "merit" and the need to retain skilled workers.

The guidelines also urge employers to help workers claim unemployment insurance and find new jobs. The metal industry's industrial council bound employers to rehiring retrenched workers "where practicable" after the economy picked up.

MAWU says the guidelines "omit the major issues". It says they talk of "consultation" rather than "negotiation" — "presumably workers can talk but in the end they must agree".

Bosses

snub

metal

union

talks

Argus Correspondent

JOHANNESBURG — Metal industry employers have been condemned by the Metal and Allied Workers' Union (Mawu) for remaining on an "unrepresentative" negotiating body and refusing to deal directly with Mawu.

This was the follow-up to a proposed meeting on Saturday between the Fosatu-affiliated union and more than 80 industry employers.

The meeting was to have been held at Katlehong township near Germiston.

Only one employer turned up and the meeting was cancelled.

Mawu, however, planned to hold another meeting, a union spokesman said.

CONDEMNED

A statement by the union condemned employers for not attending, saying employers preferred to negotiate through the Industrial Council, which was an "unrepresentative body".

Meeting employers where Mawu had members would have ensured representative talks, the statement said.

Members on the Industrial Council represented only a small minority of the workers in the industry, the statement claimed.

Mawu also condemned the Power Steel, Engineering Industries Federation of South Africa for telling its members not to attend Saturday's meeting.

The Mawu spokesman said members were concerned that there would be lay-offs at many metal firms on the East Rand next month. Shop stewards were being urged to seek retrenchment agreements with their employers.

140A
137
137
152

U'hage textile firm may re-employ shop stewards

By SANDRA SMITH

EP 3/1/82

A SPOKESMAN for Veldspun International in Uitenhage, where 214 of more than 1 000 dismissed workers are to be re-employed, said today sacked shop stewards had as much chance of getting their jobs back as any other workers

He was responding to questions raised at a meeting of the dismissed workers last week to discuss the company's offer to take back some employees

There was uncertainty about the fate of shop stewards who were among those dismissed in August

after workers went on strike when colleagues who refused to do the work of retrenched employees were laid off

Workers also instructed officials of the National Union of Textile Workers (NUTW) to ask why as was agreed, Veldspun's management had not provided the union with a list of those who would get back jobs

NUTW officials met management representatives today to discuss the issues and for the union to convey the workers acceptance of Veldspun's proposal to re-employ 214

While the meeting was in progress a company spokesman said it had been made absolutely clear that membership of or a position in any union would not be a factor for consideration in the re-employment. The only factor would be suitability for the posts available

Veldspun had no objection to providing both the NUTW and the Textile Workers Industrial Union (TWIU) with a list of those to be taken back. However, they would not be given a list before the people were themselves informed

RDM 311/72

Metal firms to be sued over contracts

By STEVEN FRIEDMAN
Labour Correspondent

SCORES of Transvaal firms in the metal industry are to face claims for damages from the Metal and Allied Workers Union for retrenching black contract workers before their contracts had expired, the union said yesterday

MAWU general secretary Mr David Sibabe said yesterday the union planned to write to employers demanding damages for over 1 000 workers. If all the claims succeeded, the cost to employers could run to thousands of rand

He said firms who retrenched contract workers in mid-contract in future would also face actions

The move follows the revelation, in a document circulated by the Steel and Engineering Industries Federation to employers, that employers who retrenched contract workers

before their contracts had expired could be sued by the workers

And yesterday, a MAWU source said the union believed that many contract workers could claim damages

He said the union had examined the Black Labour Act and had concluded that employers could only fire contract workers if the workers were guilty of offences such as insolence, dishonesty and refusal to work

MAWU was also considering bringing claims against employers where contract workers were fired for "vague reasons such as not producing enough"

The union has already referred several cases to lawyers, instructing them to act against the employers concerned

● Editorial Comment
— Page 6

R5m
3/11/87
140 A

Hulett's

fires

1 000

Labour Correspondent

WELL over 3 000 workers at six Natal sugar mills have been on strike for the past three days — and more than 1 000 at two mills were fired yesterday after ignoring an employer ultimatum to return to work.

But at two other mills, most of the workers returned to work yesterday, according to a spokesman for Hulett's Sugar.

And a dispute is simmering at Anglo American's Mondi Board Mill at Felixton. Workers meet tomorrow to discuss the company's refusal to bargain wages with Fosatu's Paper, Wood and Allied Workers Union (PWAWU) outside an industrial council.

The sugar strikes follow a meeting last Friday in which Mr Selby Ntsibande of the National Union of Sugar Refining and Manufacturing Employees Union demanded that workers' food allowance be raised from R30 to R107.

At the weekend, workers at four Hulett's mills and two others, Entumeni and Umfolozi, went on strike.

According to Hulett's, workers at Mount Edgcombe and Felixton were back at work yesterday following the company's return-or-be-fired ultimatum.

But more than 1 000 workers at its Darnell and Matikulu mills were fired for ignoring the deadline.

(140-A)

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STAS 411182

Textile workers find 'truce'

Labour Reporter
The long dispute between the Veldspun Textile plant in Uitenhage and the National Union of Textile Workers seems to have

been resolved though unionists describe it as an uneasy truce

Officials of the Fosatu affiliate met the Veldspun management again yesterday to dis-

cuss the programme of re-engaging about 214 workers who were dismissed in August over a retrenchment dispute

About 1 000 workers

were dismissed originally, and it is understood that the NUTW will still try to press management to take on more of the former workers in the future

Sixty workers were taken back this week. More are being rehired later this month and early next year

But the NUTW is still critical about the method used to re-engage workers

Veldspun is a subsidiary of Romatex which is a part of the Barlow Rand group

The dispute has seen

- A proposed Fosatu appeal to the Zimbabwe Prime Minister, Mr Robert Mugabe, requesting an embargo of Barlow Group products

- A boycott of white businesses in Uitenhage

- Student criticism of the head of Barlow, Mr Mike Rosholt

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FM 5/11/82
LABOUR MATTERS

Contract cancelled

Even the strongest critics of the Federation of SA Trade Unions (Fosatu) should draw no comfort from the University of the Witwatersrand's cancellation of a pioneering education course for Fosatu unionists.

The first course was held in November 1980 and a contract Fosatu signed with Wits in July last year gave the union grouping a veto right over who could participate. The university however believes the course should no longer be open to one particular group of potential students. It has given Fosatu three months' notice that the contract is being cancelled.

Fosatu has criticised this decision, arguing that Wits has allowed Anglo American a similar right of veto in a contract the corporation has with the university for a programme to train black matriculants. Fosatu says it is willing to open the course to like-minded unions, but is opposed to participation by "racist and undemocratic unions".

The university's vice chancellor Professor D J du Plessis says Wits believes that the courses it offers should be available to all potential students. However, it is

willing to allow certain closed courses to be run on an experimental basis for a specific period. In the case of the Anglo contract the corporation was paying a large amount of money for a novel experiment to prepare people from a deprived background for careers in commerce and engineering. This programme, he says, is far more complicated to structure than the Fosatu course.

He says the university realised there were good reasons for the exclusive nature of this programme in its initial stages. But Anglo is well aware that the university is expecting its programme to be opened up to all potential students once the experimental stage has passed, he adds.

A Fosatu spokesman replies that the course for unionists was still very much in an experimental stage. It was a unique experiment in training skilled and semi-skilled workers, exposing them to subjects like history, sociology and economics. He complains that the decision by Wits to cancel the contract was an arbitrary one because Fosatu was willing to discuss various options with it. The federation will now set up an alternative course.

Du Plessis, on the other hand, maintains that the course has already had an experimental period of two years. 'We are not locking them out. But we do believe the course should be an open one because this is an open university. There is a matter of principle involved here.'

SW 5/11/82

200 on

protest

strike

140A

Labour Reporter

About 200 workers at the Reckitt and Coleman plant in Isando went on strike this week in protest after one of their colleagues was sacked

The Chemical Workers Industrial Union, which has an informal recognition agreement with the company, said workers felt the dismissal was unfair

The man was dismissed after 15 years service for allegedly refusing to take a breathalyser test

A company spokesman said today talks were being held with union officials

Soweto
5/11/82

Few attend metal union talks

THE Metal and Allied Workers' Union (Mawu) this week condemned employers and Seifsa for refusing to attend a meeting with the union to discuss retrenchment procedures last weekend.

The meeting, which was called by the union's Transvaal branch, was held at the D H Williams Hall in Katlehong on Saturday. It was attended by representatives of the union in 61 companies on the East Rand and by observers representing members from the Vaal and West Rand areas.

Only one employer, out of 85 invited, attended the meeting. Other companies either replied that they had already negotiated with the union on the subject or that they were unable to attend. Mawu condemned this action and pointed out that employers were always calling for joint negotiations on matters of common interest, but were afraid to attend a meeting where they would negotiate in this way with their own employees.

The meeting noted that employers were being hypocritical. They refused to negotiate in a meeting with representatives from organised factories. Instead they referred the matter to the Industrial Council which only represented a minority of workers.

East Rand employees often meet as a group through Seifsa to discuss problems. Seifsa has offered to call such a meeting on retrenchment yet employers claim they cannot negotiate as an East Rand group.

The meeting resolved

- to condemn employers for not attending the meeting,
- to condemn Seifsa for interfering. This could cause conflict between employers and their employees,
- to condemn both employers and Seifsa for being afraid of democratic negotiations,
- all Mawu members should continue to press their employers to accept Mawu's retrenchment procedure,
- workers should press their employers to attend another meeting on November 27.

Saw 9/11/82

Workers back on the job after walkout

Labour Reporter

About 200 striking workers at the Reckitt and Coleman plant in Isando have returned to work after a walkout last week over the dismissal of one of their colleagues

Workers left the plant on Wednesday after demanding the reinstatement of the man who was allegedly dismissed for drunkenness

Management held talks with the Fosatu-affiliated Chemical and Allied Workers Union and the dismissed worker was eventually paid compensation, a union spokesman said.

A spokesman for Reckitt and Coleman has confirmed the return to work

(140A)



D. DISPERK
9/11/82

New motor wage offer

PORT ELIZABETH — The National Auto mobile and Allied Workers Union (Naawu) has received a new minimum wage offer from the Ford, Volkswagen and General Motors managements

Last night Naawu's general secretary, Mr Fred Sauls, confirmed the offer had been made at a meeting of union officials and company representatives last week.

Mr Sauls declined to give details of the offer but said the union's membership in the motor manufacturing industry would meet this week to discuss it

In mid-July more than 10 000 Naawu members employed at the three companies went on strike when minimum wage level negotiations in the industrial council for the industry reached deadlock

The following day the companies closed their factories and demanded an assurance from the union that the workers were willing to return before they would reopen

After their reopening, work stoppages, go-slows and walkouts affected renewed production

The union eventually withdrew from the council talks because it was decided to refer the dispute to arbitration. The union felt arbitration would remove control of the situation from the hands of the people concerned

Since Naawu's withdrawal and its request for the opening of separate in-plant negotiations in place of the council negotiations and the companies refusal to negotiate separately the dispute has moved no closer towards resolution — DDC

New pay bid to end motor dispute

ARGUS
9/4/82

140A
~~140B~~

Labour Reporter

A NEW minimum wage offer has been made to workers in three motor manufacturing firms in Port Elizabeth

The three companies, Volkswagen, Ford and General Motors, apparently made the offer last week to representatives of the National Automobile and Allied Workers' Union (Naawu)

Mr Freddie Sauls, general secretary of Naawu, today confirmed that an offer had been made, but declined to give further details until workers at the three plants had discussed the matter

ed by closing the factories for about a week after the workers had decided to return to work

Management stuck to their offer of a 7,5 per cent increase to R2,15 an hour and a formal dispute was declared at the Industrial Council

Naawu soon withdrew from the Industrial Council wage talks and asked instead for in-plant bargaining to settle the issue

Issues

He said the offer covered minimum wages and 'other issues' Workers were meeting this week to discuss it

Mr Rubin Els, public relations officer for Volkswagen, said the companies were still negotiating with the union

'No agreement has been reached yet. We have been negotiating a settlement,' he said, declining to comment further

Management spokesmen from General Motors and Ford were not available for comment

Industrial relations in the motor manufacturing industry have been tense for much of this year

Downed tools

In July, 10 000 workers downed tools in support of a minimum wage demand of R2,50 an hour. The companies respond-

Ceteris Paribus
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Substitutes
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Perfect Competition
'Rise' in Demand (or Supply)
'Increase in Quantity Demanded'
Equilibrium
Maximum Price
Minimum Price
Rent Control
Minimum Wages Legislation
International Trade
Transport Costs
Tariff
Economic Rent.

Naawu: New wage offer

Cape Times 9/11/82

140A

192

246

Own Correspondent

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Wage negotiations reached deadlock

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Since Naawu's withdrawal and its request for the opening of separate in-plant negotiations in place of the IC negotiations — and the companies' refusal to negotiate separately — the dispute has moved no closer towards resolution

In August the employers, with the approval of the SA Iron Steel and Allied Industries Union which was also party to the IC talks, introduced a 20-cent across-the-board increase for hourly employees as an interim increase, pending further negotiation

STW 9/11/82 (140)

Terrorism Act: Fine acquitted

By Alex Ball

A trade unionist, Mr Alan Morris Fine (30), was acquitted of Terrorism Act charges by a Johannesburg Regional Court magistrate today.

A packed court burst into a cheer as the magistrate, Mr W Rosch, found the State had failed to prove that Mr Fine, address given as Sharp Street, Bellevue, had taken part in illegal activities.

Mr Fine had pleaded not guilty to furthering the interests of the African National Congress, alternatively taking part in activities which fulfilled ANC aims such as forwarding information to the South African Congress of Trade Unions and taking part in boycott campaigns.

The magistrate said the information Mr Fine had forwarded to Sactu was of the type that any trade union federation collected

"There is no evidence that information was sent with any ulterior motive, largely because its destination and uses were unknown," Mr Rosch said

Regarding Mr Fine's participation in boycott campaigns, the magistrate said there had been no evidence of political motives

Car industry dispute: end may be in sight

Labour Reporter

The five-month-old car industry wage dispute in the Eastern Cape may be settled in the next few days, say industry sources

Hopes for a settlement have risen after talks last Thursday between the National Automobile and Allied Workers Union and the Eastern Province Automobile Man-

Manufacturers Associations

Last night union officials from Ford, General Motors and Volkswagen met to discuss the latest offers from employers, and there will be mass meetings in Port Elizabeth and Uitenhage tomorrow and on Thursday night with workers

During the drawn-out dispute Naawu withdrew from the Indus-

trial council for the region and negotiations then proceeded informally through the employers' association

Workers had demanded a R2,50 minimum hourly wage, which employers rejected

The three auto giants in turn offered a minimum of R2 20 an hour, which workers rejected but which was put into effect after Naawu withdrew from the council

The dispute caused thousands of workers at the three companies to down tools, resulting in closures of assembly lines and other areas of operation

The firms accused Naawu of being unrealistic in its wage demands, but the union said workers required a minimum living wage.

There have been behind-the-scenes talks in the last few months and current offers may provide a settlement

Nov. 1982 RDM

Fired workers demand relief

Major ruling awaited from labour court

By STEVEN FRIEDMAN
Labour Correspondent

A KEY case heard by the Industrial Court in Johannesburg yesterday will test the right of fired workers to demand temporary reinstatement from the court if they allege the sackings were unfair

Mr D R van Schalkwyk reserved judgment — but if he finds for the workers who brought it, many other employers who retrench or fire workers during a dispute may be faced with claims for interim reinstatement

The case has been brought by the Metal and Allied Workers' Union and 52 migrant members fired by an Olifantsfontein company, Stocks and Stocks, against the firm and its holding company, Stobar Reinforcing

The court yesterday heard arguments from both sides which, if upheld, would have crucial implications for labour relations

Mr M Brassey, for the companies, argued that Section 35 of the Metal Industrial Council agreement which sets out procedures employers must observe before firing or retrenching workers, was "void for vagueness"

He said it had no legal force because it did not spell out what an employer had to do to fairly dismiss workers

Section 35 was hailed as a major breakthrough when it was introduced some years ago and this argument has major implications for the metal industries

The company also says it is not subject to the metal industrial council agreement

And Mr H Cheadle, for the union and the workers, submitted it was an "unfair labour practice" to "unilaterally" sack a whole work force to avoid retrenchment negotiations with a representative union

The case is one of the first to be brought to the court in terms of recent new powers

A change to Section 43 of the Labour Relations Act (LRA) allows the court to reinstate fired workers, while a dispute over an alleged "unfair labour practice" is being decided — a right once held by the Minister of Manpower

The union and workers allege they were fired without warning by the employer in an attempt to avoid negotiation over retrenchment so that the company could carry out a "disguised retrenchment" by sacking all the workers and re-hiring only some. They also say the company breached Section 35

The company denies this and alleges the workers broke their employment contract and were sacked after a go-slow action despite warnings to end it — which they deny

Mr Cheadle said the workers had a "clear right" to interim reinstatement

In terms of Section 43, an employer had to show a fired worker had been given a chance to put forward his view and, unless an employer could prove he had done this, the court should grant interim reinstatement

Mr Brassey argued that to qualify for relief, the workers had to show that there was no other satisfactory remedy for them

They also had to establish a "clear right" to it and could not do so if there was a dispute of fact with the company, which there was

Gunman 'only wanted to frighten' his former wife

By JOUBERT MALHERBE
Pretoria Bureau

"I NEVER wanted to kill my former wife — I only wanted to frighten her," a Pretoria man told a magistrate this week when he appeared in court on a charge of attempting to murder her

Mr Abraham Joone, 28, of Zambesi Drive, Sinoville, choked with emotion when he told the magistrate he fired at his former wife last Saturday because he wanted her to experience the same anguish he suffered when she became involved with another man while he was doing operational service

Mr Joone is charged with attempting to murder his former wife, Mrs Petronella Joone

Mr Joone was granted bail of R1 000 after he told the court he would lose his job if he was detained until next week when the case is heard

The prosecutor, Mr T Dick-er, called Mrs Joone after opposing the bail application and she told the magistrate, Mr J Diener, that her ex-husband had threatened her twice since they were divorced on September 8 this year

Last Saturday he collected their child at Mrs Joone's flat to take him to a fireworks display at Loftus Versfeld that evening

That afternoon Mrs Joone went to a softball competition where she was later called and told her former husband was waiting for her in the parking lot

She was told he had fetched her because their child had been injured after falling off a pavilion

When Mrs Joone went to the car, Mr Joone allegedly threatened her with a firearm and told her to get into the car

She refused and returned to the softball game, but Mr Joone allegedly followed her and fired a shot in her direction Mrs Joone was not hit and Mr Joone was apprehended after allegedly firing another shot into the ground

He told the court he had been to the house of a relative before going to the softball competition. When he saw the pistol lying in a cupboard, he decided to use it to give his former wife "a fright"

"I did not want to kill her," Mr Joone said

His advocate, Mr B P Geach, said his client only realised the gravity of his conduct after having spent a few nights in police cells

Bail conditions were that Mr Joone refrains from interfering with State witnesses — including his former wife



Counterfeit travellers' cheques and \$100 notes. Sergeant J N Visser shows some examples and...

'EVE'

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Also in this issue is a look at a dangerous new drug, mothers and bonding, how to get your money's worth, hard sell in New York, recipes and fashion

Don't miss this exciting issue of EVE tomorrow.



Unemployment benefit delays for out-of-work

W. J. Labour Reporter
HUNDREDS of retrenched workers in Natal were having to wait months before receiving unemployment insurance fund benefits, union sources said yesterday.

Meanwhile, many retrenched workers were working as pedlars as there were no jobs available. A spokesman for the Fosatu-affiliated Metal and Allied Workers' Union said the problem was particularly acute in the Pinetown area where laid-off workers were handed forms re-

quiring at least 12 employers' signatures proving there were no vacancies in the area before workers could apply for their benefits.

The workers were told that they could get only two employers' signatures a day and if they presented more the forms were torn up and the workers issued with new ones.

He said workers were having enormous difficulty in getting employers to sign the forms as most of the bigger firms in the area merely put out notices saying that no work was available or workers were informed by the security guards on the gates

A spokesman for the Black Sash Advice office in Durban said although the officials were entitled to issue workers with a form to prove they were looking for work, they should have been issued with UIF application forms at the same time.

The Port Natal Administration Board, which acts as agents for the Department of Manpower in Pinetown, said the UIF application form would have been filled in automatically by the board official and the worker would be issued with the other form 'which is really an introduction to employers'.

But, the Black Sash Advice office said they had had a worker in yesterday who had not been asked to sign any application form, nor had she been asked for her UIF card but was only issued with the form to be signed by employers.

A Chemical Workers' Industrial Union spokesman said a large number of retrenched workers had turned to selling cooked chickens, beer or vegetables to make a living.

He said employers often forgot to apply for a UIF card for their workers and so after being dismissed the workers had to wait up to two months for a card to come from Pretoria.

U'hage
firm has
taken
back 60
Post Reporter

SIXTY out of more than 1 000 workers who were dismissed from Veldspun International in Uitenhage have been re-employed by the company

The National Union of Textile Workers (NUTW) is awaiting a list of others who are to be rehired

The workers were dismissed in August after a strike. After lengthy negotiations between the NUTW and management the firm agreed to take back 214

After a meeting last week the union was given a list of 60 names including two shop stewards of people who have begun work last week and on Monday.

The union's general secretary, Mr Obid Zuma, said he expected to receive a list today of the other 154. They would be given 14 days to report

(142)

Cheers as Fine is freed after year's ordeal

By STEVEN FRIEDMAN
Labour Correspondent

A PACKED public gallery burst into applause and some spectators shed tears yesterday after trade unionist Mr Allan Fine was acquitted in the Johannesburg Regional Court of Terrorism and Internal Security Act charges.

Mr W Rosch freed Mr Fine, a 30-year-old official of a registered liquor and catering workers' union, after finding that the State had failed to prove that, by secretly sending information to an official of the exiled SA Congress of Trade Unions, he intended to assist the banned African National Congress.

Among his findings were that Mr Fine's participation in consumer boycotts did not mean he was working for the ANC and that he may have sent information to SACTU secretly because he feared banning or detention without trial.

The verdict ends more than a year of imprisonment for Mr Fine, who was detained last September under security legislation. Since then, he has either been detained without trial or held as an awaiting trial prisoner. Friends, relatives and trade union colleagues cheered and hugged each other after Mr Rosch completed his verdict.

In his judgment, Mr Rosch noted that it was common cause that Mr Fine had sent information on labour developments to a Botswana-based SACTU official, Mrs Jeanette Schoon, by means of 'dead letter boxes'. Although it was agreed SACTU was not an illegal organisation, it was alleged that there was a conspiracy between SACTU and the ANC to overthrow the State by violent means and that Mr Fine was therefore guilty of terrorism.

A second charge, under the Internal Security Act, alleged that, by sending information to Mrs Schoon, he had furthered the aims of the ANC. Mr Rosch found there was indeed a

conspiracy between SACTU and the ANC to overthrow the State. He added that SACTU engaged in both legal and illegal activities.

But there was no prima facie evidence before the court that Mr Fine's actions were in themselves "terroristic" and it was thus up to the State to prove "beyond reasonable doubt" that Mr Fine was furthering the ANC's aims.

Most of the information sent to SACTU had been publicly available. There was no evidence it had been sent with "ulterior motives" and, because of a lack of knowledge inside the country of SACTU activities, it was not known to what use the information had been put.

The fact that the information had been sent secretly was no evidence of guilt, because it might have been due to the fact that Mr Fine had been detained twice by police before the alleged offence. It was therefore not watched by police and was therefore afraid of police action.

On the use of a code to communicate with Mrs Schoon, Mr Rosch found this was either because he was "under her discipline" or because he feared police action. It was the court's duty to accept the "more favourable possibility" and acquit Mr Fine, he said.

The court had been "hampered" in determining the use to which the information sent by Mr Fine had been put by a lack of information inside the country about SACTU activities.

Mr Rosch found there was no evidence Mr Fine had taken part in consumer boycotts and other union activities at the request of SACTU. He said that he had been impressed by the evidence of State witnesses, including Major Craig Williamson of the Security Police.

In his own evidence, Mr Fine had sometimes contradicted himself and had also been "hulduishly naive" about SACTU's aims, but had been "frank and honest" about his political beliefs and other aspects, Mr Rosch found.

Court's verdict stuns unionist

Mall Reporter

YESTERDAY morning Mr Allan Fine was pessimistically preparing to begin a jail sentence under the Terrorism Act. By the afternoon he was at home, bewildered by his release after 13 months in custody.

Speaking shortly after being freed by a Johannesburg magistrate, the trade unionist said he had never allowed himself to think about the possibility of being acquitted and released.

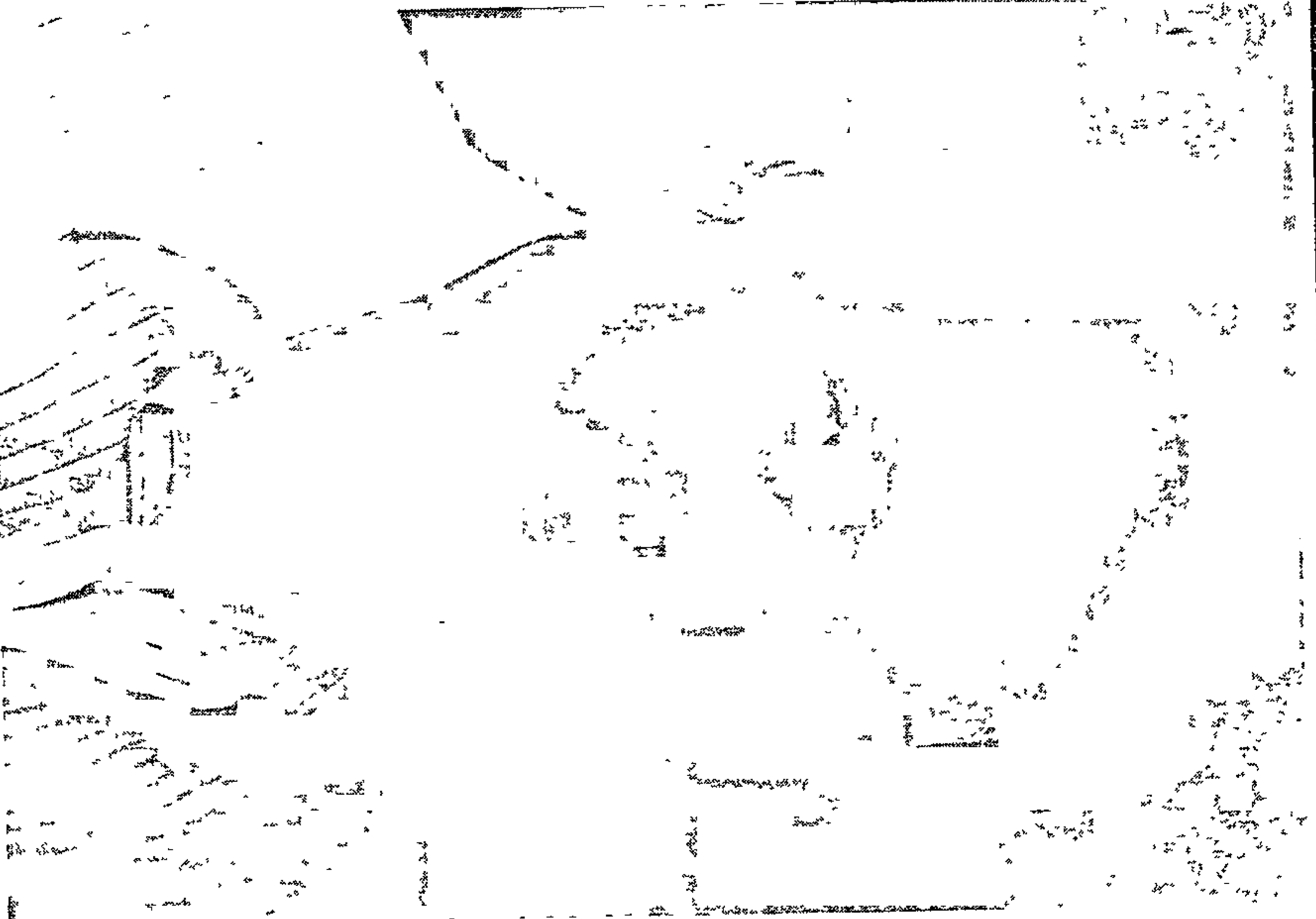
"I was pessimistic and had prepared myself for the worst. It was impossible to think that I could be at home this afternoon."

"It was only halfway through the magistrate's speech that I began to think things were looking good. When I heard the magistrate acquit me, I could not believe it," he said.

Since his detention on September 24 last year he has had to make few plans for his own future. Suddenly, he is freed and says now he will have to spend a long time thinking — but does not think it likely he will return to his job as an official of the Witwatersrand Liquor and Catering Employees' Union.

"Thirteen months is obviously a big gap. What is sad is that there are still others who are in custody, in detention or serving sentences, and one colleague in particular — Neil Aggett — who will not be around anymore," he said.

Mr Allan Fine, 30, was ready for jail yesterday — but he was acquitted of Terrorism and Internal Security Act charges after 13 months in custody



By Moira Levy

Trade Unionist Mr Allan Fine elated at his acquittal in the Johannesburg Regional Court yesterday on Terrorism and Internal Security Act charges is stunned at the prospect of freedom after more than 13 months' detention.

"When I think back to where I was yesterday at this time I find it hard to grasp," Mr Fine said early today at a friend's flat in Johannesburg.

His only plans at the moment are to take a long holiday.

"I don't know where I have not yet had a chance to consider what I will do after that," he said.

SADDENED

"During all those months in detention I had to try to steel myself in preparation for a possible jail sentence although there were times when I allowed myself hope.

"What saddens me is that there are others still in detention and serving sentences and that our colleague Neil Aggett, is no longer around."

Mr Fine (30), an of-

Freedom stunning, says Fine

STUNNING
SAYS FINE

ficial of a liquor and catering workers' union was acquitted when the State failed to prove he had assisted the banned African National Congress by secretly sending information to an exiled official of the South African Congress of Trade Unions.

Yesterday the public gallery was packed with friends, relatives and supporters who burst into cheers when the magistrate Mr W Rosch, freed Mr Fine. Some hugged each other and wept tears of relief.

Mrs Estelle Fine, the trade unionist's mother, said today she was "delighted, relieved and grateful that justice has been

done.

"And I am also grateful to Allan who was incredibly brave and strong throughout his ordeal. He was probably depressed at times, but he was always on the bright side when we visited him. He was obviously trying to make it easier for us," she said.

"During the long months of detention — as we hoped and prayed — he never gave us any unnecessary worry."

Mrs Fine said friends and relatives had been phoning her since early this morning. "The response has been terrific and the atmosphere in the court room yesterday was absolutely charged."

Sigma layoffs left no time for talk, says union

40A
17/12
STW 20/11/82

By Tony Davis
Labour Reporter

The National Automobile and Allied Workers' Union has criticised Sigma for not giving enough advance notice of the decision to lay off 500 workers at its plant near Pretoria this week.

A Naawu spokesman said it was informed of Sigma's decision on Friday afternoon. This left it no opportunity to discuss the matter with management or the workforce as Sigma is operating a three day work week from Tuesday to Thursday.

The spokesman said Sigma had met the exact terms of the union agreement with the auto firm but had left Naawu with little room for any constructive discussions.

The union has planned a tentative meeting of Sigma workers in Mamelodi township tonight to discuss the latest wave of retrenchments.

More than 500 workers were laid off at Sigma in January this year. Another 348 were laid off for one month. There were also further retrenchments although in smaller numbers during the year.

The retrenchment procedure between Sigma and the union provides for:

- Severance pay in relation to length of service

- Re-employment as vacancies occur

- A policy of "last-in, first out"

Sigma initiated a

four-day work week in July and introduced the three-day week last month.

A Sigma spokesman said the firm had a policy this year of reviewing its economic position on a monthly basis. Unproductive workers also came under scrutiny on a regular basis.

Some industry sources fear that in the event of any worker militancy at Sigma the firm could use the occasion to lay off more workers — a case of "disguised redundancy".

Sigma's recognition agreement with Naawu followed a prolonged dispute which saw its entire workforce out on strike in April.

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Newsman employers in talks

Labour Reporter
The South African Society of Journalists held day-long talks yesterday with newspaper publishing employers in a bid to preserve the industry's conciliation board
Both the Argus Printing and Publishing Company and South African Associated Newspapers (SAAN) informed the SASJ recently they were withdrawing from the board at the end of the agreement this year
The SASJ attacked the move, saying it would bring to an end some 40 years of peaceful collective bargaining between employers and journalist representatives at the board level
Argus and SAAN are understood to want regionally based negotiations with journalists on wages and working conditions as opposed to national talks through the conciliation board
Yesterday's talks brought no immediate end to the dispute and the SASJ is looking at legal recourse through the country's industrial legislation.

Firm sacked 78 unfairly, says union

The Metal and Allied Workers' Union (Mawu) has told the Industrial Court that Stobar Reinforcements dismissed its 78-man workforce in August without sufficient reason and without giving the workers a chance to state their case
This was said by the union's counsel yesterday in an application to reinstate the workers it alleges were unfairly dismissed, pending determination of the dispute by the Industrial Court
Labour experts see the case as significant because it hinges into question the industrial agreement which spells out disciplinary procedure to be followed in any dispute in the metal industry
Mr Martin Brassey appearing for Stobar Reinforcements argued that section 35 of the industrial agreement which spells out the disciplinary procedures was void because it was too vague to be put into effect
Mr Halton Cheadle, appearing for Mawu and 51 of the dismissed workers said that if section 35 was void the entire industrial agreement would have to be declared void — which was "inconceivable"
The Stobar management has alleged

that all the workers at the plant in Elandsfontein staged a go-slow on August 16-20, and were retrenched after worker representatives were informed that the situation was becoming intolerable
Mr Cheadle said Stobar had failed to follow the disciplinary measures set out in the agreement. The company had also failed to investigate the alleged go-slow before acting against the workers
"The only evidence Stobar management has produced are the production figures for the week of the alleged go-slow. These low figures do not take into account the drop in the number of orders and the earlier decision by management to cut down on the number of working hours," Mr Cheadle said
An important reason for the low production figures was the economic downswing, which a director of the firm had admitted was affecting production
Mr Cheadle said the dismissal of the workers was an unfair labour practice and a form of disguised retrenchment
Mr Brassey said Stobar had been prepared to enter into negotiations with a recognised trade union, as spelt out in the industrial agreement
But the industrial council had no jurisdiction in the dispute because Stocks and Stocks — the controlling company of Stobar Reinforcements — was registered with the Building Industrial Council
Stobar was therefore not obliged to enter into any negotiations with the industrial council because it was not a party to an agreement with Mawu
The hearing was adjourned indefinitely.

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FRESH MEAT

Settlement at 11th hour

VANCOUVER — British Columbia dockers, ordered back to work

Stop order uproar

Labour Correspondent

THE biscuit industry's industrial council has told employers they are not allowed to deduct "stop orders" for an emerging, mainly black, union because only a Tucs union is allowed these facilities, it was alleged yesterday.

Fosatu's Sweet, Food and Allied Workers' Union (SFAWU) charged yesterday that two employers in plants where it has majority membership applied for "stop orders" — automatic deduction of union dues by the employer — on its behalf.

The plants are in Pinetown and Isando.

But the council had told the companies that only Tucs's National Union of Operative Biscuit Makers and Packers, which sits on the council, was allowed this facility.

SFAWU's general secretary, Mrs Maggie Magubane, said yesterday the union's national executive had condemned this ruling.

She said workers, angered by the move, believed the council had no right to intervene in a matter which concerned only their union and their employer.

Mrs Magubane said SFAWU had also attacked a Natal sugar unionist Mr Selby Ntsibande, who had walked out of a meeting with sugar mill employers at which SFAWU was present.

SFAWU had been invited because the closure of a mill at which it is recognised was discussed.

John 11/11/82 1409

Sigma pays off 371 — and more will lose jobs

Mail Reporter

A TOTAL of 371 employees of the Sigma Motor Corporation's Watloo plant lost their jobs yesterday and a further 114 will be without work at the end of the month.

A spokesman for the corporation, Mr Phillip Botha said in a statement yesterday that sales trends in the last few months "require all clear thinking motor manufacturers to take corrective actions to protect their interests."

"In line with the weakening economy, motorcar sales in the industries and Sigma are declining," he said.

Mr Botha said reductions were handled responsibly by treating employees whose jobs had become redundant fairly in all circumstances.

At a meeting held on November 5, the National Automobile and Allied Workers Union (NAAWU), in terms of established practice, was informed of the company's intention to retrench a number of employees within six months, and certain amendments to the redundancy formula were agreed, he said.

The employees would in accordance with the company's established policies be awarded their usual Sigma redundancy benefits whereby they would receive the required statutory notice, laid-down benefits in terms of the company's supplementary unemployment fund and a separation payment which recognised loss of employment, Mr Botha said.

"In addition to this the company will ensure that employees draw the benefits they are entitled to in terms of the Unemployment Insurance Act," he said.

Leave pay due and the annual Christmas bonus would also be paid to them and the amount should if carefully administered, be adequate to tide the affected employees over for several months, Mr Botha said.

The union could not be reached for comment yesterday, but a spokesman for NAAWU was reported as saying that his union was told about the issue four days before the employees were retrenched.

140 (10) 11/82
**Firms offer
Sowetan
new deal**

A NEW minimum wage offer has been made to workers in three motor manufacturing firms in Port Elizabeth.

The three companies, Volkswagen, Ford and General Motors, apparently made the offer last week to representatives of the National Automobile and Allied Workers' Union (Naawu).

Retrenchment warning

'At least make it palatable,' employers told

Labour Reporter

INDUSTRIAL unrest would continue unless employers took steps to prevent retrenchment or 'at least' made it 'palatable' to organised labour, Mr Taffy Adler, the national education secretary of the Federation of S A Trade Unions warned employers yesterday

Addressing top management at a National Manpower and Management Foundation breakfast session in Durban, Mr Adler said during this year 11,8 percent of the strikes reported were over retrenchment, whereas no such strikes were reported last year

'In the current situation in South Africa where there are such appalling shortages of essentials such as housing, transport and schools, it seems crazy that those who control the economy are cutting back in all areas of activity,' he said

In the South African context, with the unemployment rate of nearly 16 percent or 1 600 000 people, retrenchment was 'a highly political issue'

He said unionists did not accept the principle of retrenchment and would resist it as hard as possible.

'We have often found that management has used the economic downturn as an excuse for either cost-cutting or productivity

exercise

'In certain industries, bad management judgement as to stock build-up has resulted in the need to retrench not because of downturns in the absorption of current production,' he said

Mr Adler said retrenchment should be seen as 'undesirable' and should be the responsibility of the 'entire community' with employers bearing the major share of that responsibility

He said that through service a worker had accrued a right to his job and retrenchment interfered with this right

Mr Adler said retrenchment was a 'major trauma' for the worker as 'he loses his livelihood, loss of seniority or benefit rights, promotion prospects and has little chance of future employment'



Agreement signals car industry peace

By SANDRA SMITH
A FOUR-MONTH dispute in the Eastern Province motor manufacturing industry was finally resolved last night when workers decided to accept an employer package entrenching job security and increasing minimum wages

The resolution of the conflict which closed all three motor plants and led to the withdrawal of the National Automobile and Allied Workers' Union (Naawu) from the industry's industrial council, ends months of negotiations

The main thrust of the

agreement concerns lay-off and short time provisions

Naawu's general secretary, Mr Freddy Sauls said today that significant gains had been made in improving workers' job security

Another important aspect of the agreement was the acceptance of the principle that employers should wholly fund a separation allowance fund

The agreement makes provision for negotiations between Naawu, the Iron Steel and Allied Industries Union and Ford General Motors and Volkswagen on general conditions every two years and on wages

every six months

In terms of the package presented to the unions by the Eastern Province Automobile Manufacturers Association (Epama) last week, the minimum hourly wage from December 1 for grade one employees will rise from R2 an hour to R2 15

In February, workers will also receive an across-the-board increase ranging from 10c for grade one employees to 20c for those in grade eight

New provisions have been made for separation allowances in the event of retrenchments

Workers with two years continuous service will receive an equivalent of five days pay

A temporary lay-off provision has also been made to cater for employees on short-time who receive less than four days pay

Additions to annual leave have also been negotiated whereby those with more than 10 years service will receive six additional days full pay

Workers also accepted the establishment of a committee made up of employer and worker representatives to investigate the grading system

PE motor workers accept deal

Stw 13/11/82

Own Correspondent

PORT ELIZABETH —

The lengthy dispute which led to major mid-year disruption in the Eastern Cape motor industry is over — at least until early next year

Members of the main trade union represented at Ford, General Motors and Volkswagen, have at report-back meetings accepted the latest proposals by employers

A national executive member of the National Automobile and Allied Workers' Union (Naawu) and fulltime shop steward at Volkswagen, Mr John Gomo, said the last of a series of report-back meetings was held with Volkswagen workers on Thursday

Members there had accepted the offer made to the union by management last week as other workers had done earlier

The two-year agreement that has been reached will cover lay-offs severance pay and long-service pay

The workers have accepted the establishment of a joint union-management committee to restructure the companies' systems of grading workers

The agreement does not cover wages

Wages will be reviewed by negotiation every six months for the duration of the current two-year contract

This will bring the hourly minimum wage for those who were employed in August to R2,30

In July, about 10 000 Naawu members downed tools in support of a minimum wage demand of R2,50 an hour, when wage negotiations via the industrial council reached a deadlock

When the industrial council decided to refer the dispute to arbitration Naawu withdrew from the council and requested separate in-plant negotiations

The companies refused this and since then talks have continued through the Eastern Province Automobile Manufacturers Association (EPAMA)

Naawu's rival union the non-registered Motor Assemblers' and Component Workers' Union of South Africa (Macwasa) has been invited to talks with EPAMA but favours separate in-plant negotiations

Macwasa organiser Mi Dennis Neer said yesterday he could not yet comment on the agreement

A spokesman for the all-white Iron and Steel Workers' Union, said the union was likely to accept it

CAPE TIMES 13/11/82

Motor disputes end in E Cape

PORT ELIZABETH — The lengthy dispute in the East Cape motor industry is over, but it could start again early next year

Workers employed at Ford, General Motors and Volkswagen have mandated representatives of the National Automobile and Allied Workers' Union (Naawu) to accept an offer made to the union last week by the companies' managements

Last night Naawu's general secretary, Mr Fred Sauls, said the two-year agreement which would become effective from December 1 would cover lay-off, severance and long service pay.

The agreement does not cover wages

In future, minimum wages in the industry would be renegotiated every six months, he said

In terms of the agreement

● A structure for separation pay — where workers are retrenched

because of cut-backs in production — will ensure that workers get one week's wages for every completed two years' service

At present the companies need give only one day's notice to hourly workers

● A structure for lay-off pay — to ensure that workers who have to work short-time get some compensation — entitles workers with less than two years' service to claim up to 36 hours in wages. Those with between two and five years' service will be entitled to up to 45 hours' pay, those with between five and 10 years service will be entitled to 63 hours' pay and those with over 10 years' service will be entitled to 90 hours' pay yearly

● A structure for long-service pay will allow workers with two years' service one extra day of paid leave, two days for those with three to four years' service, three days for those with four to five years' service, four days for those with five to 10 years' service and six days for those with more than 10 years' service

ENJOY THE

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Metal union makes 'Vaal breakthrough

By STEVEN FRIEDMAN
Labour Correspondent

FOSATU's Metal and Allied Workers Union has won two important breakthroughs in the form of preliminary recognition agreements with Transvaal companies

Although the agreements, announced in a union statement yesterday, do not provide for wage bargaining rights, union general secretary Mr David Sibabe said the union expected to win these rights at the plants

Most metal employers are opposed to bargaining on wages directly with unions, preferring the official industrial council system

The two companies which have signed agreements with MAWU are Defy Corpora-

tion, at its refrigerator plant in Benoni, and Tubatse Ferrorochrome, of Steelpoort, in the north-eastern Transvaal

Tubatse is owned by Gencor and Union Carbide. It was one of the first companies to be hit by a pension strike during the pensions unrest of 1980, and 1981

Mr Sibabe said MAWU became involved at the plant some months ago when workers approached the union and asked to join

"We gave them membership forms and said we would become involved if they recruited a majority of their fellow workers. They did this on their own and asked us to approach management for recognition. This agreement is the result"

He said the plant employed

about 400 workers, of which more than 330 now belonged to MAWU

Defy, which has been negotiating with MAWU for some time, employs about 500 workers at the Benoni plant and MAWU also represents a majority there

MAWU says both agreements provide for recognition of its shop stewards, access of stewards to plants, and meetings between them and management

They include an undertaking that negotiations will continue towards agreements covering negotiation, grievances and dispute procedures

They also recognise the union's right to negotiate on behalf of workers on "matters of mutual concern"

140A

Source
17/11/82

Jobs tumble as recession sets in **3-day week probable for car industry**

THE LASTERN Cape motor industry dispute which led to major labour disruptions at the mid-year is over. In Pretoria another 500 jobs are poised for redundancy and a three day week is imminent for the survivors

The dispute in the Eastern Cape, which involved more than 10 000 workers at Ford, General Motors and Volkswagen, was sparked off by a R2 50 increase demand. All the workers involved are members of the National Automobile and Allied Workers' Union (Naawu), one of the strongest trade unions in the country.

In Pretoria Naawu officials have been given details of possible retrenchments and a three-day working week by Sigma Motor Corporation. The move will

**By SELLO
RABOTHATA**

bring the redundancy toll at the company to more than 1 200 since the beginning of the year when car and truck sales plummeted.

Naawu members in the Eastern Cape accepted proposals by employers and an offer made to the union by the companies was also accepted. A two-year agreement was reached which will cover severance, lay-off and long service pay.

The establishment of a joint management-union committee to re-structure the companies systems of grading workers was also accepted.

Although the agreement does not cover wages workers have accepted the 20 cents-an-hour increase. The increase was implemented with the proviso that wage negotiations be re-opened in March.

Sigma is said to have been the worst hit among motor assemblers because of the recession. The new redundancy plan will push the number of jobs lost in the industry to well over 4 000 in recent months.

18/4/82

Mawu clinches deal with Defy

1407
1187

THE METAL and Allied Workers Union, a Federation of South African Trade Union (Fosatu) affiliate, has signed two preliminary recognition agreements with two major companies.

The agreements were signed with Defy Corporation (Pty) Ltd, in respect of its refrigerator plant in Benoni and Tubatse Ferrochrome (Pty) Ltd in Steelport. A retrenchment procedure

agreement has also been signed between Defy and Mawu.

Both agreements provide for recognition of the union's shop stewards, access by union officials to the plants, meetings of the shop stewards and between shop stewards and management, and an undertaking that negotiations will continue. The agreements dispute pro-

Sto 18/11/87 1104
Union gets
recognition

Labour Reporter

Fosatu's Metal and Allied Workers' Union signed a recognition agreement with a Barlow Rand subsidiary, Brolo Africa, in Elandsfontein last week

The agreement provides for shop steward recognition, access of union officials to the plant and annual negotiations on wages and working conditions

Dispute and grievance procedures will probably be discussed at future talks.

STW 18/11/82

Fund to pay non-strikers shelved

By Tony Davis
Labour Reporter

The proposed controversial R2 million Government scheme to fund non-strikers has been shelved following the settlement last week of the Eastern Cape motor industry dispute

The idea of the fund was first raised in August by the Minister of Manpower, Mr Fanie Botha, who announced the scheme in Port Elizabeth

Mr Botha said R2 million had been set aside from the Unemployment Insurance Fund and would be used to assist motor workers unwilling to participate in illegal strikes

The National Automobile and Allied Workers' Union and the Eastern Province Automobile Manufacturers' As-

sociation late last week agreed to a new two-year contract which ended the six-month wage dispute

Manpower Department sources said the scheme had been shelved but it would be ready when required

It was to have been implemented in the magisterial districts of Port Elizabeth, Uitenhage and East London

The basis was that workers who did not wish to strike would be employed at their particular plants. If production units shut down because of the stayaway employer would pay such workers other jobs and the difference between their usual wages and the stopgap jobs would be paid from the special fund

When he announced the scheme Mr

Botha said strikes that had paralysed the motor industry in the Eastern Cape had prevented responsible workers from working and the fund was meant to assist them

The scheme prompted widespread criticism from some unions, especially the National Automobile and Allied Workers' Union whose more than 1000 members at Ford, General Motors and Volkswagen had been on strike

Yasou claimed the scheme would largely benefit white car workers who did not support their wage demands

Some employers feared the scheme could create an expensive precedent

Manpower Department officials said the scheme was revolutionary in South Africa

Workers plan to act on Bill

Labour Correspondent

REPRESENTATIVES of metal workers on the East Rand have called for a united worker front against a planned Bill to toughen influx control and have urged employers to act against the demolition of shacks in the townships

And figures given at a meeting of the representatives reveal that, despite the loss of members in a growing spate of lay-offs the Metal and Allied Workers' Union still has more than 8 000 members in Germiston, Wadeville and Alrode — nearly double its membership in the areas a year ago

This emerges from the minutes of a meeting of MAWU's Katlehong shop stewards council, held earlier this week

MAWU has been one of the unions worst hit by retrenchments and, in the minutes, it reveals that it has lost at least 1 000 members through lay-offs in Germiston, Wadeville and Alrode (outside Alberton) alone

Union organiser Mr Moses Mayekiso said yesterday that membership in the area during the year had risen from about 5 000 to over 10 000. Since the wave of lay-offs began it had lost around 2 000 members and membership was now just on 8 000. "But even this is well up on last year," he said

The major difficulty facing MAWU over the past year had been the firing of workers during strikes, and the recession which led to hundreds of lay-offs

Workers at the meeting voiced strong criticism of the planned Bill to tighten influx control and urged that all unions "unite to fight the Bill"

The demolition of shacks in Natalspruit and Thokoza townships was also condemned. Workers — some of whom lived in demolished shacks — said these had been pulled down without alternative accommodation being offered

Workers said the move was an attempt to force them into hostels

The meeting decided that workers would approach their employers and urge them to act against both the demolitions and the new Intimidation Act, which is being used against unionists

Unions bearing brunt of Act

By Tony Davis,
Labour Reporter

Trade unionists have borne the brunt of action under the new Intimidation Act this year

The Act was introduced in June as a result of recommendations by the Rabie Commission into security matters

A Fosatu affiliated union, the Metal and Allied Workers Union, has been hardest hit by it

In three disputes at Litmaster Products in Wadeville B and S Engineering in Brits and Alusaf in Richards Bay — its members have been arrested and charged under the Act

Trade unionists feel the Act was specifically designed to bring pressure on their members

Under sections 10 and 11 of the Riotous Assemblies Act there are provisions for dealing with intimidation. But prosecutions of unionists under these provisions have usually failed to secure convictions

A spokesman for the Institute of Race Relations said most of the cases of action under the Act which the institute had recorded involved unionists

INQUIRIES

Attempts to uncover details of such charges in other areas have been unsuccessful. The

police do not provide information unless inquiries include relevant details about the presumed suspect

The Director General of the Department of Manpower Dr Piet van der Merwe said the Act was not administered by his department, so he could not comment on why it had been invoked

The Act makes it a crime to force or persuade another to do something which is against the latter's views

The crime consists in attacking or hurting another threatening to attack or hurt causing damage to another or threatening to cause damage to another

The maximum penalty for intimidation is 10 years imprisonment and a fine of R20 000

The Litmaster dispute saw seven Mawu members, three of them shop stewards charged under the Act for allegedly intimidating other workers at the plant

They were released on bail of R300 each and the case was withdrawn earlier this month

At Alusaf in Richards Bay two other Mawu shop stewards Mr Siphon Khuzwayo and Mr Enoch Shongwe, were charged under the Act and released on bail pending a further hearing

The Intimidation Act case against two Mawu members at B & S Engineering in Brits was postponed last week until mid-December and the union is hopeful it will be withdrawn

There have been reports of the Act being employed against Mawu members and transport union workers in Natal

PICKETS

The Act allows for a form of picket in the event of a dispute. But the picket must be mounted by one demonstrator at a time — otherwise it could constitute an illegal gathering and an infringement of the Riotous Assemblies Act

Some unionists see the Intimidation Act as a forerunner to the possible limited legalisation of strikes. Nearly all the strikes in recent years have been illegal

But various security laws would make it practically impossible to conduct a strike as workers do overseas since locally picket lines and open air rallies could be ruled out

While new labour legislation is projected as a major improvement in industrial relations in South Africa action under Security laws and legislation administered by the Department of Cooperation and Development will make a mockery of these reforms, say unionists

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Room 22/1/82
Union recognition

THREE recognition agreements between employers and the Metal and Allied Workers Union were announced this week

The key feature is that one firm - Barlow Rand's Brollo Africa - has agreed to bargain on pay with MAWU and the other two - Defy and Tubatse Ferrochrome of Steelport - are likely to

Direct wage bargaining between companies and unions is frowned on by most metal firms and their association, the Steel and Engineering Industries Federation of SA

What is even more notable is that the agreements come in the midst of mass lay-offs which have weakened the bargaining position of unions

Presumably the three firms realise unions will survive the recession and grow after it and that now is the perfect time to begin building a lasting relationship with them.

The change in investment will cause a large increase in income

$$\Delta I = 10 \quad K = \frac{\Delta Y}{-2} \quad \Delta Y = 50$$

$$= \frac{1}{MPC} \cdot \frac{1}{-2} = 5$$

If there is a decrease in the consumption function, in other words a decrease in the withdrawal function it will have an effect on the multiplier

The slope of the withdrawal function determines the change in income. The steeper the function the smaller will be the change in income.

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Daily independent 10/21

Motor workers end dispute

23/11/82

Industrial week

24/10 1977 15 140A

By Hugh Poulter

AFTER six months of worker slow-downs, factory closures and painstaking negotiations, automotive workers have agreed to an extra 20c an hour pay rise

More than 10 000 Eastern Cape workers accepted a R2.20 across the board minimum hourly rate and a further 10c increase in February next year, with new wage talks to open in March

During the past month closed door negotiations were held between the National Automobile and Allied Workers Union (Naawu) and the Eastern Province Automobile

Manufacturers Association, representing Ford General Motors and Volkswagen in a last ditch attempt to end the costly dispute

The dispute goes back to April when Naawu demanded a minimum hourly wage of R4.50 for skilled workers R4.00 for semi skilled and R3.50 for unskilled workers

Bonus

But employers, represented by the Eastern Cape Industrial Council offered a 15c an hour pay increase to R2.15 for unskilled labour

In July negotiations became deadlocked workers downed tools and plants were closed several times

After three sessions of negotiation the council entered a dispute situation

In the meantime Naawu had reduced its demands to R2.50 an hour and the employers countered with another 5c offer in August bringing the minimum hourly rate to R2.20

At one stage of the sensitive negotiations in early August drama struck when Naawu an-

nounced that it would withdraw from the Industrial Council if the matter went to arbitration

Naawu said they wanted to settle the dispute through an in-plant agreement

Motor companies were again subjected to closures and Ford laid off 507 workers following a week long closure and a decline in sales

Recommendations

Talks were resumed in late August through the Eastern Province Automobile Manufacturers Association (Epama)

At the beginning of November Epama came up with new recommendations which were accepted by the workers

Employers have agreed on six monthly wage talks during the two year contracted settlement and a basis for establishing provisions for future lay-offs

A joint union employer committee will be formed to supervise the grading of workers wages and settlement provisions

Joy on the move

JOY Manufacturing has started moving its services centre to a new R5 million building erected at the company's 13.3 ha site at Wadeville by Naco Engineering of Germiston

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3) to better the working conditions
The negative effects of White be summed up as being that:

1) they serve to split up the into White skilled versus Black discourages unified action among employees.

2) they often work with the cap depress the situation of the Black trade unions demand higher wages acquire at the expense of the Black

3) the Colours Bar was instituted at the request of the White trade unions at the beginning of this century, and it has never been rebuked - although it is not an official requirement. The Colours Bar has created bottlenecks in the skilled labour force,

EATES
ACK
UNEMPLOYMENT

Retrenchment threats to 'toe the line'

ARGUS
25/10/82

140A

Labour Reporter
ABOUT 2 000 motor workers in South Africa have been retrenched since the beginning of the year, according to Mr Freddie Sauls, general secretary of the National Automobile and Allied Workers' Union.

Commenting on the views of motor industry spokesmen quoted in Business Argus at the weekend, Mr Sauls said many retrenchments were "totally unnecessary" and were an "excuse for cutting costs".

Motor industry spokesmen said the downturn in sales had made retrenchments necessary. They also said "unrealistic pay demands" would lead to increased automation

and a further cutback in jobs

However, Mr Sauls said threats of retrenchments were an attempt to get workers into a position where they "toed the line"

It was seldom that people in supervisory positions were retrenched — "the production workers are the ones to suffer", he said

Management had all the public sympathy and it was difficult for the union to "make a move"

Naawu did not have a uniform retrenchment procedure, but negotiated procedures in the firms in which they had recognition

The union tried to stick to the "last in, first out"

(Lifo) principle to avoid victimisation, but often this was not practical

"Often the younger workers are the only breadwinners in the family and it is important for them to keep their jobs," he said

Naawu had negotiated severance pay in the companies where they had representation. Workers would also rather work short-time than be retrenched, if it did not mean fewer than three days a week

The economic recession was "psychologically depressing" for workers

"Retrenched workers have problems relating to their families. They feel a great insecurity about their children and their home

fbm 26/11/82

~~140A~~ ~~140A~~ ~~140A~~

By STEVEN FRIEDMAN
Labour Correspondent

Mawu suffers talks setback

A MEETING planned by the Metal and Allied Workers' Union to try to get about 70 Rand employers to discuss retrenchment procedures with worker leaders may be postponed — only four employers have agreed to attend.

Mawu had invited employers to a meeting tomorrow with union shop stewards at their factories. Mawu claims that most metal employers have not been willing to negotiate on retrenchments.

This follows an earlier meeting with the same aim, called by the union in October. After the Steel and Engineering Industries Federation of SA (Seifsa) urged employers not to attend, arguing that this was not the correct forum to discuss the issue, only one employer attended.

After that meeting Mawu accused employers of being "afraid to face their workers" and said it was calling another meeting this month.

Yesterday Mawu's general-secretary Mr David Sibabe, said the union's office-bearers were due to meet last night to discuss postponing the meeting.

"Most employers have once again refused to attend and there is a feeling that perhaps we should wait until next year before trying to hold another meeting."

He said many employers had written to say they did not believe a general meeting was an appropriate forum to negotiate on retrenchments.

According to Mawu sources only four companies have agreed to take part in the meeting but they refused to reveal their names.

Seifsa's director Mr Sam van Coller confirmed yesterday his organisation's attitude to the meeting was the same as it had been to the first one.

Seifsa's view is that issues such as redundancy pay should be dealt with at the metal industrial council level only and that detailed retrenchment procedures should be negotiated by individual companies and unions not industry-wide, because each company faced different problems.

From 26/1/82

140A

Question

By STEVEN FRIEDMAN
Labour Correspondent

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with. In this way Blacks are prevented from holding skilled jobs. The Wiehahn Commission recommended that the closed shop agreement be done away with but the government did not accept this proposal. This proved to be one of the major failings of the Wiehahn Commission.

A second way that trade unions protect their members from competition is through Industrial Council Agreements. For example, a master craftsman (white) is only allowed to have a maximum of 4 assistants (black). In this way the ratio of skilled worker to unskilled is kept to a minimum. The Wiehahn Commission did not

140A

Labour Week By STEVE FRIEDMAN

Job slump spells gloomy Christmas for workers

DECEMBER won't be a traditionally festive month for workers

As the Rand Daily Mail reported last week, December and January should see a sharp increase in the pace of lay-offs

Metal workers have been hardest hit thus far, and some big metal firms are known to be planning hefty year-end retrenchments. There are predictions that, by early next year, metal will have shed at least 10% of its half-a-million workers

And in December, many migrants whose contracts expire at the year's end will not be asked to return

But an even more worrying suggestion is that industries which haven't retrenched in decades are considering doing so

Some sectors, for example, usually have a high labour turnover and, in tough times, simply don't replace workers who leave. But because jobs have dried up rapidly elsewhere, turnover has dropped sharply and this is becoming less of an option

While lay-offs may create worker bitterness which will make itself felt in increased militancy when the economy improves, unions' ability to fight them in the short-term is limited

But one development this week is worth noting. The Metal and Allied Workers Union will begin tough negotiations on planned lay-offs with those companies which deal with it

Word is that some plants cut a massive 15% of their workforce

Some firms have only recently begun dealing with MAWU — often in the teeth of opposition from other employers — and the bargaining will provide a crucial test for their new relationship.

trenched contract workers to change jobs and stepped-up pass raids

The signs from some worker meetings is that, not only is this raising tensions, but workers are laying part of the blame on employers

While employers obviously believe this is unfair, a recent Sash circular does give them one way of defusing tension

It points out that many black workers are entitled to permanent city rights but don't know they may claim. It sets out which workers are entitled to rights and urges employers to assist those who work for them to obtain their rights

Unions just keep growing

140A

BY SELLO RABOTHATA

MORE and more workers are joining trade unions and this could be attributed to the formation of "good structures like the shop steward council", believes the Federation of South African Trade Unions (Fosatu).

With special reference to two areas, Germiston/Wadeville and Alrode, Fosatu has looked into the Kattlehong local worker struggle in 1982 — success and failures, and the intimidation act and other laws affecting workers in South Africa.

Fosatu says the organisation expanded very fast through the part-

icipation of the workers themselves in organising other workers. This came about through the formation of good structures like the shop steward council, which was formed in 1981. Membership is now more than 10 000. This is said to make Fosatu truly existing as an effective organisation today.

Other factors which have led to the success of the workers' struggle are Education of members through locally organised seminars to stimulate and build worker leaders, the formation of shop steward councils which created unity

right across the factories, where workers began to identify themselves against the enemy, the Federation acquired a breeding ground and everybody is singing Fosatu in the area, and there are more than five signed full procedural agreements where workers themselves have fought to win some rights to channel their grievances, to have a say in their day.

The difficulties encountered by the organisation were over-expansion, which created big demands and great expectations from the fledgling organisation; the wave of strikes in this area received many

grievances and was faced with tough employers, and workers' grievances were answered with "fights" instead of talks, and recession has caused Fosatu great harm, more than 1 000 of its members in the area have lost their jobs.

On recession, Fosatu said "We condemn the stubbornness of the employer to just dismiss the workers when things are bad. We condemn this because the recession is caused by the employers and the consequences are suffered by us. When they build factories, the pretend to be doing that for the good of workers, when things go astray from making profits they cut the costs on workers instead of on profits.

"This is going to cause us to lose our houses, and starve because we depend entirely on our meagre wages for a living. This is bad, in fact it teaches us that the employers are not interested in us but in our labour that creates profits for them. It teaches us the characteristics of the employers and to know what we want, and how cruel the system is."

Seminars will be held with the workers to discuss the dangers of all the problems raised



STRIKES The last option for unions

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A court dispute that is hot news

*RDM
Dec 1982*

GOINGS-ON in the Press rarely make hot news — the public is far less fascinated by them than the Press itself

But the industrial court action by the SA Society of Journalists against SA Associated Newspapers, Sapa and the Argus Company is one Press dispute with major implications

The SASJ wants the court to use its new powers to grant temporary "status quo" orders — referred to previously in this column — to order the companies to resume bargaining with it

And it wants the court to rule that it is an "unfair labour practice" for an employer to refuse to bargain with a majority union

In the United States and other countries, the law compels employers to bargain SA law spells out no such duty and disputes in which employers refuse to deal with unions who claim majority support are common

Even registered unions don't have an automatic right to bargain

But SA law does now allow the court to act against "unfair labour practices" and the SASJ argues that refusal to bargain is such a practice

If the court agrees, many unions which have been refused recognition may ask for orders compelling an employer to bargain — including those whom employers refuse to deal with outside an industrial council

In any event, the judgment may well spell out the rights both sides have in a dispute over bargaining

This goes to the heart of present-day South African labour relations

As in several other cases, the court has also been asked to spell out the conditions under which it will grant "status quo" orders — which has a vital bearing on the rights of fired workers

□□□

THE new Intimidation Act is again under fire from unionists

Since it was introduced following the Rabie Commission report, several workers have been arrested — fulfilling predictions that it would be used against unionists — but only one convicted

Last week, charges under the Act against two Brits members of the Metal and Allied Workers' Union were dropped after they had been arrested during a strike and MAWU called for the Act's scrapping, charging it was damaging labour relations

The Act sets heavy penalties for "intimidation", which is defined very widely

Lawyers say labour laws barring strikes are hard to enforce in the courts and that the Act enables police to prosecute strikers without having to prove an illegal

And MAWU claims that, because police have such wide powers under the Act, they use it against strikers more freely than the labour law provisions

All this comes amidst talk

that labour laws making it a crime to strike may be scrapped Unionists say there will be little point in taking this step amidst much fanfare when there is a security law giving the police power to intervene in strikes at will

Nor, they add, is labour reform helped by a 1962 decree giving Department of Co-Operation and Development Commissioners arbitrary powers to ban union meetings in black townships

The Lydenburg Commissioner has used these powers to ban meetings of MAWU members at Tubatse Ferrochrome, which recognises it

Appeals to him by the company to drop the ban were apparently rebuffed

□□□

EMERGING union attacks on industrial council agreements are common — but it is unusual to see employers joining the fray

It seems some chemical firms are up in arms about their new agreement, which follows the decision by the Council of Unions of SA-affiliated SA Chemical Workers' Union to join the council

SACWU demanded to renegotiate pay and won large increases

The employers claim these are too high and much of their ire is directed at the employer body, the Transvaal Chemical Manufacturers' Association

This comes as the TCMA is trying to extend its scope throughout the Transvaal as a prelude to enlarging the council, which now only covers a section of the industry

Both it and SACWU say their dealings show employers and black unions can bargain effectively on councils and that the industry would benefit if the council covers all Transvaal plants

But the resistance to the increase could be a blow to their plans

□□□

MANY employers are irritated by emerging unions who insist union leaders are "servants of the members" who can take no decision without their consent

They will be cheered by the views of leaders of a large Tucsua union, the Garment Workers' Union of the Western Province

Its paper "Clothesline" recently broke its traditional silence on labour issues to attack a member who charged she couldn't live on the wage the union negotiated, had backache because it did nothing about safety and that "going to the union is just like going to the boss"

The union urges her to cease "grousing" and says that, if she doesn't like her factory, she can always move to another

It also suggests she visit the union office where the leaders will try to "put a bit of backbone into her in place of that backache"

If she really wants a better deal, she can always join the employer association

Former steward slams Sigma for lack of concern

MR JOHANNES MKHARI, a former Sigma Motor Corporation shop steward and member of the National Automobile and Allied Workers' Union (Naawu), yesterday lashed out at the union for its lack of concern for retrenched workers.

Mr Mkhari told The SOWETAN that he was not only voicing his own opinion but also that of the nearly 500 Sigma employees and members of the union who were recently retrenched.

Naawu, he said, did little to negotiate on behalf of the retrenched workers. He added that the union had not honoured their earlier pledge to offer financial assistance to the retrenched workers either.

"Unless they address themselves to this problem immediately, the union is bound to lose credibility amongst members."

"They should not only be active when recruiting members, but should show sympathy with members," Mr Mkhari said.

The 485 workers were retrenched earlier this month as a result of the slump in motor sales and the effects of the economic downswing, according to the company spokesman.

According to the corporation's press statement, the retrenchments were done after management met with the union.

140

South African 1/12/87

Union signs wage deal

140A

THE CHEMICAL Workers Industrial Union (CWIU), an affiliate of Fosatu, has signed a R2 a hour minimum wage agreement with three chemical companies in the Transvaal with effect from January next year.

According to a statement from CWIU, the companies concerned are Matthey Rustenburg Refineries, Recht and Coleman and Chesebrough Ponds. The union has consistently striven to achieve a

living wage for its members in wage negotiations this year. Agreements with five companies now lay down a minimum wage of R2 an hour or more, the other two being Colgate-Palmolive and Revertex.

The union said that where companies were paying very low minimum rates large percentage increases have been won, for example at Rolfe Limited an increase of 62,5 percent, and Union Liquidair (38 percent). This is in line with Fosatu's policy that all workers should receive a living wage.

Union clinches a R2 minimum

By STEVEN FRIEDMAN
Labour Correspondent

IN A round of direct wage bargaining with Transvaal employers, Fosatu's Chemical Workers Industrial Union has negotiated wage rises at three firms which will bring minimum pay up to R2 an hour or more next year.

The R2 an hour minimum is regarded by Fosatu unions as an immediate target in all wage negotiations and the union says these agreements mean five companies with which it deals have now agreed to this figure.

And at two other firms, increases of 38% and 62,5% have resulted from negotiations between the union and employers.

Direct plant-level negotiation on a wide scale between unions and employers is a recent phenomenon in the country's labour relations.

CWIU says it entered the negotiations believing that lowly-paid workers should not have to bear the burden imposed by recession.

In a statement released yesterday, the union reveals details of agreements it has signed with Matthey Rustenburg Refiners and Chesebrough Ponds in Wadeville and Reckitt and Coleman in Isando, all three of which will raise minimum pay above R2

an hour next year.

At Matthey, it says, the minimum will rise to R1,86 in January and R2,01 in July — a 25% rise. At Chesebrough Ponds, it will become R2 in January (a 14,5% increase) and at Reckitt and Coleman R1,98 in January (a 22% rise) and R2,10 in July.

Spokesmen for Ponds and Reckitt and Coleman confirmed these figures. Both said they had negotiated their agreements with the union in the past two weeks.

According to CWIU two other companies, Colgate and Revertex, have already agreed on a minimum of R2 an hour or more.

In other negotiations, the union says it has won "large percentage increases" at firms which pay "very low minimum rates".

In the statement, the union says the increases agreed are "in line with Fosatu policy that all workers should receive a living wage".

"It is also the union's standpoint that, during a time of recession, lowly paid workers should not be made to bear the major burden in a country where wage differentials are traditionally weighted out of all proportion against the mass of unskilled workers".

Documents, letters and money stolen from union office

By JOSHUA RABOROKO 140A

VALUABLE documents and letters and R6 000 were stolen from the office of the Motor Assemblies' Components and Allied Workers Union of SA (Macwusa) in Port Elizabeth at the weekend.

A mysterious pamphlet allegedly written by rival Fosatu-affiliate, the National Automobile and Allied Workers Union (Naawu), was also found underneath the office door, according to union sources yesterday.

Macwusa's general secretary, Mr Dennis Meer, told **THE SOWETAN** that it was not the first time such an incident occurred in their office. Earlier this year, their safe was tampered with and had only last week a corrosive substance which damaged carpets and other material had been dropped inside.

"When I opened the office on Monday morning I found letter pamphlets under the door. On investigation I discovered money and other documents, including a letter from Cosas, were missing," he said.

Mr Meer said the pamphlet did not

bear Naawu's letterheads, nor was it signed.

Naawu's general secretary, Mr Freddie Sauls, said the money stolen was obviously workers' money and "we strongly condemn this kind of practice".

Regarding the pamphlets, Mr Sauls said even though his union held different political views to Macwusa, "we would not go to the extent of damaging another black union". He said he had seen similar pamphlets, but denied they were distributed by his union.

"We are not so naive as not to realise that there are some elements who want to bring about misunderstanding between us and Macwusa. These elements are disseminating incorrect information that is hostile to the union."

Naawu intends holding a meeting with Macwusa this week to sort out the matter, he said.

Fosatu's R2 wage victory

Labour Reporter

Fosatu's Chemical Workers Industrial Union recently won R2 minimum hourly wages for workers at three Transvaal firms during annual wage negotiations.

The three firms are Reckitt and Colman, Matthey Rustenburg Refiners and Chesebrough-Ponds International. The new wages provide for two-stage increases in 1983 of between 14,5 and 25 percent to bring workers to the R2 hourly figure.

This brings the number of firms to five that have the R2 minimum wage agreement with the CWIU. The other firms are Colgate-Palmolive and Bevertex.

A statement issued by the union said the new agreement was in line with Fosatu's policy that workers should earn a "living wage".

"It is also the union's standpoint that during a time of recession lowly paid workers should not be made to bear the burden of the recession."

3/12/82

mosphere created by workers being fired, what chance does this code have?"

Sauls, whose union claims a membership of 19 500, said he was nonetheless willing to meet with industrialists to test their sincerity. He would, however, not be drawn on the content of the code visualised by Van der Merwe.

MCI executive director Brian Mathews says the next step will be to hold informal talks with individual unionists. "They will be of a purely exploratory nature because we have no preconceived ideas on what the code should contain," he says.

THE OAU

Fiasco in Tripoli

Libya's Colonel Gaddafi suffered a setback last week when his second attempt this year to hold the annual OAU summit in Tripoli failed. As in August, the meeting failed to attract the necessary quorum of two thirds of black Africa's leaders. This time the issue at stake was the representation of Chad.

The new government, headed by Hissene Habre, asked to be seated, and was supported by the OAU's more conservative members, including most French-speaking states. A rival delegation headed by Chad's former leader, Goukouni Oueddei, who was defeated by Habre a few months ago, was backed by the host country Libya, and some of Africa's more radical governments. A compromise, worked out with Nigerian help, recognised the Habre administration but arranged that Chad's seat remain empty this year. This would have saved faces all round, and it was accepted by Gaddafi and his friends, but turned down by the Habre team.

Libya has offered to host a third attempt, but it is probable that the summit, if it takes place at all, will be held in Addis Ababa, where the OAU has its headquar-

ters. A committee of 12 countries was appointed to settle the details but is expected to encounter the same difficulties over Chad and the Western Sahara — the issue which wrecked the first summit. Libya withdrew her troops from Chad a year ago to avoid any dispute over the issue when Gaddafi, as host to the summit, became chairman of the OAU. Tripoli may now again start interfering in the affairs of its neighbours (Gaddafi has already upset some of his colleagues by suggesting that border disputes might be submitted to an all-African supreme court. This implies that borders can be adjusted, whereas the OAU regards them as inviolable).

Libya is also expected to step up its support for the Polisario Front, which is fighting Moroccan rule in the Western Sahara. If the summit had been held, Morocco's King Hassan would have come under considerable pressure to hold a referendum on this question, in accordance with the previous decision of the OAU. This and many other questions, including Namibia, had to be postponed, although a pro-Swapo resolution was passed by a rump meeting. Swapo leader Sam Nujoma met UN Secretary-General Perez de Cuellar in Tripoli.

As a result of the Tripoli fiasco, Kenya's President Daniel Arap Moi remains chairman of the OAU. Interim arrangements have been made for financing the organisation's secretariat, but it now seems likely that the whole structure of the OAU will have to be changed.



Volkswagen's Searle ... threat to move

be hammered out between management and unions, but much would depend on a new political dispensation.

The idea for a code of conduct was endorsed by Port Elizabeth Chamber of Commerce president Denis Creighton, but drew a qualified, if not cynical, reaction from unionists. The object of the code, says Van der Merwe, would be to allay investors' fears and encourage development in the region.

Unqualified support came from veteran unionist Katie Gelvan, secretary of the 3 000-strong PE branch of the Garment Workers' Union of SA (Gawusa), who says history has proved "that when you sit around a table you can solve a lot of problems."

Gelvan says the code should enshrine the freedom of union organisers to enter factories and conduct on-the-spot inquiries into workers' grievances. Managers should open their doors to union representatives as well. "If there's anything that I'm not happy about, I should be free to get in touch with the employer and discuss my problems," she says.

The general secretary of the National Automobile and Allied Workers' Union (Naawu), Freddie Sauls, was more cynical, though willing to put his cynicism to the test.

"As far as we're concerned we see the appeal as a big propaganda exercise which has no merit. If they feel so sincere about it, why don't they take a look at what's happening at the moment? In the negative at-

TRAINING CONTINUES

At a time when many companies are slashing training budgets, Barlow Rand intends maintaining, and possibly exceeding, its spending on training during the coming year.

In a year-end review of manpower developments, industrial relations director Reinald Hofmeyr says about 107 000 of the group's 236 266 employees underwent training of one type or another during the past year. Particular attention was paid to the extension of industrial induction skills training programmes for employees who have the potential for advancement, but are handicapped by a lack of formal education. The number of centres in the group offering these programmes, which include training in literacy and numeracy, increased from 52 to 65.

The total direct and indirect cost of training, excluding capital expenditure, in the group during the year amounted to about R23m. In an interview with the FM, Hofmeyr said despite declining business activity, spending on training during the coming year would be maintained at the same level, and possibly even be exceeded.

140A 135 192 152

EASTERN CAPE

Plan to end turmoil

FM. 3/12/82

Every time Volkswagen MD Peter Searle flies to Johannesburg, the eastern Cape holds its breath. Local businessmen fear the company will carry out its implied threat to expand on the Reef rather than locally.

During the recent motor industry strikes in the eastern Cape, Searle warned that VW's expansion in the area hung in the balance. The University of Port Elizabeth estimates that the motor industry generates way over 60% of the PE-Uitenhage regional economy and a VW decision to expand elsewhere could have serious consequences.

It is against this background that the appeal last week from outgoing president of the Midland Chamber of Industries (MCI), Peter van der Merwe, for a code of conduct between management and labour in the eastern Cape should be seen. Noting that the eastern Cape was "rightly or wrongly" regarded by potential investors as SA's major management-union "battlefield," Van der Merwe argued that the time had come to launch a "new deal."

Essential ingredients of such a new deal would include clear commitments from private sector management, the unions and the public sector. A compact would have to



DISMAL FUTURE. Tucsas's general secretary, Mr Arthur Grobbelaar

140K
140K

MORE than 100 000 black workers are facing prospects of being jobless before the festive season is over as the country's economic position worsens.

And, trade unionists and employers predict that relief will not be forthcoming for at least another year.

Reacting to the gravity of the situation, the General Secretary of the Trade Union Council of SA (Tucsas), Mr Arthur

Grobbelaar, yesterday told The SOWETAN he hoped not more than 75 000 workers would be sacked.

Although no official statistics have been released, the figure could quite easily exceed 100 000.

He foresaw the situation levelling off and starting to pick up again at the end of next year.

According to Mr Grobbelaar, thousands of people will not qua-

by J. J. ...
H. ...

lity for unemployment

insurance benefits because of short service and non-contribution to the fund while others will, depending on their length of service and the amounts contributed.

Workers qualify for the fund after working for 26 weeks and also depending on the number of previous years the

worker has been contributing to the Fund.

Workers who are less skilled will suffer the most and this is the problem unions would have to face in a recession, he said.

One of the hardest hit unions where about 6 000 workers have been retrenched, the Metal and Allied Workers Union, said the situation was likely to become twice as bad in a few weeks time.

The motor industry has so far laid off more than 3 000 people and almost double the number is destined to join the ranks of the unemployed after the festive season.

The clothing industry has also been hit hard in the Transvaal with eight percent or 2 000 employees being retrenched, according to Mr Grobbelaar. More are expected to lose their jobs.

3/12/87
Grobbelaar

230 workers lose their jobs at General Motors

ER 031-8/12/82

1607

By SANDRA SMITH
GENERAL MOTORS re-trenched 230 hourly-paid workers in Port Elizabeth today — 5% of its total workforce — as a result of the worsening position of the economy

This is the second large-scale lay-off at GM in four months. About 200 workers were retrenched in September.

In a statement today, GM's manager of public relations, Mr Peter Sullivan, said the effect of the continued economic downturn on the motor vehicle market "again necessitates the adjustment of production schedules"

"In keeping with the company's undertaking to minimise potential for consequential retrenchment, GM in Port Elizabeth has been working a four-day week since October in an

effort to avoid such action," he said

Under prevailing circumstances the company had no alternative to a further retrenchment

The present outlook for the early part of next year indicated that four-day work weeks would probably have to continue until market conditions improved, Mr Sullivan said

Should the market decline continue, further adjustments to the production workforce might be necessitated at a later date

The retrenchments were discussed with trade unions involved, and the company had agreed to rehire as many of the affected employees as possible when the economic climate improved

Mr Sullivan said the lay-off had been made in terms of the "last in, first out"

principle and affected mainly unskilled and some semi-skilled workers

Commenting on the lay-off, the regional secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Les Kettleidas, said it was regrettable that GM had had to take the step

He said the union urged employers to consider alternatives to lay-offs

Mr Kettleidas said those who were retrenched would be the first to benefit from a new separation allowance agreement between Naawu and Ford, Volkswagen and General Motors, which came into operation on December 1

Spokesmen for Port Elizabeth's other large motor firms, Volkswagen and Ford, said today their companies were not considering retrenchments

sands and rights

UA RABOROKO
 have signed a Declaration in anticipation of Human Rights Day on December 10. The Declaration is published in Sunday newspapers, newspapers, and the issue, and drew up a list of demands. It is supported by a wide range of people including Ackerman, Mr Sydney Muzozoli, Dr Nthato Motlana, Mr George Bizos and Mr. The SOWETAN reads that the appropriate that public support expressed in newspaper endorsed by about 1 000 people drawn from all walks of life well known in the South whose standing is impeccable. Advertisement is to ask every- and lend names and reputa- they a message to those in of highly respected and country care about human , and are prepared to say so organisers express support of individuals, freedom of expression, local affairs of the country, country of birth people are equal before the law, access to the courts, until proven guilty rights for all, without dis- colour, language, sex, reli- national or social origin, leads to the attainment and fundamental rights. We urge to do the same," the

Taxi feuders agree to truce

REPRESENTATIVES of three feuding taxi associations in Soweto met with the local Divisional Commissioner, Brigadier D J J Jacobs, yesterday and agreed on "temporary peace" during the festive season. In an impromptu meeting called by members of the two taxi associations, West Rand and Soweto, representatives agreed to respect the truce until a further meeting is held next year. At the next meeting, which will also be at Protea all taxi associations will be represented. Brig Jacobs warned all taximen who will ignore the agreement that his men will be "merciless". "I do not get any pleasure from prosecuting anybody but if people just break the law purposely we will act," said Brigadier Jacobs. The meeting according to Brig Jacobs, was called by the two associations, and a third group, after minor incidents of violence were reported recently. The violence is a sequel to the "taxi war" where hundreds of taximen clashed in a pitched battle early this year over control of certain routes.

Sigma boots out workers after strike

140A **By ALINAH DUBE** **8/12/82** **Soweto**
ABOUT 20 workers, among them a National Allied Workers' Union (Naawu) shopsteward, have been dismissed by the Sigma Motor Corporation in Pretoria. The workers told The SOWETAN this week that their services were terminated after they asked management for reasons why a shopsteward, Mr Simon Madisha, was fired last week. Personnel Director Mr J J Lemmer, on Monday confirmed the dismissal of the workers. He said the workers would not return to their posts after several warnings from management that they would be fired if they failed to obey the rules. Mr Madisha said trouble was sparked off by the negotiations with the company concerning an employee who had stayed away from work. His employer told him his services were terminated. "I was shocked by this sudden move and when I demanded reasons for my dismissal, an official said I concentrated on solving the union's problems during company hours," he said. Tension mounted as news of his dismissal spread. His colleagues went on strike, demanding that the authorities furnish reasons for his dismissal. Management retaliated with threats of more dismissals. The sympathising workers were later told to go home for ignoring instructions. But Mr Lemmer said Mr Madisha had had previous warnings about his unsatisfactory performance and had refused to attend to his job when instructed. "His colleagues wanted to know what had happened. They refused to return to their work and were suspended for the day. The company then reconsidered its stand and terminated their services," Mr Lemmer said. He said the company was replacing the dismissed workers with some of the people retrenched earlier this year.



Leyland open talks with motor union

Labour Reporter

Recognition talks have begun between the management of Leyland SA in Elandsfontein and Fosatu's National Automobile and Allied Workers' Union (Naawu)

The talks follow several years of organising, originally by the Metal and Allied Workers' Union and more recently by Naawu

According to "Fosatu News," worker interest in Naawu stemmed largely from the union's dispute with Leyland in the Cape during 1981

The union successfully competed against Tucsa's Motor Industry Combined Workers' Union for membership, it said.

Besides recognition talks, stop-order deductions facilities for Naawu members have been granted

Earlier this year, Naawu organiser Mr Taffy Adler was arrested while addressing workers near the Elandsfontein plant. The case was later dropped

1400
125

Union moves in textile industry

CAPE TIMES 9/12/82 1408

Labour Reporter

A BELLVILLE textile firm, Table Bay Spinners, has begun negotiations leading to recognition of the National Union of Textile Workers (NUTW) the union's first break through in the Cape textile industry

And the union has announced its intention of becoming an important

force in the industry

The NUTW, an affiliate of the Federation of South African Trade Unions (Fosatu), is the most powerful emerging union in the textile industry and has a strong base in Natal

The Cape textile industry is dominated by the rival Textile Workers' Industrial Union (TWIU), an affiliate of the more conservative Trade Union Council of South Africa (Tucsa) The TWIU serves on the local industrial council for the textile industry

The NUTW is registered, but has not yet decided to serve on an industrial council, preferring to bargain on the shop floor

Mr Joe Foster, the general secretary of Fosatu, said the NUTW had

a membership of more than 80 percent among the 400 workers at Table Bay Spinners — the first Cape factory the union has organized

He said management had arranged for the deduction of stop orders and the union had presented the company with a list of proposals for a recognition agreement These would be discussed further in the new year

He said the workers had become "completely fed up" with union officials who "spend their time having tea with management"

A spokesman for the company said they believed in talking to whichever union had the support of their workers There were, however, a number of points to be cleared up

Far-reaching changes likely

Fosatu union looks set to join council

Rbm 9/12/82



By STEVEN FRIEDMAN
Labour Correspondent

THE National Union of Textile Workers is set to become the first Fosatu union to join an official industrial council since the Government's labour reforms were introduced.

But if it does join the knitting industry's council, its entry will lead to far-reaching changes to the way the council operates, a move which could have significant implications for other councils. An important change is that it will also be allowed to bargain directly with employers outside the council.

And yesterday the NUTW revealed it had already negotiated an industry-wide pay rise in the Transvaal knitting industry outside the council — the first emerging union to negotiate a binding industry-wide rise outside the system.

One of the main features of this agreement is the scrapping of the "closed shop" in the industry, which has been the preserve of two Tucsa unions, the Garment Workers' Union and National Union of Clothing Workers.

Details of developments in the industry are revealed in the latest issue of Fosatu's journal, Fosatu Worker News. They were confirmed yesterday by a spokesman for the Transvaal Knitting Association (TKA).

Early this year the NUTW began recruiting in the industry and it has majority membership in three factories. All three have recognised it and it negotiates with them on all aspects of work conditions.

At the same time it reached an agreement

with the TKA which recognised its right to direct negotiation at plant level.

The two sides also agreed they would negotiate a one-year industry-wide wage agreement outside the council and that the council agreement between TKA and the Tucsa unions would not "undermine" this.

The NUTW also agreed to consider joining the knitting industrial council.

In a joint pay negotiation attended by the two Tucsa unions, the parties agreed on two increases of 11,5% each over the next year — which has also been written into the council agreement.

NUTW also received a commitment from employers, written into the agreement, that the industry would strive to achieve a "living wage as soon as possible". Fosatu believes that R3 an hour is a "living wage".

Yesterday a union spokesman said it was likely NUTW would now decide to join the council. "We have a mandate from both our members and Fosatu itself to do so and may well apply next year," he said.

The union would insist on maintaining its right to direct factory-level bargaining and indications were that employers would agree to this.

"This has worked well so far and we have negotiated some important improvements on the council agreement at our three factories. If employers continue to adopt their present flexible attitude, we will probably join."

But some key issues would have to be negotiated before the NUTW joined.

A TKA spokesman said yesterday employers would not object to continued plant-level negotiations if NUTW joined the council.

(40A) (1977/51)
ROM 10/12/82
**Leyland and union
sign agreement**

By **STEVEN FRIEDMAN**
Labour Correspondent

MOTOR firm Leyland (SA) has signed a full recognition agreement with Fosatu's National Automobile and Allied Workers Union — and has also reached a wage agreement with it which will bring minimum pay to R2 an hour for the first time

The agreement affects Leyland's manufacturing plant near Cape Town and was announced yesterday in a joint statement by the company and the union.

News of the agreement comes as NAAWU and Leyland are discussing recognition for the union at the company's Elandsfontein plant.

In the statement, Leyland's industrial relations director, Mr A J Haylett, and

NAAWU's Western Cape regional secretary, Mr Joe Foster, say the new agreement has "many changes" compared to the existing one between the two sides. It would be a "permanent document".

Changes to the old agreement include the introduction of negotiation and grievance procedures, access for union officials, and shop steward committees.

The two sides have also agreed on a retrenchment and training policy.

The new wage agreement, which will come into force on January 1, raises pay by 24c an hour in the lowest grades and 20c across the board in all others.

Negotiations were concluded in a spirit of co-operation the statement said

*Cooperation
why?
what are they
doing?*

Unions

10/12/82

10/12/82

Unions Push For Textile Union

Labour Reporter

An agreement between the National Union of Textile Workers and employers in the Transvaal knitting industry means the Fosatu union can now conduct industry-wide and factory floor bargaining.

Fosatu has hailed the agreement as the NUTW is not a member of the knitting industrial council in the Transvaal.

An agreement was reached in April this year

which provided for plant-level bargaining, negotiations on wages and working conditions outside the industrial council. Employers could not enter into agreement with other unions on the council to undermine the settlement.

The substantive agreement signed in early October also met Fosatu's needs for industry-wide bargaining.

These include stop-order facilities, recognition of shop stewards and union access to plants.

Putting Pressure on printing industry

Labour Reporter

Unregistered black-member trade unions are putting pressure on employers in the printing and publishing industry to pull out of the closed shop system.

The unions complain that although they are able to recruit members in the industry, workers are still bound to pay their dues to the registered South African Typographical Union (Satu).

They also claim that employers are hiding behind the terms of the industry's closed shop and are not applying for exemptions.

In Durban the printing affiliate of the South African Allied Workers

Union (Saawu) has challenged the management of Republican Press, publishers of Scope and Farmer's Weekly, to stop deducting stop orders from their members at Mobeeni.

The Media Workers' Association of South Africa (Mwasa) has held talks countrywide with the SA Associated Newspapers and Argus Printing and Publishing Company over dual union membership and the closed shop.

This month the General and Allied Workers' Union also confronted the management of a Horlor's subsidiary in Johannesburg, Kalamazoo Business Systems, over the closed shop issue and stop-order

deductions

Satu's secretary, Mr Lief van Tonder, said other unions were welcome to recruit members in the industry.

"We have nothing against such healthy opposition but we do resent pressure being put on workers to join these unions."

The general secretary of Saawu, Mr Sam Kikine, said Republican Press was "guilty of an unfair labour practice" because it was unfairly requiring the union's members to pay deductions to Satu.

"Our members have requested management that stop-orders no longer be paid to Satu but we have

as yet had no response from Republican Press," Mr Kikine said.

Mwasa officials said they had no problem recruiting former Satu members but these workers still had to pay deductions to Satu in terms of the closed shop agreement.

A Gawu spokesman said even though his union claimed a majority membership among workers at Kalamazoo management had not sought an exemption to the agreement.

But a spokesman for Kalamazoo said this week that although the firm permitted workers to belong to Gawu if they wished the firm tried to stay within the terms of their industrial agreement.

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Labour Week

IF THERE is ever a world land speed record for labour reform, expect an entry from the Chamber of Mines

A few months ago, the mines lagged well behind other industries. Last week, they broke with decades of tradition and announced new union recognition guidelines which, on paper, put them ahead of many others

Up to now, a union's registration has been central to whether the mines would recognise it. Not long ago, a union could not be recognised on a single mine unless it had support throughout the industry. Even the terms under which unions could recruit on mines, were tough

Now, registration is not an issue — the main one is whether a union is representative. Unlike some industries which see themselves as reform pioneers, the mines will not insist unions bargain at an industry-wide forum

Any union which represents a "significant" number of workers — not necessarily 50% — in any job on a mine will be able to negotiate pay and conditions for its members with that mine

The Chamber will be the body granting recognition and one of its men will take part in negotiations, but bargaining will concern that mine only

To gain this right, unions will have to have a democratic constitution and agree to negotiate jointly with any other union with "significant" members in the job concerned

The Chamber, which has been discussing the change

Chamber of

Mines surges

ahead with

new policy

on unions

For a while, says the "mood" in the country — including planned changes to labour laws — has softened towards unregistered unions. It also accepts that black unions may not want to bargain at industry level until they feel strong enough.

This change goes further than the Chamber's recent decision to grant access to three black unions. Then it still seemed the mines might not bargain with unions who rejected their terms

Now any union which makes headway on a mine will be able to bargain — whatever its view on registration and councils. The first beneficiary may be the fast-growing National Union of Mineworkers, which last week rejected both

There may well be snags ahead. The NUM has criticised aspects of the guidelines and also charges that

LABOUR history is not only being made on the mines

Last week brought the news that Fosatu's National Union of Textile Workers is likely to join the Transvaal Knitting Industrial Council

This would be a major break with most Fosatu unions' attitudes thus far

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BY STEVE FRIEDMAN

on their present pay workers will receive Fosatu men say this accepts that present wage standards are valid

Instead, they want a pay goal to be set — the figure both sides see as a "decent wage" — and bargaining to concern how quickly employers can afford to get there

Many employers will resist this, not only because it seeks to push up wages, but also because they believe a "living wage" is in the eye of

the beholder. But they may well increasingly be faced with this demand

NOT for the first time, the industrial court has refused to hear, on technical grounds, a key "test case" — this time on the "closed shop"

Whether the court is interpreting its powers too narrowly or the law governing it

is too hemmed in with red tape, it is not playing the central role the Wiehahn Commission expected

Its inability to act speedily in settling issues is clearly damaging its credibility. At any rate, yet another test case will be heard by it today. Brought by the SA Society of Journalists against Press Groups SAAN and Aragus, it tests key union recognition issues with ramifications for all industries

LABOUR history is not only being made on the mines

The NUTW's willingness to join the council comes after knitting employers adopted a flexible stance and dealt with it outside the council

They recognised the NUTW's right to bargain directly with firms and reached a unique industry-wide pay deal with it outside the council

So the first employer association in three years to persuade a Fosatu union to join a council is one which did not try to force it to do so

In their agreement with the NUTW, knitting employers also agreed to work towards paying Fosatu's goal of a "living wage"

Fosatu regards R3 an hour as a "living wage" and minimum knitting pay is not much more than a third of that, so this may seem less of a victory than unionists would have us believe

But Fosatu unionists argue that employers agreed to a major change in the standards for pay bargaining

Most bargaining now centres on what percentage rise

LABOUR history is not only being made on the mines

Last week brought the news that Fosatu's National Union of Textile Workers is likely to join the Transvaal Knitting Industrial Council

This would be a major break with most Fosatu unions' attitudes thus far

NUM 13/12/82

Leyland reaches agreement

By JOSHUA RABOROKO

LEYLAND South Africa has concluded a recognition agreement with a Fosatu affiliate, the National Automobile and Allied Workers Union with a minimum

wage rate of R2 per hour to be effected from next January.

In a joint statement to The SOWETAN the two parties confirmed that a comprehensive recognition and procedure agreement had been finalised and would be

signed shortly

Wages of hundreds of workers in the industry were increased by 24 per cent on the lowest grade and 20 cents across the board in all other grades

"The main agreement, which incorpo-

rates the standard conditions of service, will be reviewed on an annual basis and the recognition will be a permanent document

"These documents replace the existing single agreement which had been developed on an ad hoc basis over many years and the recognition agreement incorporates many changes," according to the statement

This, the statement continues, includes union recognition, access, representation, shop steward committees, negotiation and grievance procedure and training and redundancy policy.

The union and the company have confirmed that the negotiations, which had been conducted over the past two months, had been concluded in a spirit of co-operation from both

13/12/82

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EL union leader's son among dead

EAST LONDON — The son of a trade union leader here was killed in the South African Defence Force raid on ANC targets in Maseru last week

Mr Mziwanele Fazzie, 20, son of the local branch secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Juda Fazzie, had arrived in Maseru the day before he was shot dead in the raid

Mr Fazzie was with a friend, Dr Norman Ngcipe, an intern at Pietermaritzburg's Edendale Hospital, who was also killed

Mr Juda Fazzie said yesterday that news of his son's death had come as a "terrible shock" He had not known his son was going to Maseru

"He had gone to Somerset East to attend a funeral and was on his way to Durban and it appears he stopped over

for the night in Maseru with Dr Ngcipe," he said

Dr Ngcipe, 24, came from Somerset East

Mr Fazzie said he was negotiating the return of his son's body from the Lesotho government

"We hope to conduct the funeral in Duncan Village," he said

Dr Ngcipe was described yesterday as a "poor boy made good"

According to a cousin, Mr Zwelinzima Dilima,

of Somerset East, Dr Ngcipe was a brilliant student who obtained a first class matriculation pass with distinctions

After matriculating from St Johns in Umtata in 1975, he studied medicine at the Wentworth medical school and was undergoing his internship at Edendale Hospital at the time of his death

A close friend, the Reverend Simon Gqubule, a minister in

the Methodist Church in Edendale, said he was "horrified" by the news of Dr Ngcipe's death

"How does one distinguish between the so-called terrorists and people who just spend the night," he said

A member of a Durban legal firm, which has been instructed to arrange the return of Dr Ngcipe's body, said yesterday the funeral would be in Somerset East — DDR

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60

(140A) Star 15/12/82
textile workers retrenched

Labour Reporter

About 60 textile workers were laid off when a Springs firm closed for the holiday season last week

A Fosutu National Union of Textile Workers spokesman said about 60 workers were given notice when they collected their pay at Braintex last Friday

Although the NUTW has a recognition agreement with the fabric manufacturing firm, it does not have a retrenchment agreement

The union spokesman said little advance notice was given of the layoffs

No one in management at the firm was available for comment because of the closure

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Strike case withdrawn

Labour Reporter

The non-appearance of two witnesses caused an Intimidation Act case against two members of the Metal and Allied Workers' Union to be withdrawn in the Brits Regional Court yesterday.

Mr Ernest Lutswela and Mr Jacob Magahakwe were arrested and charged in Brits in September after a strike at B & S Engineering over the dismissal of a worker.

Yesterday the prosecution withdrew its case after Mawu opposed an application for a postponement.

Union protests at ban on township meetings

Labour Reporter

Local authorities in the Lydenburg area have banned all meetings in a rural township for two months.

The Metal and Allied Workers' Union which represents a majority of the workforce at the nearby Tubatse Ferrochrome plant at Steelport, has condemned the ban, saying it is directed at the union.

The ban comes in the form of a decree from the Chief Commissioner for the De-

partment of Co-operation and Development in Lydenburg Mr Phillip le Grange.

It prohibits any meeting in the township of Eerstegeluk and provides for a R1000 fine or one year jail term if the ban is broken. The decree also provides for restrictions on future meetings once the two-month period has expired.

A Mawu spokesman said the ban directly affected their meetings with Mawu Union Carbide subst-

diary where they hold a recognition agreement.

The spokesman said that Mr le Grange had informed them that the ban was implemented because some workers had been intimidated by union members. Mawu denied this, he said.

The ban allows only for religious meetings, funerals, weddings and other community functions. In future, applications will have to be made to the Chief Commissioner 72 hours in advance.

Buthelezi said

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 15/12/82

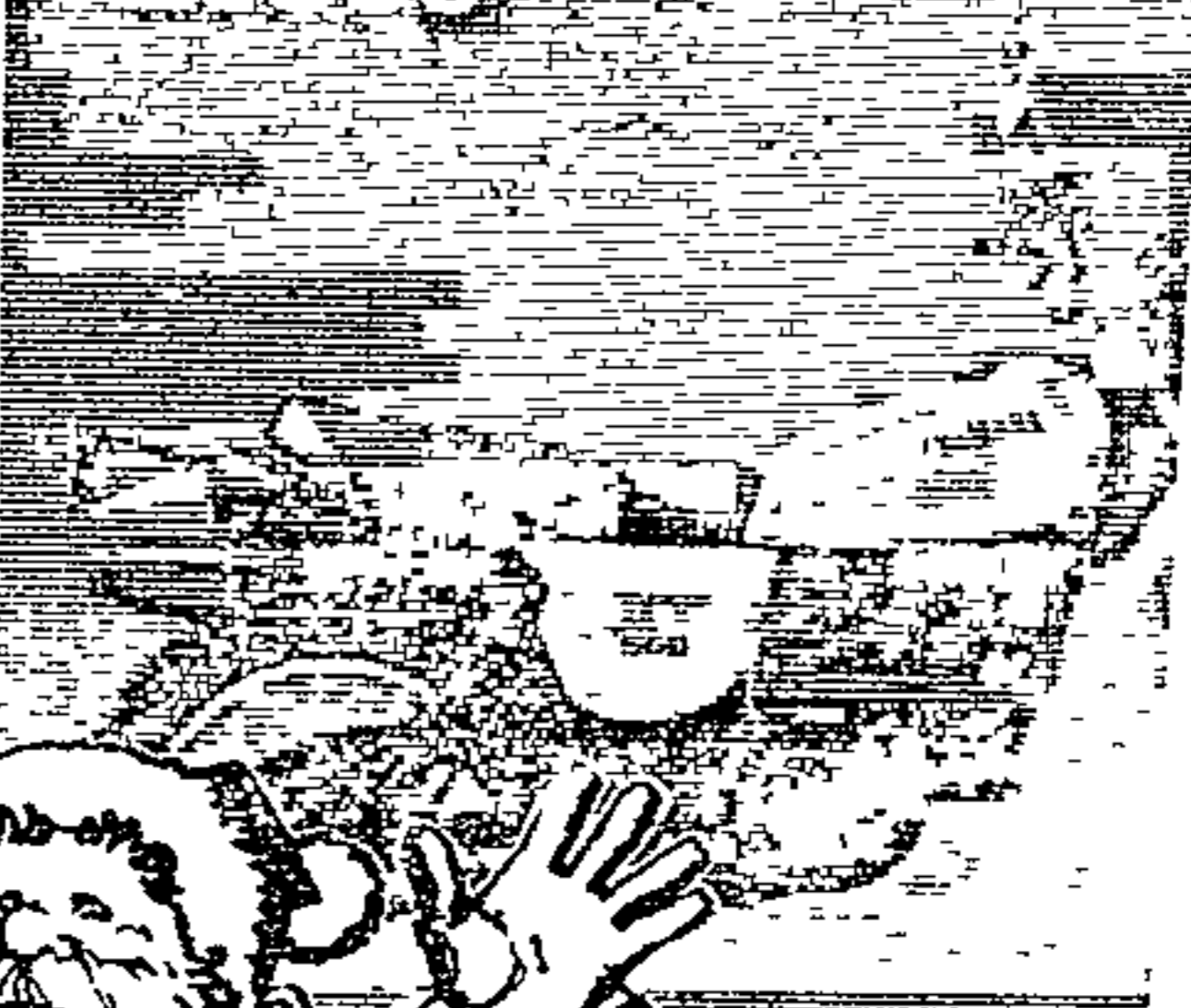
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Unionists free after three months

TWO Metal and Allied Workers' Union (Mawu) members who were arrested after industrial unrest at the B and S factory in Brits yesterday had intimidation charges against them withdrawn

The union yesterday issued a statement saying charges against the two, Mr Jacob Magakwe and Mr Ernest Masilo, had been withdrawn following the non-appearance of two State wit-

nesses in court. The withdrawal ends three months of waiting for the two, who had appeared in court five times

Mawu pointed out the

danger of the Intimidation Act arising from this court case and drew attention to the wider provisions of the act which are being used by the police in any case of industrial unrest to curb

the growing powers of a union

Mawu called for the repeal of this act before "it does any more damage to industrial relations".

**'Scrap Act 140A
before it does
more damage'
union urges Govt**

Labour Reporter
FOSATU's Metal and Allied Workers' Union has called on the Government to scrap the new Intimidation Act before 'it does any more damage to industrial relations'

Since the Act was introduced some months ago numerous strikers have been charged under it, but it is believed only one worker has been convicted

In terms of the new Act, anyone who attacks somebody, or who threatens to kill, attack, or hurt somebody or who threatens to cause damage to somebody is liable for prosecution. The Act allows for a maximum fine of R20 000 or imprisonment not exceeding 10 years

During the June strikes at Richards Bay, 22 members of Fosatu's Metal and

Allied Workers Union (Mawu) and the Transport and General Workers' Union were charged with intimidation

The charges against eight of them have been dropped and the rest are still pending

A spokesman for the Legal Resources Centre said only a Uitenhage worker had so far been convicted under the new Act. He was fined R200 or four months' imprisonment

Earlier this week Intimidation Act charges against two Mawu leaders were dropped at a Brits Regional Court when two State witnesses did not appear

In the statement released yesterday, Mawu said the Act was 'clearly now being used by police in industrial unrest to curb the growing power of unions'

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fails 140A

Mercury over ~~151~~

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shop test

Labour Reporter

A NATAL furniture manufacturer, Grafton Everest, has failed in its attempt to get the Industrial Court to test the controversial 'closed shop' principle which forces workers to belong to a particular union

And as a result it could be called on by the furniture industries' industrial council to fire three long-service employees if they persist in their refusal to join Tucsa's National Union of Furniture and Allied Workers

In his written judgment, the Court's deputy president, Dr D B Ehlers said that Grafton, which had asked the Court to rule that 'closed shop' forcing its workers to belong to the Tucsa union was an 'unfair labour practice', did not bring its application properly

The court action follows the Natal furniture industry's industrial council turning down Grafton's application for an exemption from the 'closed shop' provision on behalf of its three employees who are allegedly members of the SA Allied Workers Union

Irregular

In the judgment, Dr Ehlers said the company's court application was 'irregular' as Grafton had not followed the procedures laid down in the Labour Relations Act.

In terms of the Act, Grafton should have referred the dispute to the industrial council before bringing it to court and further, the company had the right to appeal against the council's decision to the Minister of Manpower

Dr Ehlers also upheld the argument put forward by the industrial council that Grafton's application had been brought in terms of the wrong clause in the Act.

The Court's ruling allows Grafton to either appeal to the Supreme Court against the judgment or to refer the matter to the Court again

A company spokesman said they would be meeting with their legal representatives in the new year to discuss which procedure to follow

A union source said the three workers would probably be given a further 90-day period to join the union before Grafton was asked to dismiss them

An industrial council spokesman said the matter would first be discussed by the full council before any decision was taken. No meeting had yet been arranged

BLACK ARTS

A boost for Fuba

Sponsorship of sporting events in SA often takes precedence over sponsorship of cultural events. So BMW's recent decision to sponsor a countrywide tour of works by 90 international artists, in conjunction with the Federated Union of Black Artists (Fuba), is to be commended.

The 120-piece collection, comprising paintings, sculpture and other works of art, has been donated to Fuba by well-known artists such as Henry Moore, Frank Stella, Kenneth Noland and Anthony Caro.

Fuba director Siphso Sepamla says "The collection was the brainchild of Caro, who came to SA to judge an art competition. He realised that black artists are underprivileged in this country and decided to help them through Fuba, working through the London-based African Arts Trust.

"At present the collection consists of American and European art. We intend starting an African art collection as well



Artists at work ... a spin-off from sponsorship

The collection will then form the core of a collection for Soweto's first art gallery which will be founded sometime in the future.

"The present collection will not be housed in one place as it is too large. However, Caro wanted the collection to function as a teaching aid to help young artists, so part of the collection will be housed at Fuba's Johannesburg centre, where we've started a small gallery."

BMW MD Eberhard von Koerber explains the company's involvement. "A company dedicated to free market principles has a particular responsibility to demonstrate how a successful free economy contributes to progress and welfare in all spheres of society. Fuba's project combines the enjoyment of art with the training of artists and with the cultural education of people. This makes it an imaginative project with which BMW is proud to be associated," he says.

Fuba was founded five years ago with a grant from the Urban Foundation. Its aim was to stimulate black art and assist black artists.

"Today Fuba's principle role is to encourage artists to find their feet as many people are unaware of the extent of their talents," says Sepamla.

"We've had to employ a full-time organiser, as the exhibition will be on show in Johannesburg, Port Elizabeth, Durban, Umtata, the universities of Fort Hare and Zululand and at the National Gallery in Cape Town next year. We will use this art collection to stimulate our students and to raise funds for further development of Fuba's Johannesburg centre."

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An emerging split 137

There are signs that the present, just noticeable rift in the emerging trade union movement will widen. This warning is contained in an information sheet prepared by Professor Willie Bendix of the Industrial Relations Research Unit at the University of Stellenbosch business school, and issued to associates of the university's Unit for Future Research (UFR).

According to the UFR information sheet this will lead to two factions:

- Some unions will continue to consolidate their power base by strong shop-floor and industrial organisation, and
- The "opposing faction" will, unless they modify their policy and strategy, increasingly play a "political" role.

Although during the past year nearly all emerging unions were united in their objection to government's detention of union leaders, as well as issues concerning registration and the industrial council system, the UFR says this year's "unity congresses" saw the emergence of new issues.

The UFR says the dominant issues which

caused the split in the union movement were the redirection of the "workers struggle" from a struggle against government to one against capital, as well as a proposal by the Federation of SA Trade Unions (Fosatu) in favour of "disciplined unity" of unions in a close federation.

The UFR says a significant step in the direction of a federation was taken by the decision of the General Workers' Union (GWU) to stop recruiting workers in certain industries, and to have talks with Fosatu's Metal and Allied Workers' Union to discuss demarcation in the engineering industry.

Although at the emerging union summit meeting in May the decision was made that no basis existed for the formation of a federation of all unions at that stage, the UFR says some observers believe Fosatu, the GWU and the Food and Canning Workers' unions will continue their unity efforts.

The UFR points out that the same congress also saw the beginning of attempts by a number of unregistered unions, led by the Motor and Components Workers Union of SA (Macwusa), to form their own alliance.

Defined structures

Fosatu and the GWU perceive the trade union movement as a strong workers' movement, based on well-organised, defined structures, operating in a conflict between workers and employers within the working situation. Macwusa and its comrades' main point of departure is the resistance to a widely defined system. Support for Macwusa came from its sister-union, the General Workers' Union of South Africa (Gawusa), the Black Municipality Workers' Union, the Orange Vaal General Workers' Union, the General and Allied Workers' Union and sections of the SA Allied Workers' Union.

The UFR believes this has some important implications:

- Should an alliance between Fosatu, the General Workers' Union and the Food and Canning Workers' Union be achieved, they will have established an extremely powerful body and employers could greatly benefit from the more stable, disciplined and cohesive procedures that would most likely result from such an alliance,
- These unions which continue to consolidate their power base by strong shop-floor and industrial organisation will become the unions to be bargained and reckoned with in the industrial relations sphere,
- The "opposing faction" which is likely to increasingly play a political role will run the risk of a complete takeover by political protagonists. The result could be their eventual demise as real trade unions.
- Ironically, unions which, at present, refrain from involvement in factional politics will, by their strengthening of the worker movements through industrial issues, eventually build up an extremely effective political powerbase. They may in future wield far greater political power than their anti-system counterparts.

Staw 17/12/82 (140A) (143)

Employers irate over pay

A row has broken out in the Transvaal chemical industry with some employers up in arms over recently gazetted minimum wage increases for workers.

The "rebel" employers have condemned the industry's employer body, the Transvaal Chemical Manufacturers Association, for the increases.

A group of these employers met in Johannesburg this week to co-ordinate their opposition to the TCMA.

Employers at the meeting said they disapproved of the way the TCMA had handled the increases and said that some firms had had to dismiss workers and replace them with machinery because they could not afford the increases.

The increases come into effect next year and largely bring unskilled weekly-paid workers in the industry into line with similar workers in other industries.

The increases had also resulted in some dissatisfaction in the workplace with semi-skilled workers objecting that their unskilled colleagues would be earning almost the same weekly wages,

some employers claimed.

The meeting resolved to put pressure on the TCMA in future to ensure that similar decisions were not taken again.

There are about 200 employers in the Transvaal chemical industry and about 85 belong to the TCMA.

Mr Mike Klein, chairman of the TCMA, said there was always likely to be some dissatisfaction with any industrial council wage determinations.

He said membership of the association was voluntary and not expensive.

Some TCMA members criticised the "rebel" employers, saying that the association had notified all its members in advance of negotiations for the increases but only a few firms had turned up for the talks.

Critics of the employers' association had gone so far as to suggest an alternative employer body be formed in the chemical industry.

● The SA Chemical Workers Union and the Chemical Workers Union were involved in the council determinations.

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80 are
~~237~~ Staw
sacked 21/12/82

About 80 workers at Cargo Carriers in Elandsfontein have been dismissed after a dispute over the dismissal of two shop stewards

A spokesman for Fosatu's Transport and General Workers Union said the workers, mostly union members, were told yesterday to collect their pay at the Industrial Council today

He said the shop stewards were dismissed after they tried to negotiate with management over the transfer of two workers

Motor industry and port disputes dominated 1982

E. Post
22/12/82
140A

By SANDRA SMITH
Labour Reporter

Two issues dominated the labour scene in the Eastern Cape this year — a crippling motor industry strike and a fight for union recognition in the harbour

Unquestionably the first was pre-eminent

At times it involved about 11 000 workers at Ford and General Motors in Port Elizabeth as well as at Volkswagen in Uitenhage. It led to a shutdown of all vehicle manufacturing plants and to dire warnings of the possible economic consequences for the region

The dispute began in July and was finally resolved only in November, after the emasculation of the industry's industrial council through the withdrawal of the National Automobile and Allied Workers Union (Naawu) and weeks of sporadic go-slows and work stoppages

Under protest, the union finally negotiated with the three employers

through their representative body

The settlement entrenched workers' job security instead of gaining the minimum wage increases initially sought

At a time when all three companies had retrenched hundreds of workers during the year — despite earlier denials that there would be widespread lay-offs — the union saw better lay-off provisions as a priority

The agreement came into operation on December 1. Eight days later GM retrenched 230 workers. They were able to benefit from the new provisions

The dock dispute, in which workers fought for nearly a year to persuade the South African Transport Services (SATS) to talk to, if not officially recognise, the General Workers Union (GWU), received international prominence

The threat of sympathy strikes by stevedores in four major South African ports and of embargoes on South African goods by affiliates of the Inter-

national Transport Workers Federation (ITF) led to widespread condemnation of the SATS actions in refusing to meet docker representatives and in sacking more than 400 workers after a go-slow

The dockers have resolved to await the outcome of a SATS inquiry at which they and the ITF will give evidence

Another Eastern Cape dispute which attained national prominence was that at the Veldspun International textile company in Uitenhage

More than 1 000 workers were fired when they downed tools in protest against the sacking of 60 colleagues

The Fosatu-affiliated National Union of Textile Workers (NUTW) claimed that Barlow Rand (which has a majority holding in Romatex, of which Veldspun is a subsidiary) had broken its code of employment and was indifferent to the unfair labour practices of its subsidiaries

The union also criticised the group's failure to intervene in the dispute

The issue shot to national prominence when students at the University of the Witwatersrand, of which Barlow's chairman, Mr Mike Rosholt, is chancellor, took it up and produced a booklet outlining the history of the dispute and calling on the chancellor to intervene

The NUTW eventually agreed to a management proposal for the staggered re-employment of 214 of those dismissed

Other important events included the banning, after months of detention, of four officials of the Motor Assembly and Component Workers Union (Macwusa) and the arrest and release without charge of two East London-Ciskei unionists of the SA Allied Workers Union (Saawu)

Splits in the "progressive" union camp also widened with the failure of a Port Elizabeth summit in July to agree on a union federation



Some of the workers at Cargo Carriers in Elandsfontein being addressed by the general secretary of the Transport and General Workers' Union, Miss Jane Barret, yesterday. On the far right is Mr. John Manchidi, one of the union leaders who was dismissed.

Picture STEVEN GOLDBLATT

60 Cargo workers sacked

Mail Reporter

MORE than 60 workers were dismissed yesterday after a week-long dispute at Cargo Carriers in Elandsfontein, one of the country's largest goods transport and truck rental companies.

Representatives of the employees were told yesterday morning the workers had "dismissed themselves" and arrangements had been made for them to collect their wages.

The dispute began with the sacking last week of two shop stewards of the Transport and General Workers' Union who had intervened on behalf of two workers who had refused to be transferred to another division within the plant.

The workers gathered outside the huge plant yesterday and were addressed by union leaders.

Mr Jan Strydom, the company's industrial relations manager, told the Rand Daily Mail a problem had arisen in the tyre plant when two workers

refused to be transferred to another workshop "20 metres away".

He said the workers were offered the same wages and working conditions. They would also be doing exactly the same kind of work. "By their own request", they had left the company.

Mr Strydom said the manner in which the two shop stewards intervened had "caused havoc". They had left their work benches and gone to the tyre plant without the permission of the plant manager. "In fact, they brushed past him," he said.

"They were dismissed because of their attitude and insubordination." If the union leaders had gone about the issue "in the right way", the problem would have been sorted out.

Mr Strydom said he had a meeting with about 80 workers on Monday. They had demanded that the two stewards be re-employed, but this was turned down.

He said he did not know at first the two were stewards — a claim denied

by the workers. In any case, the union was not recognised by the company. The issue of recognition was still being studied.

Mr Strydom said he had offered to speak to management about the workers' demand, but they had wanted an immediate answer.

They were given a deadline to return to work, but only about 10% did so.

The workers had been told their wages would be issued at the main gate at 5pm on Monday. They gathered at the gate but refused to accept their pay. They again refused to accept it at 8.45am yesterday.

It had been decided to close all workshops until January 3. This was not unusual, as the company always worked on a skeleton staff at the end of the year.

Mr Strydom would not say whether he was prepared to meet union officials. He said this had not been decided yet.

Union officials said four members, including the two stewards, had gone

to the tyre plant during their lunch hour to try to solve the problem.

The union denied there was any rule about workers moving from one workshop to another. They claimed Mr Strydom had said the decision on the two dismissed workers was final.

Had he not said this, they would have given him more time to make a decision on the dismissed union leaders.

They claimed Mr Strydom had said they should leave as the company wanted to employ new staff in January.

They denied it was company policy to either close down at the end of the year or to "go slow".

Mr Strydom said it was normal practice for the workshops to close during the holiday period. He said the company would start employing workers in January.

The 60 were welcome to re-apply. Their applications would not be prejudiced by their involvement in the present dispute.

151-233 140A

RMH

22/12/82

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"very heavy penalty

'Sabotage'

He said the measures should not be seen as a punishment. "We are trying our best. We are not in normal circumstances and people should not expect normal lives"

Last week a spokesman for Mr Makoni's ministry said the supply crisis had been caused by the sabotage of fuel depots at Beira on December 9 which had precluded the use of the fuel pipeline to Mutare

All fuel is now being railed from Mozambique, most of it via the north-eastern Transvaal

APL TIMES 24/12/82

Union secures bail for six

Own Correspondent

JOHANNESBURG — Six former workers at the Teltron electronics company, which was hit by a strike recently, have been arrested and are believed to be facing charges under the Intimidation Act

A spokesman for the Commercial, Catering and Allied Workers Union (CCAWUSA) said yesterday the union had secured the workers' release on bail after hearing of their arrest. He said all six were released yesterday

When the Intimidation Act was introduced recently, following a recommendation by the Rabie Commission into security legislation, unionists and lawyers warned it would be used against worker leaders

The act lays down heavy penalties for "intimida-

tion", which it defines very widely

Since then, union members have been arrested and charged with contravening the act on several occasions

Thus far, most of those arrested have been members of the Metal and Allied Workers Union (MAWU). But only one worker has been convicted of Intimidation Act charges and in two cases involving MAWU members, charges against the accused were withdrawn. Workers at Teltron were fired after downing tools in protest at the sacking of a colleague

Negotiations between CCAWUSA and the company ended in deadlock — chiefly because workers rejected a company stipulation it would not rehire all of them. Most of the strikers refused to return and were replaced

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