

INDUSTRIAL RELATIONS WORKERS' ORGANISATION

(COSATU includes FOSATU)
Food & Canning, CIMMVA, CCAWUSA.

1986

JANUARY — FEBRUARY

Striking miners return to work

CLAIRE PICKARD-CAMBRIDGE

A FOUR-DAY strike by about 950 black miners at Duvha Colliery, near Witbank, ended last night amid reports that some employees arrested for disturbing the peace had been released.

Workers had been demanding the release of colleagues who were convicted on Monday for disturbing the peace on Christmas Eve. Fines were being paid yesterday.

A Rand Mines spokesman would not comment on the conditions of the agreement last night.

Patrick Hamnca, of the National Union of Mineworkers, said however that he understood the 28 arrested workers would not be disciplined by Duvha management if workers were back at work by today.

A management spokesman said the 28 were arrested by mine security personnel after employees complained that they had been using violence in an attempt to enforce a call for a black Christmas by boycotting white businesses.

The arrested men were handed over to the Blinkpan police and were convicted in the Blinkpan Magistrates' Court on charges of disturbing the peace.

Two of the men were released on Wednesday after their fines were paid. It is understood that money for the others had been found, but neither the NUM nor management said they knew who had paid the fines last night.

Hamnca said workers had been demanding that the 28 should be released and their fines paid for by management. They were also demanding that workers should be paid for the period during which they had been on strike and wanted an inquiry into the conduct of one of the mine managers.

A Rand Mines spokesman said yesterday production had been affected but the delivery of coal to the Escom power station had not been interrupted.

Almost the entire workforce of four Gencor-controlled Impala platinum mines in Bophuthatswana went on strike on Wednesday, according to a statement issued by Gencor yesterday.

(132)

FM

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LABOUR RELATIONS

The year that was

As in all other areas of life in SA, political unrest had a profound influence on industrial relations in 1985

While the new generation of militant trade unions were not in the forefront of the political struggle, they were drawn in. They lent their support to consumer boycotts and a number of localised worker stayaways, and many of their leaders were detained.

Inevitably, much of the unions' energy was expended in trying to minimise the effects of the accompanying economic crisis. The year saw concerted attempts by unions to stem the tide of lay-offs which have taken their toll in almost every sector. Together with this, the unions faced the impossible task of trying to protect the living standards of workers who remained employed. Wage increases in most industries (with the notable exception of mining) were the lowest for several years, and in most cases did not come near matching the inflation rate.

The single most important event in the 1985 labour calendar was the formation of the Congress of South African Trade Unions (Cosatu). The new labour federation is composed of mainly black trade unions and represents nearly 450 000 workers. At its launch in Durban last month it adopted a high political profile.

Cosatu will have two main priorities for 1986: firstly, merging its affiliated unions to produce large, broadly-based industrial unions, and, secondly, developing a political programme.

The labour dispute of the year was undoubtedly that between the National Union of Mineworkers (NUM) and the Chamber of Mines. The NUM has clearly established itself as the largest and most important union in SA. And because it operates in the industrial sector most crucial to SA's economy, it will continue to hold centre stage.

In an eleventh-hour settlement, the NUM managed to negotiate substantial 22% wage increases for the lowest-paid workers in three of the six mining company giants — Anglo American, Rand Mines and JCI. The others — Gencor, Anglovaal and Gold Fields of SA (GfSA) — drew the line at 19,6%.

This split was symptomatic of bitter conflict between Chamber of Mines' members over wage policies, as well as of the uneven development of the NUM. The majority of the NUM's membership is on Anglo mines and the company was clearly keen to avoid bearing the brunt of any industrial action — as was the case last year. The reasons why Rand Mines and JCI decided to settle at the higher level are less clear. Although some mining spokesmen have already stated that 1986 will see a united approach from employers, the events of 1985 have probably set a precedent.

About 30 000 workers participated in the legal wage strike at Gencor, Anglovaal and GfSA mines. But the strike was a short-

lived affair. It was suspended by the NUM after two days in the face of threatened and actual dismissal of the strikers.

This was not, however, the end of the dispute. Out of apparent defeat, the NUM won a significant victory when, in a landmark judgment, the Industrial Court ordered Gencor's Marievale gold mine to reinstate several hundred union members dismissed during the strike. This was the first time the court afforded legal strikers protection from dismissal. The court sharply criticised Marievale management for its unfair conduct — and observers interpret the judgment as a warning to all employers to tread carefully when dealing with legal strikers. The company has taken the case on review to the Supreme Court.

Unions did not fare so well in other Industrial Court cases. One of the most closely watched was the case between the Metal and Allied Workers' Union (Mawu) and Hart Ltd over the principle of company level bargaining. The court found that the company had no obligation to bargain locally over issues already discussed at the metal industry industrial council. While by no means opposing the principle of a two-tier bargaining structure, the court argued in favour of voluntarism rather than compulsion.

Mawu was also involved in 1985's most bitter and long-running labour dispute. Its strike at British-owned BTR Sarmcol in Howick over the contents of a recognition agreement, began on April 30. Within days the company had dismissed nearly 1 000 strikers. So started one of SA's most intensive union campaigns.

Attempts by the union to pressurise BTR into reinstating the workers have included consumer boycotts and a worker stayaway in the Howick-Maritzburg area, and Mawu now aims at airing the dispute in the Industrial Court. The dispute has also been given a broad international dimension. It has been

raised at the United Nations and with the British government. International trade union organisations have pledged support for the BTR workers, and this month a Mawu delegation travelled to the UK to canvass support from unions operating at BTR in Britain.

The past year is going to set a record for the number of man-days lost due to strike action. By September 12 (the latest Manpower Department statistics available) 383 864 man-days had been lost — compared to 379 712 in 1984, which was itself a record strike year. A sectoral breakdown shows that this increase is almost entirely due to industrial action in the mining industry — already up by more than 150% on last year.

But, while strike action is on the increase, unions are also making greater use of the official channels for resolving disputes. The Department of Manpower reports an escalating number of applications for conciliation boards and Industrial Court hearings. Private mediation and arbitration is also on the increase.

The year also saw a major new development in the official collective bargaining arena with the circulation of the Manpower Department's Consultative Memorandum on Industrial Councils. The memorandum makes it plain that the days when the Minister of Manpower could almost automatically be expected to extend council agreements to cover non-parties, are over.

The move is part of a campaign to create employment by assisting small business development which, so the argument goes, should not be hamstrung by laws regulating wages and working conditions. However, it will be strenuously opposed not only by unions but also by some parts of organised industry which fear wage-undercutting. Government's reaction to comments on the memorandum is expected early this year. ■



Cosatu launch . most significant labour event of 1985

January

86

'27 killed at Bop mine'

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BY ZB MOLEFE

GENCOR'S decision to dismiss 20 000 miners this week holds serious implications for the giant mining group - and for labour relations in South Africa

This week the powerful National Union of Mineworkers discussed the situation at Gencor's mines with the recently-launched 533 000-member union federation, the Congress of South African Trade Unions

Bophuthatswana's Impala platinum mines were rocked by violence on Tuesday after the dismissed miners were paid off and some bused to their homes outside the homeland

Contradicting statements by Gencor, NUM claimed that 27 miners were hit by rubber bullets during violence at Gencor's Wildebeest North Platinum Mine, which is part of Bophuthatswana's "platinum belt" near Sun City

NUM said 26 of the injured miners were admitted to hospital. About 48 of the miners were arrested and were expected to appear at the Phokeng Magistrate's Court on unspecified charges yesterday

Gencor management had earlier denied reports that there had been serious injuries after the mine's security personnel used teargas and rubber bullets to disperse a crowd of people

The Black Allied Mining and Construction Workers Union has called on the Gencor management to immediately reinstate the dismissed miners

NUM Press Officer Marcel Golding said "The fact that the Bophuthatswana Conciliation Act prohibits us and other unions from operating there has permitted Gencor to use it as a shield to exploit miners"

Political comment in this issue and news items by P Qoboza, headlines and subediting by D Niddrie and C Vick, all of 204 Eloff Street Ext 1 Johannesburg

NEWS PLUS+

★ WORKERS at Boerstra Bakery in Pretoria went on strike for a few hours this week.

Bakery sources said the action was prompted by four workers' unfair dismissal

Management said the "misunderstanding" was caused by the four's transfer from one department to another.

NEWS PLUS+

★ FIFTEEN families evicted by the Ciskei government from Welcomewood Camp two weeks ago have been resettled at Zeeds Camp, East London

Ciskei cops had left them on the road next to Mount Coke Mission. Two priests sheltered them for two weeks.

NEWS PLUS+

★ A GROUP of 57 "vigilantes" appeared for the third time in Zwelithsa Magistrate Court this week on murder and other charges.

Their appearance is a sequel to the death of political activist Zalisile Mathylo of Zwelithsa last year.

Amongst the accused is Ciskei MP for Zwelithsa, William Matshekethwa.


An appeal in a bail application by Matshekethwa will be heard in the Ciskei Supreme Court on Jan 10

NEWS PLUS+

★ TOP Transkei Development Corporation official Richard Ndungane appeared in the Umtata Magistrates Court on a charge of attempted murder this week

His trial concerns an incident at an Umtata hotel last year when a shot was fired - which made former Kaizer Chiefs player Juluka Skhosana jump through a third-floor window, fracturing a leg.

Button up with



DARWOOD
THE TROUSER WITH THE NAME ON THE BUTTON

ARGUS 7/1/86
**Platinum price soars
after firing of miners**

The Argus Correspondent

JOHANNESBURG — The firing of virtually its entire workforce by Gencor's Impala Platinum has sent shock waves through international markets, and the price of the metal has soared

In London the metal was fixed at \$349.74 — about \$8 up on the previous day, while in New York the price gained about \$15

On the stock market yesterday Impala's share price rose 125c to 3 150c in reaction to the platinum price rise, rather than news of the sackings

Three of Gencor's platinum mines in Bophuthatswana yesterday fired 20 000 striking employees

According to Gencor no union has been involved as the National Union of Mineworkers is not recognised in Bophuthatswana

The NUM claims it has 50 percent membership at Impala and said the strike was against low wages, long hours and Gencor's refusal to give the union recruiting facilities

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20 000 miners dismissed

CAF TIMES
7/1/86

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From PHILLIP VAN NIEKERK

JOHANNESBURG — In the largest-ever mass dismissal by a South African corporation, Gencor yesterday fired 20 000 employees from its Impala Platinum Mine near Rustenburg in Bophuthatswana

The jobs of a further 10 000 at the mine are also at stake if they do not return to work.

The mass dismissals have shocked the South African labour movement. The National Union of Mineworkers (NUM) said it would decide on "strategic action".

The president of the Congress of South African Trade Unions, Mr Elijah Barayi, called on Gencor to reinstate the men immediately and said he would discuss "national action" with his executive.

'In breach of contracts'

The men were fired for striking over wages, working hours and other grievances.

The acting chief executive of Impala, Mr Gary Maude, said yesterday that the dismissals followed "a warning to the workers to the effect that continued participation in an illegal strike would be in breach of their employment contracts".

They were fired from three mines — Wildebeestfontein North and South and Bafokeng South. Those from two other mines — Bafokeng North and Mineral Processes — have been given an ultimatum to return today. About 65 percent of the workers are from Bophuthatswana.

Mr Maude said they had attempted to negotiate with elected representatives but "you run into a point where they get completely unreasonable".

'Utmost shock' caused

Mr Maude denied that recognition of the NUM — which, as a South African union, is outlawed by Bophuthatswana labour law — had been raised as an issue by the workers.

The NUM claims it has substantial support on the mine. A statement by the NUM last night said the action had caused them "utmost shock" and that the decision was characteristic of "Gencor's despicable manner of dealing with workers' legitimate grievances".

"The fact that South African unions are prohibited by law from operating in Bophuthatswana has presented Gencor with a pretext to commit these atrocities with impunity".

The NUM statement said the main grievances were low wages, long working hours and a refusal by the company to allow the NUM to recruit on the mine.

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**All quiet
at Gencor
strike mines**

JOHANNESBURG — The situation at all four Gencor mines and minerals processes in Bophuthatswana — where 20 000 workers were dismissed this week following a strike — is peaceful, according to a Gencor statement

"No person has been seriously injured by either security personnel or striking workers. Teargas and rubber bullets were used to disperse a crowd, but there were no serious injuries," the statement said

UNDECIDED

The Bafokeng North mine and mineral processes had a "good turn-out to work today"

However, about 3 000 workers were apparently undecided whether to return to work

About half the labour force had been paid off at the three mines, and most transported home — Sapa

Platinum soars to \$361,25 after Impala strike

From MARTIN HAYES

LONDON. — News that Impala Platinum had dismissed 20 000 workers, two thirds of its workforce, lifted prices in the platinum market here to highest levels since early July 1984.

The metal rose to \$361,25 a troy ounce last night on speculative and fund buying, compared with an afternoon fix of \$349,75

Earlier in the day speculative selling in fairly active nervous conditions pared gains slightly, and platinum was fixed at \$356,75, before renewed buying lifted prices over \$361, dealers said

Premium

Since the beginning of the year, when the strike at Impala's four South African mines began, platinum has risen from just under \$342

Its premium over gold has similarly advanced. Platinum is more vulnerable to supply disruptions, as South African output accounts for some 80 percent of total world non-communist production, dealers said

By comparison, South Africa mines only around 60 percent of non-communist world gold output, and this metal consequently tends to react less to fears of supply difficulties than the more thinly-traded platinum mar-

ket. Buoyed by strong platinum prices gold rose to the highest levels for six weeks yesterday afternoon, when the price touched a high around \$331, before settling back slightly to the fix, dealers said

Activity quickened yesterday afternoon, after a generally quiet morning, with some commission house buying absorbing scale-up trade selling

Prices also rose on the Nymex futures market on Monday, closing just below fresh contract highs

Monitoring

Dealers said although most of the activity in London appears to have been speculative, industry-based business has risen over the last week

Traders will be monitoring the Impala situation closely over the next few weeks to see if the dispute continues

Impala is likely to be able to utilize its stocks in the short-term, and also hire experienced replacement labour, thus having little discernible effect on supply, they noted

However, should inventories decline significantly, further price gains will be prompted by fears of a supply shortage

In New York, Comex gold futures stood at six-week highs on sympathetic buying from a strong platinum market, analysts said

The key February gold delivery added \$2,30 to \$333 an ounce, the strongest level since November 27

Buyers

Analysts said commission houses and fund traders were net buyers, with platinum soaring for the second day to new contract highs on worries over possible output losses resulting from the recent labour problems at South Africa's Impala Platinum mines. Dealer houses sold into the rally, they said

● Silver bullion also moved higher yesterday afternoon, tracking the pattern of the other dominant precious metals it rose to around 590c an ounce from a midday fix of 584,50c — Reuter

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Gencor has been criticised for handling industrial relations problems with heavy handedness. Some describe Gencor as the mining house with the most hardline labour policy. What is your response to this?

Fritz: I do not believe this perception is correct. The National Union of Mineworkers (NUM) reportedly said the dismissal of workers at Impala Platinum was "characteristic of Gencor's despicable manner" of dealing with workers' grievances. But anybody who believes this is unfounded.

We have a fundamental interest in our employees, find their problems important and give them important consideration.

If one is to have a sense of security and a feeling of belonging, you want to know exactly where you stand. We believe we are just and fair and do not vacillate unnecessarily. It is my experience with people I've worked with that they appreciate a clear position.

Gencor has the top safety and productivity record in the industry and could not have achieved this with unmotivated workers who've been handled heavily handedly.

We also have a large number of long service employees and believe our turnover situation in black labour is lower than in the industry generally.

We have always had a principle of placing our people within the Gencor group in the event of changes and an example is the fact that we did not put anyone on the road following the closure of our Beisa Mine in the Free State.

I say we have not been hardline. We've been firm and definite, but this hardline perception probably arose when we did not change our position after deadlocking with the NUM in the Chamber of Mines negotiations last year. We

Collision course not our intention — Gencor boss

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BUS DAY

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stood by what we had decided on because we thought our offer was fair and reasonable.

We see our responsibility as having direct communication with our own employees, but if a union can assist in this we welcome it. We recognise unions at an early stage even when they have as little as 33% to 40% representativeness in certain categories.

The NUM claims Gencor has set itself on a collision course with the union and is trying to teach the union that strike action will consistently result in dismissals. Is this justified?

This claim is definitely not true. We have not set ourselves on a collision course with the union and have no intention of union bashing. We want to act in the best interest of our customers, shareholders and employees and welcome unions as a means of improving communication with workers.

What is Gencor's attitude towards Bophuthatwana legislation which effectively prevents freedom of association by prohibiting SA unions from operating there?

And what is Gencor's response to news of proposed Bophuthatwana legislation which will prevent more than one union organising mineworkers in the territory?

We are operating in an independent state. This would be the same as operating in Brazil, Australia or elsewhere and our attitude is to act responsibly in the host country, whatever their laws should be.

CLAIRE PICKARD-CAMBRIDGE

IMPALA Platinum in Bophuthatwana is presently in the centre of a storm following the largest-ever mass sacking of 20 000 striking workers from the company's mines, in which Gencor has a major interest. Business Day interviews Gencor's executive mining director Johan Fritz on the company's labour policy.



□ GENCOR'S Johan Fritz talking to Claire Pickard-Cambridge

Strike action will not consistently result in dismissal. Dismissal will only result if circumstances are appropriate.

If we are invited to comment on these laws we do so. Have you been invited to com-

ment on these laws in Bophuthatwana?

We've had the opportunity to comment on various laws, but I would not like to elaborate on this. We are not involved in government decisions.

Does Gencor believe an entirely new labour force will necessarily be less militant than workers

who have just been sacked? I do not believe this. If I refer this to the case at Impala Platinum the problem is not one of worker militance but of very definite intimidation. Intimidation was so strong that our own employees were disappointed in our ability to protect them.

But I don't want to comment on Impala Platinum because although Gencor has a major interest in it we see Impala as an independent unit with its own spokesman.

Does Gencor believe that dismissing and rehiring workers is often a useful tactic to break a stalemate, or that workers eventually regard dismissal threats less seriously if they believe they will be rehired?

Gencor would not use such a tactic.

We consider every situation on its merits. But I'm sure people will not take warnings seriously if they expect to be rehired. I am not a game-playing person. We make well thought-out moves, are sincere and honest and make decisions after thorough deliberation.

Gencor was found guilty of an unfair labour practice when it fired legally striking workers under specific circumstances at Marlevale last year. Has this led Gencor to consider amending any of its labour policies?

We do not agree with the finding and have taken the Marlevale matter under review with the Supreme Court. It has not led us to believe we need to change our labour policies. This does not

mean we are cast in concrete and do not realise things are changing in SA. It means we must look at ourselves more critically and if we can find anything which can be regarded as unfair we'll address the problem.

A wide gap existed between Gencor's wage levels and labour policies and those of Anglo American, Johannesburg Consolidated Investments (JCI) and Rand Mines after last year's annual wage negotiations. Does Gencor wish to move closer to these mining houses on those issues in future?

SA has a shortage of skilled people and an oversupply of the unskilled. Gencor has a steep wage curve to encourage people to try and climb up the ladder. We have a large training programme for this purpose. While our unskilled workers are on rates below the top payers in the industry, our more skilled workers are practically in line with them. It would be far easier if we were to be closer to the three mining houses. We are relatively close to other houses and usually act in unison with them through the Chamber of Mines.

I believe our present wage gap is largely due to the 11th hour decision by these three mining houses to improve their offers during last year's wage negotiations, while we stuck to our guns.

We are probably the most widely based mining house in the country and are involved in many different industries which are competitive in world markets. We can not make a wage decision outside these realities.

Is Gencor more concerned about the effect of its actions on the local and international community in the present delicate political and economic situation in SA? Yes, we are more sensitive now and everyone should be, but this cannot be at the expense of our basic principles.

Teargas fired at Bop mine

NINE security guards fired rubber bullets and tearsmoke to disperse workers at one of the strike-torn Impala Platinum mines in Bophuthatswana when striking workers were dismissed on Monday.

A mine spokesman confirmed that 15 rubber bullets and tearsmoke were used to disperse strikers who surrounded a security vehicle during dismissal procedures. He did not name the mine.

The spokesman said in another incident a guard dog tore a striker's clothes.

There had been no clashes between strikers and security staff since the strike started on January 1, he said.

About 20,000 strikers were fired at the Wildebeesfontein North,

By **JOSHUA
RABOROKO**

Wildebeesfontein South and Bafokeng South mines. They went on strike over wages.

Gencor, which controls the mines, has denied reports that 19 workers were seriously injured and admitted to mine hospitals after clashes with security guards at the Bafokeng South mine on Tuesday.

The Congress of South African Trade Unions (Cosatu) will hold an urgent meeting this weekend to endorse the condemnation of the dismissed workers at Impala Platinum mines.

The federation will also discuss taking mass action to get Gencor to reinstate the workers, Cosatu's assistant general secretary, Mr Sydney Mafumadi, said.

The Bophuthatswana National Union of Employees, which has an access agreement with Impala, will also meet at Tlhabane, near Rustenburg, tomorrow to try to solve the dispute, union sources said.

SOWETAN
9/1/88

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CAPE TIMES 9/1/86

Gencor sacks another 3 000

From PHILLIP VAN NIEKERK

JOHANNESBURG — Gencor fired 3 000 more workers at its Impala Platinum mine in Bophuthatswana yesterday — bringing to 23 000 the total axed

The workers, from Bafokeng North, were described by the company as having "voluntarily" decided to return to their homes after they failed to meet an ultimatum to return to work yesterday

At the Wildebeesfontein North section of Impala, mine security arrested 48 miners and handed them over to the Bophuthatswana authorities at Phokeng after teargas and rubber bullets were fired

A spokesman for the National Union of Mineworkers, Mr Marcel Golding, said 27 workers had been shot and 26 hospitalized

The union believed the workers were arrested because they were suspected of being "activists"

Lieutenant-Colonel Dave George of the Bophuthatswana police confirmed that the men had been arrested by mine security

The acting chief executive of Impala, Mr Gary Maude, said strikers surrounded a security vehicle and were dispersed by rubber bullets and teargas

He said no serious injuries resulted though "two or three" workers had been hospitalized

Mr Maude said that by mid-afternoon yesterday 14 000 out of the original 20 000 fired on Monday had left the mine

"The next step will be a decision to start employing again I'm surprised how quickly we could properly discharge people," he said

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Buthelezi threat to labour movement

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CHIEF Gatsha Buthelezi has threatened to launch his Inkatha movement into the field of labour relations to counter "insults and denigration" from the new Congress of South African Trade Unions (Cosatu) and other organisations.

"Workers and Inkatha will not stand by while they are insulted by Cosatu or any other trade union organisation or trade union," the KwaZulu Chief Minister and Inkatha president said during a



visit to a paper mill in Richards Bay.

"We will not stand by ... when the African National Congress mission in exile and the United Democratic Front move in to usurp the function of those trade unions which are so deeply valued in all Western industrial societies"

He said Inkatha was faced with a situation in which cross-cutting membership between it and Cosatu could become problematic, and warned that the Inkatha "black liberation movement"

would, if necessary, enter the field of labour relations.

Trade unions that put politics before employees' rights would prey on the benefits of workers and contribute to the poverty of those who had no viable unions to fight for their rights.

Workers should recognise that trade unions had a union job to perform which was of vital interest, not only to workers, but to the country as a whole, Buthelezi said — Sapa

PRICE MOVES AT A GLANCE

REUTERS

KEY MARKET MOVEMENTS — JANUARY 7 to JANUARY 8										
Gold		JSE	Previous			Latest		Johannesburg Stock Exchange		
\$/oz	R/oz	Krugerrand	\$/R Commercial	\$/R Financial	DM/\$	£/R	3 months BA	All Gold BD Index	Industrial BD Index	JSE Overall Index
			0,2950		2,4455	0,2797	13,10	1 217,5	1 199,5	1 396,0

BLACK SCHOOLS CRISIS

Short-term resolution

The crisis that threatened the re-opening of black schools for the 1986 academic year may well have been resolved. Schools will open on Wednesday, January 8, as officially scheduled. However, the registration period is to be extended until January 28 — the date preferred by the black community.

As the *FM* went to press, Education and Development Aid Minister Gerrit Viljoen took cognisance of a memorandum submitted to him by the Soweto Parents' Crisis Committee (SPCC) the previous day (and just a day before the scheduled opening) thus defusing — for the time being, at any rate — a confrontation.

The next crunch point looks set to come after the first term, when the SPCC and students will meet to review progress on a list of demands contained in the memorandum.

Confusion regarding the re-opening of black schools this year arose when the national conference convened by SPCC at the University of the Witwatersrand on December 27, resolved that the schools' opening be postponed to January 28, 20 days later than the scheduled opening day.

The national conference, held after a three-man SPCC delegation had met with representatives of the banned African National Congress (ANC) in Lusaka, also resolved that black pupils should return to school. But it laid down conditions which government has to meet if pupils were to remain at their desks for the duration of the school year.

Although it is understood the ANC did not want to interfere with what the community was doing, it supported moves to get pupils back to school.

Because of the continued unrest, some black pupils have lost two to three years of their schooling and some fear that another year of school boycotts would be disastrous.

Before government officials received the SPCC memorandum on its proposed start of the academic year and its conditions on Monday this week, they insisted the schools would be re-opened as scheduled.

However, DET's chief liaison officer, Job Schoeman, repudiated newspaper reports that the department had "rejected outright" the proposals by the national conference. After receiving the memorandum, Schoeman said on television that there could be a postponement of the schools' re-opening. However, he stressed that a decision could only be taken by the Minister. But he warned, "Parents must remember the school year has 200 days and if there are delays, pupils will suffer."

Schoeman also explained that 7 500 schools would be opening for the year. A

total of 1,8m pupils — an increase of between 60 000 and 70 000 over last year's roll — were expected to turn up. Only 49,3% of the 67 000 black pupils who wrote matric last year passed and, of these, 12,5% gained matric exemptions, qualifying for university entrance. (In 1984, 83 000 wrote exams). "About 10 000 matric pupils, who either did not write or failed to complete the examination because of intimidation, will write the May-June examinations," says Schoeman.

He also says students who may experience difficulties in finding accommodation in their schools this year will be assisted at the more than 600 adult education centres run by the department.

The conditions laid down by the national conference for pupils to return to school this year include: The release of student leaders, establishment of free, democratically elected SRCs, the lifting of the State of Emergency, and the removal of the SADF from the townships. SPCC executive member, Isaac Mogase, says the memorandum delivered to the department contains the conditions laid down by the national conference. A meeting similar to the conference will be held in March to consider the government's response and to review the situation.

Bishop Desmond Tutu reportedly told the conference that pupils should end the school boycott and return to school but only if government heeded the conditions laid down by the national conference. He also threatened to campaign for economic sanctions against SA if government failed to meet the black community's demands.



Viljoen

MINE LABOUR

Bop showdown

The term "mass dismissal" has assumed a new meaning in the South African industrial relations lexicon following the firing this week of 20 000 black miners at the Gencor-controlled Impala Platinum mine complex in Bophuthatswana.

The sheer weight of the numbers involved makes this the biggest mass dismissal in recent labour history — exceeding by far the dismissals at Sasol's Secunda complex in

1984 and at Anglo American's Vaal Reefs mine last year.

The strike, over taxes and unemployment insurance, remuneration matters and a variety of other grievances, started on New Year's day and involved almost the entire 30 000-strong black workforce. Some 65% of the workers are Tswana citizens, while the remainder come from all over southern Africa. On Monday, management dismissed 20 000 workers who had failed to return to their posts at the Wildebeestfontein North and South mines and the Bafokeng South mine. On Tuesday most workers at Bafokeng North and at the Mineral Processes plant responded to a management ultimatum to return to work. Management has announced it will not rehire the dismissed strikers.

Impala's acting chief executive officer, Gary Maude, told a press conference on Monday that the decision to dismiss was taken after warnings to strikers that the illegal strike was in breach of their employment contracts, and after "repeated, unfruitful attempts" to hold discussions with striker representatives. He said workers made no attempt to convey their grievances to management before the strike began.

The dispute is complicated by the fact that Bophuthatswana's Industrial Conciliation Act bars "foreign unions," including South African-based ones, from operating in the territory. Nevertheless, the South African National Union of Mineworkers (NUM) has been active at Impala for some time and claims support among some sections of the workforce. The Bophuthatswana National Union of Mine Employees (Bonume) is not recognised on the mines.

The NUM's version of events differs substantially from management's. A union spokesman says workers first raised their grievances on December 23, and that management refused to consider them. The NUM has released a list of about 20 demands it says were made at the time, including one asking for access rights for NUM officials and office facilities for the union at the mine. The spokesman accuses Gencor of "hiding behind Bophuthatswana's labour legislation" and promoting the small Bonume to avoid dealing with the NUM.

Impala disputes the NUM's claims saying it believes the union has no more than a few hundred members at the mines. It says the question of recognition of the NUM was never raised as an issue by the strikers. Maude tells the *FM*, though, that management discussed a list of grievances with a works council late last month.

According to Maude, the company has been aware for some time of the need to

FM 10/1/86

improve communication systems with employees. The strike has reinforced this view, although he believes Impala is no worse than other mines in this respect.

The NUM spokesman says the union is considering its next move in discussions with members at other Gencor mines. He says the possibility of "solidarity action" cannot be ruled out, and it is likely the NUM will ask for support from fellow-affiliates of the Congress of South African Trade Unions (Cosatu) after these discussions.

MINE LABOUR



A bad beginning

The mass dismissal of 20 000 black miners by Gencor's Impala platinum mines in Bophuthatswana this week represents an inauspicious beginning to what already promises to be another tense year on the industrial relations front. The international political repercussions could also be serious — there is no end to the number of senior foreign observers making their way to our shores on fault-finding missions.

Impala's drastic short-term solution, in response to a difficult set of circumstances, does little for long-term labour stability on its mines. Indeed, it threatens to set off a chain of events that could harm a far wider section of southern African interests.

It also does little for the image of Impala's holding company Gencor is fast gaining the reputation of being SA's most hardline and implacable industrial relations operator — and for good reason.

In last year's wage dispute in SA's gold and coalmining industry, Gencor offered the lowest wage increases of all the six major mining groups. When a legal strike occurred, nearly 1 000 workers at several Gencor mines were dismissed. The mines were then ordered to reinstate most of them after successful Industrial Court actions initiated by the National Union of Mineworkers (NUM).

Along with the order reinstating several hundred workers at the Marievale mine came severe criticism by the court for the company's "adamant" and "paternalistic" labour practices.

Impala is unlikely to face such legal problems operating, as it does, in Bophuthatswana, which, of course, is "independent" and has labour laws signally different from SA's.

For example, Bophuthatswana's Industrial Conciliation (IC) Act, passed in March 1984, prohibits the operation of South African-based unions in the homeland's territory. Furthermore, Bophuthatswana's Industrial Court does not appear to have powers anywhere near as wide-ranging as its South African counterpart.

Furthermore, the Impala strike was not legal in terms of the IC Act. In order to stage a lawful strike in Bophuthatswana it is necessary to follow a cumbersome conciliation procedure. Even then, the country's president has the power to effectively prevent legal strike action if he considers it "necessary or expedient in the public interest."

In fact, soon after the Act was passed, Bophuthatswana's Manpower Minister Rowan Cronjé told the SA Institute of Race Relations that the president's power was specifically designed to prevent legal strikes in the country's strategic industries, notably mining.

Despite these restrictions on the operations of unions in Bophuthatswana, it is naive to believe that a successful industrial relations system depends merely on operating according to the letter of the prevailing law. A reliable system of communication between Impala workers and management is severely lacking — a point acknowledged by acting chief executive officer Gary Maude.

As has unfortunately become the norm in the mining industry, disagreements abound between the NUM and the company over the facts of the dispute (see *Current Affairs*). The question of the NUM's representativeness at Impala is in dispute — the company claims the union has only a few hundred members at its mines, while the NUM claims its support is far greater than that. But there is clearly a high degree of organisation at the mines — a well-orchestrated strike involving 30 000 workers does not happen spontaneously. And the question that must be asked is "why was the situation allowed to develop to this crisis point?"

Replacing the entire workforce is not going to solve the labour problems existing at the Impala complex even if, as management states, there are sufficient experienced unemployed miners in southern Africa to take over the work with a minimum amount of retraining necessary.

And if the NUM is, in fact, representative of a significant proportion of the dismissed workers it is difficult to justify a refusal to deal with it, despite the provisions of the law. At least one South African-based company operating in Bophuthatswana is known to have found a loophole in the law. It negotiates with a representative South African-based union and agreements reached cover employees in Bophuthatswana as well as SA. Although in terms of the Act the agreements reached are not legally enforceable in Bophuthatswana, the company abides by them scrupulously.

A reluctance to talk to the NUM is even more questionable given that Impala finds it very possible to deal with Arrie Paulus's whites-only Mineworkers' Union. And it will do the company no good to encourage future employees to join the embryonic Bophuthatswana National Union of Mine Employees (Bonume). Whether justified or not, Bonume will come to be seen as a "sweetheart" union — a kiss of death in this day and age.

The dismissals could have widespread repercussions further afield. Doubtless other Gencor employees, fresh from their court victories of last year, are going to apply pressure on the company to reconsider its decision.

The dismissals also provide the newly-formed 450 000-strong Congress of South African Trade Unions (Cosatu) with ammunition for its first major campaign.

The dispute in fact contains a number of important ingredients for a high-profile political campaign, including the fact that it highlights anomalies of government's grand apartheid policy, and is the largest mass-dismissal since the birth of the present generation of black unions.

Remembering last year's events when 14 000 Vaal Reefs employees were dismissed (and then rehired), overseas anti-apartheid pressure groups will no doubt make a meal of it, further weakening SA's international standing.

To strive for labour and political stability is a priority in these times. And in delicate situations such as this mass strike, caution, restraint and flexibility — rather than a heavy-handed response — should be the watchwords. ■

Impala replacing fired miners

(140A) STAR 13/1/86

The replacement of the more than 20 000 mine-workers fired from Impala Platinum mines in Bophuthatswana last week is progressing "satisfactorily", the company said today, despite a local miners' union threat to apply for a reinstatement court order on behalf of the fired workers

Impala's acting chief executive, Mr Gary Maude, said the recruitment of new workers was going according to plan. He would not say how many of the dismissed workers had already been taken back.

Mr Maude said the new workers had to have

the necessary qualifications and experience

About 20 000 miners were dismissed from the Impala mines after going on strike from January 1 over grievances which, according to the National Union of Mineworkers, included bad working conditions and low wages.

Impala said an additional 3 000 workers subsequently resigned from their jobs.

The union threatened at the weekend to take legal action against the company to reinstate the dismissed workers.

BUS DAY 13/1/86 (14014)

Union moves on rehiring miners

THE Bophuthatswana National Union of Mine Employees (Bonume) will apply this week for an interdict for the reinstatement of 20 000 miners dismissed at three Impala mines in the largest mass sacking in Southern Africa.

Bonume will also seek a court order to prevent the controlling company, Gencon, from dismissing remaining workers as well as applying for a conciliation board.

Bonume spokesmen said dismissed miners had met at Tlhabane, near Rustenburg, on Friday and asked Bonume to act to protect their rights.

The union said worker grievances included low wages and wage deductions for housing, tax, insurance and the provi-

CLAIRE PICKARD-CAMBRIDGE
and SAPA

dent fund.

The National Union of Mineworkers (NUM) described Bonume as a non-militant *sweetheart* union that management preferred to deal with. It also claimed workers were demanding NUM recognition.

The NUM denied organising the strike, although it has many members among workers who arranged meetings to obtain a mandate for strike action.

Bonume said workers considered their dismissal unfair because NUM workers — operating illegally in Bophuthatswana — intimidated them.

STAL 13/1/86
140A

Inquest into death of unionist

By Sheryl Raine

An inquest into the death of trade unionist Mr Andries Raditsela was scheduled to begin in the Johannesburg Magistrate's Court today

Mr Raditsela (29), of Tsakane township near Brakpan, was a senior shop steward of the Chemical Workers' Industrial Union (CWIU) and vice-chairman of the Transvaal region of the now defunct Federation of South African Trade Unions (Fosatu)

Mr Raditsela died in Baragwanath Hospital on May 6 shortly after being released from detention on May 4

Later on May 4 he was admitted to the Far East Rand Hospital and later transferred to Baragwanath

Buthlezi's counter to Cosatu

3/11/86

Mercury



Mercury Correspondent

UTLUNDI — Chief Mangosuthu Buthelezi warned Inkatha at the weekend to be prepared to mobilise workers in response to what he called a 'simple declaration of war' on it by the new Congress of South African Trade Unions (Cosatu).

He raised the possibility of the more than million-strong black liberation movement formally entering the labour movement by establishing Inkatha branches in every factory and training special organisers.

In his presidential address to the Inkatha Central Committee, the KwaZulu Chief Minister suggested the formation of a strong and active sub-committee to decide on the best way of achieving this if it became necessary.

It seemed prudent to anticipate what Inkatha might have to do and to be prepared for appropriate action, he said. It was no use waiting until calamity struck and then finding itself unprepared.

Chief Buthelezi asked the black liberation movement's central committee to consider establishing an Inkatha branch in every factory, opening a labour office and training organisers to deal with workers if and when the need arose.

He said he was aware that this would be a

major development needing funding. 'We are talking about a very complex situation, and it may well be that a sub-committee of this central committee should set itself the task of chartering a course which we may yet have to follow.'

Raditsela inquest opens

14/11/86 BUS DAY
2388 (140M)
Own Correspondent

THE inquest on trade unionist Andries Raditsela, 31, who died after detention by police in May, began in Johannesburg Magistrate's Court yesterday

The hearing was postponed until today after an application for further documentation by P C Oosthuizen, SC, who is appearing for the Minister of Law and Order, the police and members of the Defence Force

Magistrate T R Steenkamp said he was surprised that Oosthuizen had not applied for the documentation earlier because it had been available since October

Six witnesses were called for today's hearing and it is expected that evidence from 32 witnesses will be heard

The witnesses include, policemen, residents of Tsakane, doctors at Baragwanath and the Far East Rand Hospitals, where Raditsela was treated, and the state pathologist

Raditsela, of Tsakane township, near Brakpan, was a senior shop steward of the Chemical Workers' Industrial Union and vice-chairman of the Transvaal region of now-defunct Federation of South African Trade Unions, which has been incorporated into the Congress of South African Trade Unions (Cosatu)

He died in Baragwanath Hospital on May 6

14/1/86 □ □ □ BUS DAY (140A)

EXECUTIVE members of the Congress of SA Trade Unions (Cosatu) did not meet last week to discuss possible action against Gencor in an attempt to get Impala workers reinstated

Cosatu's second-vice president, Makhulu Ledwaba, said the executive would be meeting shortly

Call Times 14/1/86
**Trade
unionist's
inquest
begins** *140A*

From CLARE HARPER

JOHANNESBURG — The inquest on trade unionist Mr Andries Raditsela, who died after he had been freed from detention in May last year, began yesterday.

The hearing, in the Johannesburg Magistrate's court, was postponed until today after an application for further documentation by Mr P C Oosthuizen SC. He is appearing for the Minister of Law and Order, the police and members of the defence force.

The Magistrate, Mr T R Steenkamp, said that he was "suprised" that Mr Oosthuizen had not applied for the documentation earlier as it had been available since October.

Six witnesses were called for today's hearing and it is expected that evidence from thirty-two witnesses will be heard.

The witnesses include policemen, residents of Tsakane, the doctors at Baragwanath and the Far East Rand who treated Mr Raditsela, and the state pathologist.

Mr Raditsela, of Tsakane township near Brakpan, was a senior shop steward of the Chemical Workers Industrial Union and vice-chairman of the Transvaal region of the defunct Federation of South African Trade Unions, now incorporated into the Congress of South African Trade Unions (Cosatu).

He was detained in terms of Section 50 of the Internal Security Act on May 4, and the same day taken to Baragwanath Hospital, in Soweto. He was released from detention on May 6 and died that day in hospital.

Labour laws clarified in important decision

Gencor told to reinstate hundreds of black miners

STAR 15/1/86

213

1401A

By Sheryl Raine and Jenni Tennant

Gencor's Marievale Consolidated Mines Ltd suffered a serious legal blow in the Pretoria Supreme Court yesterday when a judge upheld an Industrial Court decision ordering the reinstatement of hundreds of dismissed black miners who went on a legal strike.

Mr Justice R J Goldstone was asked by Marievale to review a decision given by the Industrial Court in October last year. Mr Goldstone dismissed the application with costs.

The Industrial Court found that the Marievale Gold Mine had unfairly dismissed several hundred black miners, who went on strike on September 1 last year in support of wage demands. The strike had been con-

ducted according to all the provisions in the Labour Relations Act and as such was legal.

Originally the National Union of Mineworkers (NUM) applied for reinstatement of about 1 000 miners but later Marievale agreed to negotiate on the number to be reinstated.

At the time of the Industrial Court hearing Marievale indicated that it had already replaced the dismissed miners and would prefer to pay out those who qualified for reinstatement.

FAIRNESS

In spite of an earlier Rand Supreme Court ruling in Marievale's favour that the dismissal of members of the NUM was legal, the Industrial Court stated in its decision that it had jurisdiction to rule on the fair-

ness of the dismissals. Mr Carl Netcher, director of precious metals of Gencor Mining said "We have not been informed by counsel of the reasons for the judgment given yesterday and are not in a position to comment."

The Pretoria Supreme Court decision has important implications for industrial relations.

Leading labour lawyers commented that the ruling had obtained an important clarification of labour law.

It was now clear that the Industrial Court, in terms of the Labour Relations Act, was entitled to rule on the principle of fairness and that its jurisdiction was not limited in this regard.

On the other hand, the Supreme Court was entitled to rule on the legality of dismissals. Dismiss-

als proclaimed lawful by the Supreme Court could nevertheless be proclaimed unfair in the eyes of the Industrial Court which was entitled to grant relief to dismissed workers.

PURPOSELESS ANTICS

In recent months there have been several occasions when employers and unions have rushed to the Supreme and Industrial courts respectively, in efforts to secure the best possible benefits. Yesterday's ruling would put an end to such purposeless antics.

The ruling demonstrated that a mass dismissal of strikers could be considered an unfair labour practice, one lawyer said.

Employers would have to think carefully before firing legal strikers en masse.

Raditsela 'slapped', inquest court hears

CAP TIPS 15/1/86
140A

JOHANNESBURG — Mr Andries Raditsela was slapped and involved in a scuffle with the police before being detained, a witness told the inquest into the death of the 29-year-old trade unionist Mr Nelson Thabethe, 19, was describing the last moments before Mr Raditsela was detained under Section 50 of the Internal Security Act and taken away in a police Hippo early on May 4 last year.

Mr Raditsela, Transvaal vice-president of the Federation of South African Trade Unions and a shop steward in the Chemical Workers' Industrial Union, died in Baragwanath Hospital on May 6, hours after his release from detention.

come upon a police Hippo in the early hours of May 4 last year

The police had asked who was the driver of the car in which they were travelling and when Mr Raditsela said it was his car they inspected his car registration and spoke over a radio

Scuffle

Mr Thabethe said a policeman then slapped Mr Raditsela, and other policemen had joined the scuffle. His view had been partly obscured but he could see "a movement of hands and feet". He could not make out what was happening and could not say if Mr Raditsela was being kicked.

When one of the group, known only as "Kakas", had demanded what the policemen were doing, as Mr Raditsela had done nothing wrong, he was also slapped. Both he and Mr Raditsela were loaded into the Hippo.

The inquest court was yesterday packed with trade unionists from the Congress of South African Trade Unions (Cosatu), members of the Raditsela family including his wife, Enid, and well-wishers.

Earlier, another witness, Mr Patrick "Chilliboy" Moeketsi, 20, who was one of the group with Mr Raditsela on the morning of his arrest, told the court that the policeman who took down his statement did not read it to him.

"He just told me to sign it," he said.

Mr Moeketsi said Mr Raditsela had attended a party at the home of a previous witness, Mr Peter Rakgode, in Tsakane on May 3 last year.

They danced and drank beer until 12.30am and then left in Mr Raditsela's car for Kwathema, where they drank beer before visiting a shebeen in Duduza. Contrary to his statement to the police, he said they had not drunk beer in Duduza because the shebeen had been closed.

They returned to Tsakane and drank "two or three Castles each" before leaving. He said Mr Raditsela drove the whole way and was driving normally.

On the way home they passed a group of people who were singing and gathered around a vehicle which they had just set alight. They turned around and took another road to Ms Anna Tsotetsi's house, where they came across the Hippo.

The inquest continues
— Sapa and Own Correspondent

'He was slapped and wrestled to the ground'

Inquest told of Raditsela's arrest

15/1/86

STAR

140A

28/1/86

By Sheryl Raine

Acquaintances of Mr Andries Raditsela (29) yesterday described to a Johannesburg inquest magistrate how a happy night of revelry ended when he was arrested by police who slapped him and wrestled him to the ground

Mr Raditsela, a senior shop steward of the Chemical Workers' Industrial Union, was arrested early on the morning of May 4 last year in Tsakane township near Brakpan

He died of a head injury at the Baragwanath Hospital on May 6 shortly after being released from detention

Mr Oupa Peter Rakgaodi (18) was with Mr Raditsela during the night before his arrest. He said he, Mr Raditsela and three others attended a party at his house and then visited three shebeens in different townships in a night of revelry which included

much beer drinking

Mr Nelson Thabethe, (19) said Mr Raditsela had been driving erratically, and the white car he was driving had gone from side to side across the road

Under cross-examination however, he said Mr Raditsela's speech was not affected by the alcohol he had been drinking and he walked normally

He said early on the morning of May 4 they had stopped at a shebeen in Tsakane when a Hippo drew up

Documents

A policeman had asked for the owner of the white car, had studied Mr Raditsela's registration documents and then spoken over a two-way radio

More armoured vehicles arrived and people in blue uniforms got off one of them

"I saw one of them hit Andries with a flat hand. Others came up to him and I could not

see exactly what happened. I saw movement of hands and feet. Andries was lying on the ground with people standing around him. I saw hands and feet moving but I can't say they were kicking him," he said

When a man, known only as "Kakas", asked the policemen what they were doing because Mr Raditsela had done nothing wrong, he was also slapped. Both he and Mr Raditsela were loaded into a Hippo

Mr P Oosthuizen (SC) appearing for the Minister of Law and Order put it to him that he had added the evidence about the slap and scuffle in court yesterday after conferring with another witness. He noted that mention of the slap and scuffle were absent from Mr Thabethe's original statement made to the police

Mr Thabethe said he had told the police about the slap and scuffle and if that information was not in his original statement the police had made a mistake

Skidded

Mr Patrick Moeketsi (20), who had also been with the group, said Mr Raditsela had driven very fast and had skidded across the road

Earlier in the hearing, the magistrate, Mr T R Steenkamp, ruled that Deputy Attorney-General, Mr A C Human, could lead witnesses in the inquest and cross-examine them

He dismissed an application by Mr Oosthuizen, requesting that the court prevent Mr Human from leading witnesses because he had had consultations with them before the hearing

Mr Steenkamp said Mr Human was not representing any party and was assisting the court by leading witnesses. About 58 witnesses would give evidence

Mr Oosthuizen placed on record that he had been instructed to represent only the Minister of Law and Order in the case

The hearing continues

UNREST LATEST

Police report the following incidents of unrest to 7 pm yesterday

A — At Bekkersdal, near Westonaria, a police vehicle was stoned. Police fired tear-smoke and shotguns to disperse the mob. Two youths were slightly wounded

B — In the black residential area near White River, a private vehicle was stoned. Police dispersed the stonethrowers with birdshot, slightly wounding a black woman

C — In Soweto a delivery vehicle was stoned and extensively damaged

D — In Mamelodi a youth was arrested when he threw stones at a police vehicle

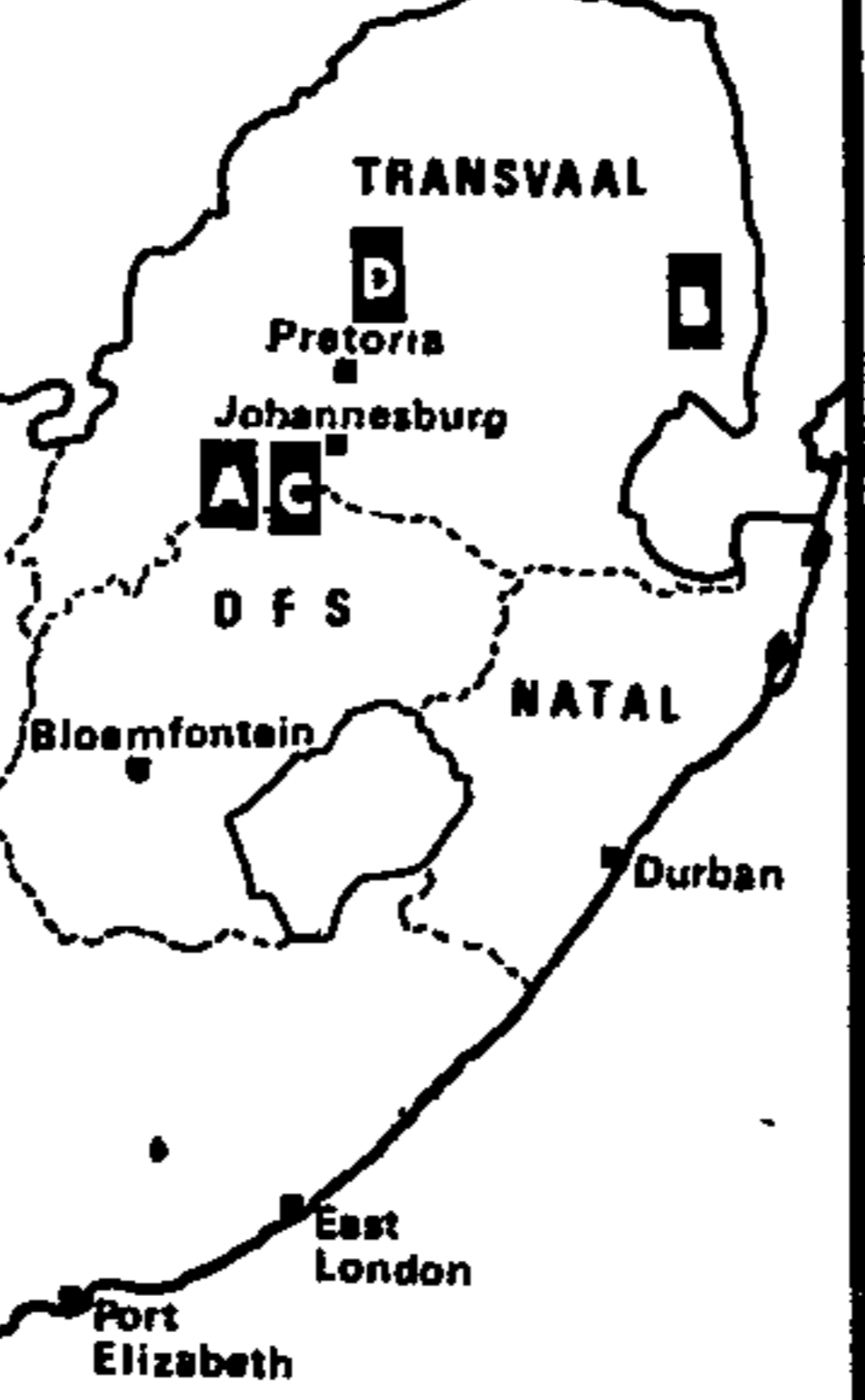
E — At Middelburg, in the Cape, a delivery vehicle was extensively damaged after being set alight — Sapa

Police dispersed the stonethrowers with birdshot, slightly wounding a black woman

In Soweto a delivery vehicle was stoned and extensively damaged

In Mamelodi a youth was arrested when he threw stones at a police vehicle

At Middelburg, in the Cape, a delivery vehicle was extensively damaged after being set alight — Sapa



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Raditsela taken away in Hippo, inquest told

14017
845 DAY
15/1/86

A WITNESS told the inquest on Andries Raditsela yesterday he had seen the 29-year-old trade unionist being taken away in a police Hippo early on May 4 last year.

Peter "Sweep Oupa" Rakgode, 18, said he had not seen Raditsela again and later heard that he had been admitted to hospital and had died.

Raditsela was a shop steward in the Chemical Workers Industrial Union and vice-chairman of the Federation of SA Trade Unions.

He died in Baragwanath Hospital in Soweto on May 6 last year, after being released from police detention.

Rakgode said Raditsela had attended a party at his home in Tsakane, near Brakpan, on May 3 last year.

They had danced and drunk beer until 12.30am, and then left in Raditsela's car for nearby KwaThema. There, they drank more beer at a shebeen and then visited another shebeen in Duduza.

They returned to Tsakane and continued drinking until dawn.

Rakgode said all five men in the group were strongly under the influence.

At 6.30am, they drove to the home

of a woman in Thombela Street, Tsakane. There they came across a large Hippo in which were blue-uniformed men.

One of the men climbed off the vehicle and asked Rakgode's group who the driver of their car was.

This man and Raditsela went to the Hippo and studied documents. Meanwhile, two more Hippos arrived, one carrying blue-uniformed men and another smaller one carrying brown-uniformed men.

Raditsela was taken away.

Rakgode never saw Raditsela alive again.

Mr Patrick Moekoetsi, one of the party, said Mr Raditsela had driven very fast and had skidded across the road.

Earlier in the hearing, magistrate L Steenkamp ruled that Deputy Attorney-General A C Human could lead witnesses in the inquest and cross-examine.

He dismissed an application by P C Oosthuizen, SC, for the Minister of Law and Order, that the court prevent Human from leading witnesses because he had had consultations with them before the hearing.

— Sapa.

140A

NUM 'not behind US boycott of Shell Oil'

CLARE PICKARD-CAMBRIDGE

THE National Union of Mineworkers (NUM) said yesterday it was not involved in prescribing a US boycott against Shell Oil products, but supported any pressure against international companies which tried to suppress representative unions

This follows news that US activists have launched a nationwide boycott campaign against the Shell Oil Company, which they charge with having repressive labour practices in SA

The Free South Africa movement in the US has accused the Royal Dutch Shell group of using "union busting" tactics at the Rietspruit coal mine, where more than 80 workers were dismissed after a strike early last year

Shell SA denied earlier that its labour practices were poor, and Shell SA chief executive John Wilson said the company was committed to providing all employees with good working conditions and

equal opportunities.

Shell SA has a 50% interest in Rietspruit Colliery, which is managed by Rand Mines

NUM Press officer Marcel Golding said yesterday the anti-apartheid movement had decided independently to launch the recent boycott campaign.

But he said issues surrounding the Rietspruit dismissals had been raised in America last year and the NUM had then informed affiliates of the Miners' International Federation about Rietspruit's "union bashing policy".

Golding said the NUM had been recognised at Rietspruit at the time of the dismissals. The union had subsequently re-organised and regained recognition.

Wilson said Shell recognised the right of employees to join a trade union of their choice, paid minimum wage rates as laid down in the EEC Code and provided extensive education, housing and welfare benefits.

Gencor: Cosatu threatens action

SOKIETAN (140A) 15/11/86

THE Congress of South African Trade Unions (Cosatu) has warned of concerted action against Gencor and all its subsidiaries if the 20 000 strikers at Impala Platinum mine are not reinstated immediately.

Cosatu's assistant general secretary Mr Sydney Mafumadi said they were calling on all their affiliates and other organisations to pressurise Gencor which controls the Impala Platinum Mine to reinstate the workers

This decision was taken by all Transvaal Cosatu affiliates, including the National Union of Mineworkers (NUM), at a meeting in

Johannesburg on Monday night

Gencor dismissed the 20 000 miners on the Impala Platinum mine in Bophuthatswana last week. The workers had been on strike over working conditions, wages and the recognition of the NUM

Hiding

The acting chief executive officer of the company Mr Gary Maude said they were recruiting new workers. He was not aware of the intended action by the unions

Mr Mafumadi said they were compiling a list of all companies that have dealings with Gen-

cor. They were going to brief all their affiliates in the country to take solidarity actions against the company

He said "The Gencor group is clearly hiding behind Bophuthatswana's apartheid laws which are designed to give sanctuary to the treacherous Bophuthatswana National Union of Mine Employees and to undermine NUM"

He reiterated Cosatu's commitment to a unitary South Africa based on the principle of one person, one vote, adding "anybody who stands on our way should be prepared to pay the price"

Raditsela assaulted, magistrate is told

TRADE unionist Mr Andries Raditsela was assaulted by police while being arrested on May 4 last year, a witness told a Johannesburg inquest magistrate yesterday.

Mr Nelson Thabethe (19) of Tsakane was testifying at the inquest into the death of Mr Raditsela (29) who died at Baragwanath Hospital on May 6 after he was released from detention on May 4.

Mr Raditsela, formerly of Tsakane, was a senior shop steward of the Chemical Workers' Industrial Union (CWIU) and vice-chairman of the Transvaal re-

By NKOPANE MAKOBANE

gion of the now defunct Federation of South African Trade Unions (Fosatu)

Mr Thabethe said he saw a policeman slap Mr Raditsela in the face

Earlier Mr Thabethe told the court that the night before May 4, he had attended a birthday party at the home of Peter Oupa Ragoadi,

one of the witnesses at the hearing. He had found Mr Raditsela and other people at the party.

After the party they and two friends drove in

Mr Raditsela's car to a shebeen in KwaThema. They drank until the early hours of the morning and then returned to Tsakane.

There they decided to stop at Anna Mnguni's place where Mr Raditsela bought more liquor.

Three army hippos arrived at the shebeen and the officers asked whose car was parked outside.

Mr Raditsela said it was his. He was asked for the car's documents which he produced.

"At this stage, two police hippos had arrived on the scene. Shortly thereafter Mr

To Page 2 →

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Powers granted in search warrant exceeded

STAR 16/1/86

Police seizure of Raditsela papers illegal, court rules

140A

The police seizure of a handwritten document last year from attorneys representing the Raditsela family had exceeded the power granted in the search warrant and was illegal, the Rand Supreme Court deputy judge president ruled yesterday

Mr Justice G A Coetzee, in a precedent-setting judgment, said "When in future the police intend to seize similar material, they should, before taking it away, afford the attorney or client concerned an opportunity to apply to court to set aside the warrant"

An urgent application was brought to the Rand Supreme Court by Cheadle, Thompson and Hayson, Mrs Enid Raditsela and Mrs Anna Mnguni, after the document was taken from the firm's offices on May 27

The present applica-

tion concerned only costs as the notes had been returned shortly after the court proceedings were instituted

The 10-page document of handwritten notes taken by the police was one to which attorney and client privilege applied

The application, against the Minister of Law and Order, the Officer Commanding South African Police, Brixton, and the Divisional Commissioner of Police in Soweto, concerned the effect and validity of a search warrant which authorised the seizure of a "written statement made by one Anna Mnguni"

OUTLINE

The notes, which were from an interview with a witness, were apparently a preliminary outline of facts taken in connection with proceedings to be in-

stituted arising from the death of trade unionist, Mr Andries Raditsela.

The notes were not read back to the witness nor were they signed

Mr Justice Coetzee said "To regard the document presently in issue as a 'written statement' is to my mind not merely a very liberal interpretation of the search warrant. It is an impossible interpretation"

It could not be described as anything other than attorney's notes made during consultation with a witness, he said

In this case, the warrant did not include such notes and Mr Justice Coetzee ordered the respondents to pay the applicants' costs

It was also argued that privileged documents of this nature were in any event exempt from seizure

However, an earlier



Mr Andries Raditsela ... died last year.

court decision found that this was not so

Mr Justice Coetzee said it was not necessary for him to decide whether this decision was right or wrong "At the very lowest it is a decision which will have to be carefully reviewed in a suitable matter"

He added that the highest courts of Australia, New Zealand, the United States and Canada had in recent years come out very strongly and persuasively against the suggestion that such privileged material is seizable by the police

Raditsela inquest court visits Tsakane

WO: I thought man was drunk

A Johannesburg inquest court yesterday visited the East Rand township of Tsakane to inspect the police Casspir from which trade unionist Mr Andries Raditsela allegedly fell shortly before his death.

The magistrate, Mr T R Steenkamp, ruled that an inspection in loco should be held at Tsakane after the court heard evidence that Mr Raditsela fell out of a Casspir. Warrant Officer John Matthew Wiese said he was in command of the Casspir patrolling Tsakane on the morning of May 4 last year. He arrested Mr Raditsela because he suspected him of inciting people in the township to violence of

being present when a bread delivery van was set on fire and he had a suspicion that Mr Raditsela was driving a stolen car.

Mr Raditsela was taken to the temporary police station in Tsakane in the Casspir.

They arrived at the police station and Warrant Officer Wiese said he was busy inside the Casspir when he heard a scuffling noise outside. He asked what was going on and a policeman told him that 'the man' had fallen out.

The first thing he saw when he climbed out was two policemen helping Mr Raditsela up. At the time of arresting Mr Raditsela, Warrant Officer Wiese believed that he was drunk. In spite of this, he had let Mr Raditsela climb out of the Casspir unaided, because he knew there were already two policemen outside who could help him.

He said he did not expect that a drunk person would fall, because there were many things to hold on to. He did not ask Mr Raditsela if he had been hurt by the fall and was satisfied when he did not see any visible injuries. Later that morning, when Mr Raditsela vomited, he presumed that it was from drunkenness. It never occurred to him that Mr Raditsela might need medical treatment. He said he got the impression that the man was becoming increasingly drunk until he eventually passed out.

The court was adjourned at noon for the inspection in loco. The magistrate, the assessor assisting him and lawyers representing the Raditsela family, the Ministers of Law and Order and Defence and the Transvaal Provincial Administration climbed into the Casspir.

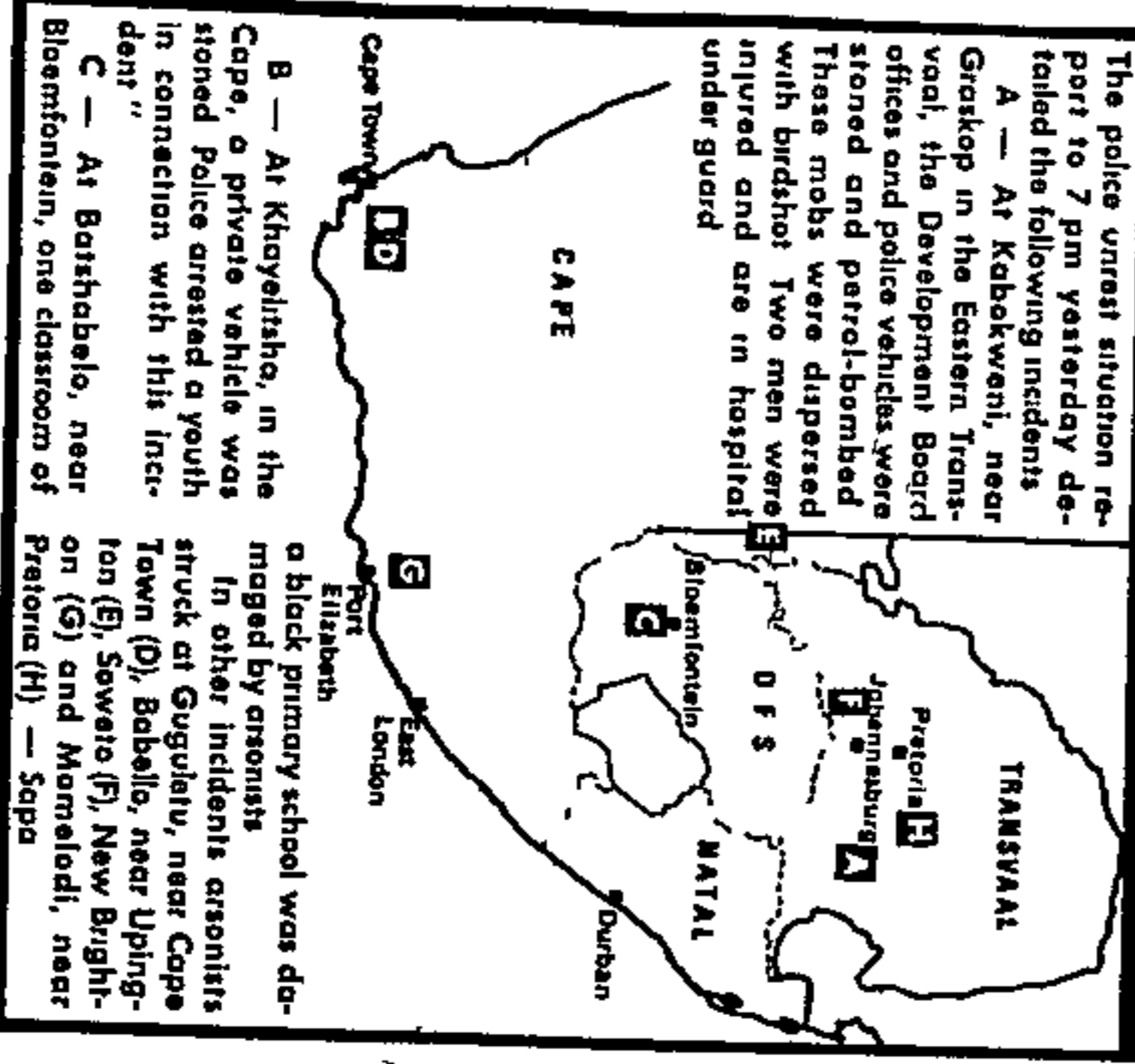
The hearing continues today.

The police unrest situation reported to 7 pm yesterday detailed the following incidents:

A — At Kabakweni, near Groenkop in the Eastern Transvaal, the Development Board offices and police vehicles were stoned and petrol-bombed. These mobs were dispersed with birdshot. Two men were injured and are in hospital under guard.

B — At Khayelitsha, in the Cape, a private vehicle was stoned. Police arrested a youth in connection with this incident.

C — At Barshabela, near Bloemfontein, one classroom of



UNREST LATEST



Lawyer Mr Piet Strachter, who is representing the Raditsela family at an inquest into the death of unionist Mr Andries Raditsela, climbs out of the Casspir from which Mr Raditsela fell before his death. Those involved in the inquest yesterday visited the Tsakane police station for an inspection in loco.



Mass sackings: it's grimmer in Bop

THERE is one question to ask about Gencor's mass dismissal of 23 000 Impala Platinum mineworkers this week and that is: How was it possible? A sacked 32-year-old underground locomotive driver thought about this question for about 12 seconds before answering:

"Management does not have sympathy for people. They don't listen to what we have to say. They regard us as animals. That is why it is possible for them to do this."

The acting chief executive of Impala, Gary Maude, responded to the same question at a press conference

this week by saying: "You run into a point where they get completely unreasonable. The alternative is to get rid of the whole labour force and replace them. There is a condition of massive unemployment in the country and that encourages us to take this kind of action."

National Union of Mineworkers press officer Marcel Golding, answering the same question but in a different sense, said "Gencor used Bophuthatswana legislation — which makes workers powerless against their atrocious wages and living and sackings

How does a company get away with sacking all its workers? Gencor succeeded this week with the help of Bophuthatswana's labour legislation, far harsher even than South Africa's. PHILLIP VAN NIEKERK reports

working conditions — as a shield". All three aspects — Gencor's heavy-handed approach to industrial relations, chronic unemployment; and Bophuthatswana's labour laws — appear to have facilitated the sackings and have been highlighted by the

But while Gencor and unemployment are perennial problems which crop up frequently in disputes on the mines, the Bophuthatswana Industrial Conciliation Act has lent an added edge to this dispute

The Impala dismissals are a cruel reminder that the homelands policy not only strips people of their South African citizenship but of their rights as workers

Under Bophuthatswana law, workers are denied freedom of association — the right to join the union of their choice — and the ability

to challenge unfair labour practices in the industrial court

These are rights now upheld in law for workers in South Africa

Thus, there can be no repeat of last year when Gencor emerged from its encounter with the NUM at Marevale with a bloody nose and an industrial court demand that they reinstate the workforce they sacked

It is crucial to note that historically the NUM started organising on the mines before this legislation was introduced in 1984. In fact, workers went on strike at a Union Carbide vanadium mine in Bophuthatswana in January, 1984, demanding to be represented by the union of their choice — the NUM

There is certainly reason to suspect that the outlawing of unions with head offices in South Africa was done to keep out more militant unions

These could provide both a political challenge as well as make wage demands which would lessen the attraction of the homeland to investors

Certainly, Gencor has accepted the situation without raising too much of a fuss or going out of its way to assist the NUM

This is unlike one leading retail company, which has extended its wage agreement with Ccawusa to include its depots in Bop — and the position of the all-white Mine Workers Union, which has not been barred from representing its members at both Impala and Rustenburg Platinum

On being approached by the NUM in November last year for access to the mine for recruiting purposes, Impala's general manager J G Cockburn, said

"As your trade union does not comply with these (Bophuthatswana) requirements, I am not in a position to enter into discussions with you regarding access or any other matter"

Which is a pity, because it might have helped Gencor with the "communication problems", to which they ascribe the strike, to have a representative union around

Even still, worker organisation was surprisingly strong, as more than 23 000 workers struck for almost a week, setting clear demands mainly revolving around wages and working conditions

Impala denied that the issue of the NUM had been raised, but workers produced lists of demands which they said were forwarded to management right at the beginning of the strike, demanding that the NUM be given an office at the mine

For the union, the dismissals represent an almost insurmountable challenge — how to represent mineworkers when your organisation is banned

And it could be the first trial of strength for the Congress of South African Trade Unions (Cosatu) — due to hold an urgent executive meeting to discuss the issue

Cosatu pledged at its inaugural congress to organise in the homelands, despite the restrictions and the hostility of nearly all of the Bantustan governments to trade unions

It will be difficult to avoid fighting an issue which at once involves a recalcitrant employer, the issue of mass dismissals and the denial of rights to workers as a result of the Bantustan policy

(140A) (22/10) BUS DAY 16/1/80

Court examines Casspir

A JOHANNESBURG inquest court yesterday visited a temporary police station in Tsakane, near Brakpan, to examine the Casspir from which trade unionist Andries Raditsela was thought to have fallen after being arrested on May 4 last year.

The magistrate, Mr L Steenkamp, decided on an inspection *in loco* during the evidence of Warrant-Officer John Wiese, who told the court he had arrested Raditsela about 8am on May 4 during an unrest incident.

Wiese told the court that as they stopped at the Tsakane police station, he heard a scuffle at the back of the Casspir where Raditsela and another black man were sitting. He was later told that one of the men had fallen out of the vehicle but was uninjured.

He said he had seen Raditsela lying on the ground and then being helped to his feet by two policemen. He appeared drunk but uninjured.



● RADITSELA

Asked by Transvaal Deputy Attorney-General A C Human why he had not helped Raditsela down the Casspir's stairs, Wiese said there was not enough room for two people on the vehicle's stairs.

At the *in loco* inspection, court officials examined the back of the Casspir used on the day Raditsela was arrested. The court also inspected the inside of the police station where Raditsela had been detained.

Wiese told the court earlier that Raditsela had vomited in the police station, but he had attributed this to drunkenness. He said Raditsela appeared to become more drunk two hours after being arrested, but his condition improved by midday.

Raditsela was being interrogated during this time by Warrant-Officer Prins of the Security Police, who asked Wiese why Raditsela was ill.

Wiese replied that he thought the man was drunk. Prins then said that if Raditsela was not drunk he would need medical attention. Wiese told the court he had thought it unnecessary to obtain treatment for Raditsela — Sapa.

No aid for 'drunk' Raditsela for 6 hours

JOHANNESBURG — A Johannesburg inquest court yesterday visited a temporary police station in Tsakane near Brakpan to examine the Casspir from which trade unionist Mr Andries Raditsela was thought to have fallen after being arrested on May 4 last year.

Earlier the magistrate heard that Mr Raditsela did not receive medical attention for nearly six hours after his arrest because the policeman who arrested him believed he was drunk.

The magistrate Mr L Steenkamp, decided on an inspection in loco during the evidence of Warrant Officer John Matthew Wiese, who told the court he had arrested Mr Raditsela during an unrest incident in Tsakane about 8am on May 4.

Injured

W/O Wiese told the court that as they stopped at the Tsakane police station, he heard a scuffle at the back of the Casspir where Mr Raditsela and another black man were sitting. He was later told that one of the men had fallen out of the Casspir.

He said he had seen Mr Raditsela lying on the ground and then being helped to his feet by two policemen. He appeared drunk but did not seem injured.

Asked by the Deputy Attorney General of the Transvaal, Mr A C Human, why he had not helped him down the steps of the Casspir, W/O Wiese said the Casspir was very narrow and there was not enough



Mrs Enid Raditsela with her daughter, Albertina

room for two people on the steps.

At the inspection in loco, the court officials examined the back of the Casspir that had been used on the day Mr Raditsela was arrested. The court also inspected the inside of the police station in which Mr Raditsela was detained.

The Casspir and the police station were filmed by SABC-TV who are to make the video tape available for reference by the court.

Earlier, W/O Wiese told the court that Mr Raditsela had vomited in the police station but he had attributed this to drunkenness.

Two hours after being arrested, Mr Raditsela had appeared to become more drunk, but his condition had improved by midday.

During this time, he was being interrogated by a W/O Prins of the security police who had asked W/O Wiese why Mr Raditsela was ill.

W/O Wiese had replied

that the man was drunk. W/O Prins had then said that if Mr Raditsela was not drunk he would need medical attention. W/O Wiese told the court he had not thought it necessary to obtain medical treatment for Mr Raditsela because he was convinced the man was drunk.

He said he had arrested Mr Raditsela on suspicion of inciting unrest in Tsakane.

He had been in charge of a Casspir which had gone to Tsakane town ship on May 4 last year where a bakery delivery truck had been set alight.

Suspicious

About 500 people were dancing around the burning truck waving their fists, he said. He had received a report that a white car with an ND registration had been involved in the burning of the truck and the occupants had incited unrest.

About 8am, he came across a white car with ND registration plates and became suspicious when he noticed that the car had covered only 340km. He said he then demanded the ignition keys from Mr Raditsela.

While trying to take the keys from Mr Raditsela by force, he said, he had pushed him to the ground, but had taken care not to injure him. He denied Mr Raditsela had been assaulted in any way.

Mr Raditsela and another occupant of the car were then arrested and loaded into the Casspir.

The hearing continues today — Sapa

Notes: Police 'exceeded power'

JOHANNESBURG — The police seizure of hand written documents last year from attorneys representing the Raditsela family had exceeded the power granted in the search warrant and was illegal, the Rand Supreme Court ruled yesterday.

Mr Justice G A Coetzee, in a precedent-setting judgment which was handed down yesterday morning, also said "When in future the police intend to seize similar material they should, before taking it away, afford the attorney or client an opportunity to apply to court to set aside the warrant."

An urgent application was brought to the Rand Supreme Court last year by Cheadle Thompson and Haysom, Mrs Enid Raditsela and Mrs Anna Mnguni after the documents were taken from the firm's offices on May 27.

The notes, which were from an interview with a witness were apparent by a preliminary outline of facts taken in connection with proceedings to be instituted arising from the death of trade unionist Mr Andries Raditsela.

Validity

The application against the Minister of Law and Order the Officer Commanding South African Police Brixton and the Divisional Com

missioner of Police in Soweto, concerned the effect and validity of a search warrant which authorized the seizure of a "written statement made by one Anna Mnguni".

The present application concerned only costs as the notes had been returned.

Mr Justice Coetzee said "To regard the document presently in issue as a 'written statement' is to my mind not merely a very liberal interpretation of the search warrant. It is an impossible interpretation."

It could not be described as anything other than attorneys notes.

In this case, the warrant did not include such notes and Mr Justice Coetzee ordered the respondents to pay the applicants costs.

Exempt

It was also argued that privileged documents of this nature were exempt from seizure.

However, an earlier court decision found that this was not so.

Mr Justice Coetzee said it was not necessary for him to decide whether this decision was right or wrong. At the very lowest it is a decision which will have to be carefully reviewed.

He said it was by no means clear that the law was correctly set forth in the earlier case — Sapa

BUS DAY 16/11/86 DS (1401A) (S)

Mawu files for reinstatement of 13

THE Metal and Allied Workers' Union (Mawu) has filed an Industrial Court application for the reinstatement of 13 workers fired from Siemens for alleged acts of intimidation and violence during a strike in July last year.

The union argues there is insufficient proof concerning intimidation and the dismissals were procedurally unfair because the company did not grant the workers proper hearings.

The dismissals took place after both parties submitted to mediation in August.

Labour lawyers hope the case

CLAIRE PICKARD-CAMBRIDGE

will resolve some conflicting legal decisions on the question of procedural fairness. They also believe that clearer rules may emerge on the conduct of employees during strikes.

The Industrial Council was unable to settle the dispute — which concerns an alleged unfair labour practice — and referred it to the Industrial Court in terms of section 46(9) of the Labour Relations Act.

The hearing will begin on Monday.

The workers were dismissed, but the company agreed to re-employ all the workers dismissed on July 16 provided they return to work by July 29.

But 36 workers were refused access to company premises because management believed they had committed acts of intimidation and violence.

Siemens is a multi-national electrical and engineering firm, and the 13 dismissed workers were employed at the company's Waltloo factory in Pretoria, its Isando factory and its distribution centre at Isando.

**NUM claims 50
injured in clash**

The National Union of Mine workers has claimed more than 50 Foscor and Palabora Mining Company workers were hurt in a strike-related clash near Phalaborwa this week.

The union said a meeting was attacked at Namakgale township.

Lebowa police have not confirmed the allegation and company officials deny mine security personnel were involved.

17/1/86
BUS. DAY
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Raditsela lay outside for six hours

SIX hours after being arrested, Andries Raditsela was lying outside a temporary police station with vomit and dust over his clothes, but the policeman who arrested him believed he was still drunk, a Johannesburg inquest heard yesterday.

W/O John Wiese told the inquest he had arrested the 29-year-old trade unionist about 8am on May 4 last year and had taken him to a temporary police station in Tsakane, Brakpan.

He said Raditsela vomited a number of times, but he had attributed this to drunkenness.

At 2pm that day, Raditsela was still lying outside the police station and had vomit and dust on his clothing. Wiese still thought this was a result of drunkenness.

He denied that Raditsela had urinated in his trousers or that his face had been swollen.

Wiese said Raditsela's mother had brought clean clothes for her

son, but he had not allowed her to give them to him as there were no changing facilities.

Though Raditsela's clothes were covered in vomit, they were "not that bad", he said

Earlier, Wiese said he had paid little attention to a report that Raditsela had fallen out of an armoured vehicle under his command because "people have fallen out of Casspirs before and they seldom get injured".

Raditsela had seemed unsteady on his feet as he walked to the police station and was supported by two policeman, but Wiese had not found this unusual

Cross-examined by Piet Streicher, for the Raditsela family, Wiese disputed statements by several witnesses that he had argued and wrestled with Raditsela, who died in hospital on May 6.

Cross-examination continues today. — Sapa

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AKG 17/1/86

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Raditsela's eye 'red and swollen'

The Argus Correspondent
JOHANNESBURG — While in police custody two days before his death trade unionist Andries Raditsela vomited and could not stand up, an inquest was told here yesterday

Other details heard by the court on Mr Raditsela's condition while he was being held at Tsakane police station on May 4 last year were that one eye was red and swollen, his face was swollen, there was a mark on the left side of his forehead, he urinated in his pants and soiled them and he tried to stand up a number of times, but fell down

The policeman who arrested him, Warrant Officer John Mathew Wiese, said he did not think at the time that Mr Raditsela needed medical treatment.

PRETENDING

He thought Mr Raditsela was just drunk and that he was in fact pretending to be even drunker than he was so he would not have to answer questions

Mr Raditsela, 30, was Transvaal vice president of the Federation of South African Trade Unions (Fosatu) and died in Baragwanath Hospital on May 6 hours after being released from detention

Counsel representing the Raditsela family, Mr Piet Streicher, read out part of a statement made by a Mr Frans Tsotseti, who saw Mr Raditsela at the police station that day

MARK ON FOREHEAD

Mr Raditsela's eye was red and swollen, but not bleeding and there was a mark on his forehead. His pants were wet in front and he appeared to have urinated in them, Mr Tsotseti said.

Mr Raditsela did not seem to be conscious

Mr Tsotseti said he shook him trying to awaken him, but did not succeed

His mother, Mrs Mamatong Anna Raditsela, saw her son at the Tsakane police station at noon on the day of his arrest.

BROUGHT CLOTHES

Mr Streicher read from a statement she had made. She said she told one of the policemen she had brought her son clean clothes. The policeman told her Mr Raditsela could go and wash himself

"Andries was clearly not in a state to stand and I asked whether a person in this condition was not taken to hospital. One of the policemen said 'Hy gaan doodgaan Hy gaan vrek (He is going to die)'," Mrs Raditsela said

(Proceeding)

INDUSTRIAL COURT

Disciplining GFSA

The employee disciplinary procedure practised at a Gold Fields of SA (GFSA) mine has come under heavy fire from the Industrial Court. The court severely criticised the procedure — applied on all Gold Fields

mines — when it ordered the temporary reinstatement of David Theko, chairman of the National Union of Mineworkers (NUM) shaft stewards committee at Kloof mine.

Theko was dismissed last August after Kloof's manager had endorsed the recommendations of a disciplinary committee which heard a complaint brought against him by another worker, Themba Kotyana.

Kotyana lodged the complaint after an altercation between the two workers over attitudes towards a legal strike the NUM planned to stage at the mine. Kotyana alleged that Theko had accused him of being a management informer and had threatened to

kill him and other Pondo workers on the day of the strike. Theko, who apologised when Kotyana challenged him to a fight, denied issuing a death threat.

Theko applied to the court for temporary reinstatement arguing that the mine did not have sufficient cause to dismiss him and that the disciplinary committee had been biased in its treatment of him. The central point in the case was whether Theko had been entitled to representation at the hearing

Counsel for Kloof argued that the mining industry is prone to certain "awful happenings" And, after describing the general situation at Kloof, argued that the mine could

not be expected to be bound by the rules of formalism when applying its disciplinary procedure. Some of the points raised by Hiram Slomowitz (SC) were that the mine employs workers of different ethnic groups, that faction fighting is part of the history of South African mining and that black miners are mostly illiterate and fearful.

The court found that Kloof does not permit its employees to be represented at disciplinary hearings, except when the grievance procedure of the disciplinary code is invoked by a worker. A clause in the code states that "the maintenance of discipline ... is the prerogative of management and the union has no role to play." The court said the clause does not mean that an employee must be deprived of the right to assistance at an inquiry. "The right of representation is of crucial importance, especially to a worker who is faced with the prospect of summary dismissal," it said.

The court found that although the committee had outlined only one charge against Theko at the hearing, the memorandum it

submitted to Kloof's manager contained three additional charges. This meant, it said, that Theko was prejudiced in presenting his case to the committee. Theko had also been excluded from the hearing at certain points when evidence against him was heard. Theko's temporary reinstatement is retrospective to October 4 last year. NUM attorney Clive Thompson says the judgment implies that in future all Kloof — and Gold Fields — employees will be entitled to representation in disciplinary hearings.

The question of workers' entitlement to representation at disciplinary hearings has been a major bone of contention between the NUM and Gold Fields. It was the reason for NUM members at Kloof striking illegally in February last year. In September last year the union decided to declare an official dispute over the issue, although it subsequently decided to hold the matter in abeyance until Theko's case had been heard.

The court may well have helped avert industrial action over the question of worker representation at disciplinary hearings. ■

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17/1/86

Shaping up for battle

FEATURE

Labour relations in Natal this year are likely to be marked by an intensification of the battle for the hearts and minds of the province's black workers. The protagonists are Kwazulu Chief Minister Mangosuthu Buthelezi's Inkatha and the Congress of South African Trade Unions (Cosatu). And, it seems, the battle is poised to move from sniping from public platforms into the factories themselves.

Until late last year, the dominant union force in Natal — the now-dissolved Federation of South African Trade Unions (Fosatu) — and Inkatha operated without coming into open conflict, even though the unofficial truce between them was sometimes uneasy.

However, when Cosatu's inaugural conference attack on the homeland system specifically included KwaZulu and Inkatha, Buthelezi lost no time in responding angrily. That was not unexpected. But recent developments suggest that the conflict is hotting up.

Last Wednesday, when Buthelezi visited the Mondi plant at Richards Bay — a stronghold of the Cosatu-affiliated Paper, Wood and Allied Workers' Union — he launched an attack on Cosatu, warning that Inkatha will respond to its "insults" by entering the labour relations field.

Then, at its central committee meeting last weekend, Inkatha established a sub-committee led by its finance committee chairman Simon Conco to consider further action in the labour field. Inkatha, said Buthelezi, must be prepared to mobilise workers to respond to Cosatu's "declaration of war." One option he suggested was the formation of Inkatha branches in every factory.

Inkatha secretary general Oscar Dhlomo tells the *FM* that feedback from Inkatha members who belong to Cosatu unions shows that they are "discontented and confused" by their unions' support for disinvestment and socialism, and their hostility toward Inkatha itself. He says the sub-committee will

be considering three main alternatives for action

- The creation of new unions for workers who are unhappy with their present unions' affiliation to Cosatu,
- The expansion of the only union affiliated to Inkatha — the National Union of Sugar Manufacturing and Refining Employees (NUSMRE) — to accommodate workers in other industries, or
- Attempting to find common ground with the existing unions

Dhlomo says the committee will be guided by members' wishes. He intimates, though, that the NUSMRE option is less likely than the creation of new unions. (This is a wise move on Inkatha's part as NUSMRE is not held in high esteem by many, including some leading Natal industrialists and labour relations consultants.) Dhlomo is also extremely doubtful that peace talks with other unions would have any chance of success.

Meanwhile, there are signs which show that Inkatha's work on the ground has already begun. Rumours abound in northern Natal of groups of disenchanted workers planning to break away from Cosatu unions. And it appears that Inkatha will be approaching companies to discuss labour issues. The *FM* understands that Inkatha has similar plans in Maritzburg. Further, a mass meeting called by Inkatha supporters is to be held in Eskaweni near Richards Bay on Sunday. Dhlomo says it is not an official Inkatha meeting, although it has been organised by its supporters, including some disenchanted ex-officials of Cosatu unions. Workers from all over Natal have been invited.

According to Dhlomo, the meeting has been called to allow workers to voice their dilemma over dual Inkatha/Cosatu union membership. He predicts that a decision will be taken to form a committee mandated to "ensure workers' aspirations are realised on the factory floor." A questionnaire canvassing workers' views on issues such as disinvestment and free enterprise has been circulated by the same Eskaweni group.

Cosatu general secretary, Jay Naidoo, has declined to comment at this stage. He says these developments are being discussed and will be considered at a national executive committee meeting next month.

But there is consensus among labour observers in Natal that an Inkatha initiative to draw members away from Cosatu unions could have serious consequences for the new federation — in northern Natal and in the short-term at least. Inkatha, they say, has particularly been able to make capital out of Cosatu's perceived unconditional support for disinvestment.

The long-term consequences of such a struggle are, however, more difficult to predict. Despite Buthelezi's accusation that Cosatu unions have sacrificed economic priorities in favour of political ones, most of them have won significant material rewards for members. Whether Inkatha-initiated unions can provide the same quality of leadership is also questioned. One Natal-based union source (who asked not to be named) reckons: "Any loss of membership to pro-Inkatha unions will eventually be reversed when workers realise Cosatu unions are better able to deliver financial benefits."

Another problem new Inkatha unions could face is that their strength would largely be confined to one region of the country, Natal. Cosatu is likely to maintain substantial strength in the metropolitan areas of the province, and would continue to have a presence in northern Natal, although somewhat weaker.

Employers in the region certainly do not relish the prospect of a disruptive inter-union war erupting in their plants. Despite Cosatu's militant political stance, many employers have come to appreciate the advantages of dealing with its disciplined and professionally-run affiliates on day-to-day industrial relations matters. But barring the negotiation of a new truce, which appears increasingly unlikely, a scarring conflict for both Inkatha and Cosatu — and employers — seems inevitable.

FM 17/1/86

IMPALA DISMISSALS

Hiring after firing

One thing emerges clearly in the aftermath of last week's mass dismissal at the Gencor-controlled Impala Platinum mine in Bophuthatswana it takes a whole lot longer to hire a workforce than to fire one

Recruitment is underway to replace the 20 000 workers dismissed last Monday from the Bafokeng South and Wildebeesfontein North and South mines, as well as the additional 3 000 Bafokeng North workers who management said had "chosen" to resign last Wednesday. But management is refusing to estimate how long it will take to get the mines back to their full staff complement

Almost the entire 30 000-strong black workforce at the mines struck on New Year's Day over a host of issues ranging from taxes and unemployment insurance to remuneration About half the workers reported for duty on January 2 and 3, but then there was an almost total stayaway until management's drastic decision to dismiss those who ignored a return-to-work ultimatum The dismissed workers left the mines last week amid tight security

Says Gary Maude, Impala's technical manager (mining) about the recruitment exercise. "The speed at which they are coming in is being balanced by the speed at which we can handle them." He says about two thirds of the new recruits are Tswanas, in line with Impala's traditional labour mix.

According to Maude, there is a tremendous number of people available for recruitment due to the unfavourable economic climate, and Impala's management is signing on experienced miners After the dismissals,

(140A) FM

management announced that it had no intention of rehiring the strikers. So far it has kept to its word But in a softening of its previously hardline attitude — or perhaps realising that gearing up new people, even if they are experienced, is a long and costly process — Maude says management may be prepared to change its mind, providing that workers can prove they were intimidated into striking Meanwhile, manning levels at the mines remain low Maude would not say how this has affected production

Outside the mines, the ripples from the dismissals continue to spread

The National Union of Mineworkers (NUM), which is barred from operating in Bophuthatswana in terms of the homeland's Industrial Conciliation Act, enjoys some support on the mines and is still considering how it will react. Despite management denials to the contrary, the NUM has claimed that part of the strikers' grievances included demands that Impala should recognise it. While the union deliberates, the Transvaal region of the Congress of SA Trade Unions (Cosatu), to which the NUM is affiliated, says a list of all companies in which Gencor has a stake is being compiled as a prelude to soliciting solidarity action from affiliates throughout SA Other "progressive" organisations are also being briefed

Inside Bophuthatswana, while the homeland's Manpower Minister prepares to make a statement on the affair, the Bophuthatswana National Union of Mine Employees (Bonume) has threatened to take court action against Impala to get the workers reinstated However, this claim appears to be little more than hot air as the union is not yet registered with the Bophuthatswana industrial registrar, and therefore has no legal standing to launch a case

CAPT Tross
17/1/86

1409

Raditsela 'lay unconscious on floor'

Own Correspondent

JOHANNESBURG — Mr Andries Raditsela was lying unconscious on the floor with his face swollen and marked and his trousers soiled, two hours after he was detained, the Inquest Court here heard yesterday

In a statement read to the court, Mr Frans Totetsi said that on entering the temporary police station in Tsakane at 10 30am on May 4, he no-

ticed that his half-brother, Mr Raditsela, had a red mark on his forehead, one eye was red and puffy, his face appeared to be swollen and it seemed he had recently vomited

Mr Piet Streicher, counsel for the Raditsela family, was cross-examining Warrant Officer John Wiese, who headed the trade union leader's arrest

Mr Raditsela, 30, Transvaal vice-presi-

dent of the Federation of South African Trade Unions (Fosatu), died in Baragwanath Hospital on May 6 last year, hours after being released from detention

Another witness, a Constable Joubert, said in a statement that he noticed Mr Raditsela trying to stand up against the wall and then falling to the floor and hitting his head

W/O Wiese said he noticed nothing unusual and did not see Mr Raditsela hitting his head

In another statement read to the court, Mrs Anna Raditsela said that when she entered the police station at 12 noon that day she found her son unable to stand

'More serious'

She told the policemen on duty that he should be taken to hospital and overheard one policeman saying "Hy gaan doodgaan, hy gaan vrek".

Cross-examining W/O Wiese, Mr Streicher said. "I put it to you that it was clear to you at the time that the condition of the deceased was far more serious than simply drunkenness"

W/O Wiese, who had been in the witness box for over eight hours, replied that he did not notice anything unusual about Mr Raditsela's condition and believed it to be the result of his drunkenness

He denied he had thrown the trade unionist into the Casspir after

arresting him or that he was even present at the time as alleged

He also denied placing his foot on Mr Raditsela's body while he was lying down in the Casspir, hitting him at any stage or throwing him to the ground after he refused to hand over the keys to the hired car he was driving

This had been alleged in a statement by Mr Lazarus "Kakas" Mokoena, who was detained with Mr Raditsela and was subsequently murdered in Tsakane.

'Often fall'

He said he did not pay much attention when he heard that Mr Raditsela had fallen out of the Casspir because "people have often fallen from Casspirs before and they are seldom hurt"

He said he made no inquiries about why or how Mr Raditsela had fallen because he did not think he had been hurt He said he noticed Mr Raditsela was walking unsteadily but believed he was doing so because he was drunk.

He later said he believed Mr Raditsela was "very drunk" but was "making like he was drunker than he really was"

Earlier the court heard security police were told Mr Raditsela and Mr Mokoena had been detained because they had anti-police pamphlets in their car, when in fact no pamphlets had been found

(SA) (ES) (140A)
MARIEVALE LOSES FN

17/1/86
The Pretoria Supreme Court has dismissed with costs an application by Gen-cor's Marievale gold mine to overturn a landmark Industrial Court (IC) judgment.

Marievale launched the application after the IC ordered it to temporarily reinstate several hundred miners dismissed during a legal wage strike by the National Union of Mineworkers (NUM) last September. It was the first time that legal strikers have had the backing of the law against dismissal.

Marievale challenged the IC ruling on three grounds: That the NUM had no *locus standi* to act on behalf of its members in the IC; that the IC's decision was based on a misapplication of the law and gross unreasonableness, and that the IC had no right to overrule a previous Supreme Court finding that the dismissals were lawful.

Mr Justice Goldstone found that the Labour Relations Act permits a union to represent its members in court. He said he was satisfied that the dismissals may have constituted an unfair labour practice and the IC had thus acted correctly. And he ruled that the IC is entitled to order reinstatements on the basis of equity, even if the dismissals are lawful.

Even LP leader, Allan Hendrickse, seems to realise this. In an interview after Ebrahim's congress speech he said the party would *not* use "*kragdadigheid*" to confront the problem. "We are moving away from police action and police presence at schools. We are seeking the co-operation and understanding of people who do have power in the school situation," he said.

But just how the LP plans to tackle what has become the major crisis in Cape Town's coloured community remains unclear. ■

18/186

STAR



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Request hears horror tale

SUNRISE NEWS

Mystery of Andries Raditsela's death deepens

By Estelle Trengove and Sheryl Raine

While Andries Raditsela lay on the floor of a temporary police station, his life ebbing away, police believed he was merely drunk or malingering and did not need medical attention, a Johannesburg inquest magistrate was told this week.

His face was swollen and he had a mark on his forehead. He was incontinent, unable to stand or speak and became semi-conscious, the court heard.

Six hours after his arrest he lay on the gravel outside the police station at Tsakane, his trousers stained with urine and covered with dust.

The chronology of events

which led to the trade unionist's arrest on May 4, fatal injury and on May 6, his death, has begun to unfold at the official inquiry.

Mr Raditsela was a senior shop steward of the Chemical Workers' Industrial Union and an executive member of the now defunct Federation of South African Trade Unions (Fosatu).

The court heard that a night of carousing which included a birthday party, visits to several shebeens and much beer drinking ended early on the morning of May 4 when Mr Raditsela (29) was arrested in Tsakane township near Brakpan.

Exactly how he was arrested is in dispute. Certain witnesses claimed he

had an argument with the policeman arresting him, Warrant Officer John Mathew Wiese.

Warrant Officer Wiese said Mr Raditsela had been "extremely drunk" and refused to hand over his car keys. He had then gently laid Mr Raditsela on the ground, being careful not to injure him, and had removed the keys from his pocket.

He denied assaulting Mr Raditsela or seeing him kicked, slapped or punched.

Warrant Officer Wiese said he had arrested him after police had received information from an elderly and anonymous black passerby. The man had told security personnel in a Casspir that the car Mr Raditsela was driving, a white Renault with an

ND registration, had been at the scene of a burning bread van. The man had also said men inside the car had incited people to violence.

Warrant Officer Wiese also said he had suspected the car was stolen because the car-hire papers for it had not reflected a registration number and the instrument panel, only registered about 350 km when it was pointed out to him, was more than 21000 km.

While police claimed Mr Raditsela had been very drunk, witnesses said he had been drinking beer and although his driving had been affected by the alcohol, he had walked and

talked normally. Exactly how Mr Raditsela was put into a police Casspir is also a mystery.

The evidence so far, varies. Warrant Officer Wiese said he did not know how Mr Raditsela had climbed on to the Casspir. He said he had ordered a policeman to take Mr Raditsela, but there have been suggestions that he himself put Mr Raditsela into the vehicle.

Evidence so far has tended to concentrate more on how he got out of the Casspir. Police said he had fallen out on to his head and two policemen had helped him up.

According to Warrant Officer Wiese, Mr Raditsela had shown no signs of injury after his fall.

He had been put into a small office and left on the floor.

Later that day Warrant Officer Wiese said he had found Mr Raditsela, who had vomited, lying on his stomach. He had vomited again later, could not talk and had fallen down several times.

Other details heard by the court on Mr Raditsela's condition were:

- His eye was red and swollen
- His face was swollen and he had a wound on his forehead.
- There was also a mark on the left side of his forehead
- He urinated in his pants
- He tried to stand up a number of times, but fell down, hitting his head on the concrete floor.
- He was semi-conscious and

could not be woken up.

A statement from Mrs Mamtong Anna Raditsela, the dead man's mother, revealed she had seen her son at the police station at noon on the day of his arrest.

She said she had told one of the policemen that she had brought her son clean clothes. The policeman told her Mr Raditsela could go and wash.

"Andries was clearly not in a state to stand and I asked whether a person in this condition was not taken to hospital. One of the policemen said: 'Hy gaan doodgaan. Hy gaan verk.' (He is going to die)'" Mrs Raditsela said.

Warrant Officer Wiese said he had refused to allow Mr Ra-

ditsele clean clothes because "there were no changing facilities." He said he had not noticed Mr Raditsela's pants were wet.

He said he had not seen the man trying to get up, only to fall down again. He had not seen the wound found on Mr Raditsela's forehead during the post-mortem. He had noticed the mark on the side of his head, but thought it was a "large freckle."

Mr A C Human and Mr D A Gordon are appearing for the Attorney-General of the Transvaal. Mr Piet Streicher assisted by Miss E. Revelas and instructed by Charles Thompson and Hayson are appearing for the Raditsela family. Mr P Oosthuizen (SC) assisted by Mr R Strydom are appearing for the Minister of Law and Order. Mr B Geogion is appearing for six doctors of the Transvaal Provincial Administration. Mr T R Steenkamp assisted by an assessor Professor J Loubser, is on the Bench.

Objection to questions at inquest

CAPL TIR-15
18/1/86
(220)
140A

JOHANNESBURG — The inquest on trade unionist Mr Andries Raditsela — who died on May 6 last year after being released from police detention — has been adjourned till Monday to enable legal counsel for the Raditsela family to consider a ruling given by the magistrate yesterday on legal procedure to be followed at the hearing.

Mr Piet Streicher, appearing for the Raditsela family, objected to questions being asked of witness Warrant Officer John Wiese by Mr P C Oosthuizen SC, appearing for the Minister of Law and Order, Mr Louis le Grange.

Mr Streicher submitted that Mr Oosthuizen was not entitled to ask leading questions of the witness and could only cross-examine him.

Witness of the court

The magistrate, Mr T L Steenkamp, overruled the objection on the grounds that W/O Wiese was a witness of the court and had not been called by any of the parties. He ruled that Mr Oosthuizen could therefore ask leading questions. Mr Streicher then asked for an adjournment to consider the position of his legal team in the light of the ruling.

At the start of the hearing, Mr Oosthuizen appeared for the Minister of Law and Order, Mr Louis le Grange, policemen in their individual capacities and for members of the Defence Force.

He later informed the court that he was no longer appearing for the policemen and the Defence Force members, but was representing the minister only.

Mr Oosthuizen asked the police witness if it was unusual for township residents to be given police information on unrest incidents. W/O Wiese replied that it was not at all unusual and happened often.

At this point Mr Streicher raised his objection. W/O Wiese earlier told the court he arrested Mr Raditsela because he suspected the car he was driving had been stolen.

He became suspicious when he noticed that the car had a Durban registration. Mr Raditsela had shown him an invoice from Budget Rent-A-Car indicating that the car had been hired, but W/O Wiese told the court that the form had not shown the car's registration number — Sapa.

Unionist was slapped 'on the face'

By MARTIN NTSOENGOE

AN unusual sight at the Johannesburg Magistrate's Court this week was 15-month-old Annastina Raditsela playing in the corridors, while inside details of her father's death were unfolding

Andries Raditsela - a senior shop steward of the Chemical Workers' Industrial Union - died at Baragwanath Hospital on May 6 last year, two days after his he was released from detention in Tsakane near Brakpan

According to evidence by Warrant Office John Matthews Weise, Raditsela was detained after cops in Casspirs went to the scene of a burning delivery van

They saw Raditsela's car veering away from them, but it was later stopped by a Buffel

Nelson Thabethe said he spent the night with Raditsela and was present when cops came to ask them who the owner of the car was

Raditsela told them the car was hired and even showed them some papers, he said

Cops then spoke over a two-way radio and more armoured vehicles arrived

During the scuffle between the cops and Raditsela, one cop slapped Raditsela on the face

He fell to the ground

A man known only as "Kakas" asked the cops what they were doing and was also slapped. Both were then loaded into a Casspir

"One of the cops slapped Raditsela on the face with a flat hand

"Others came to him and I could not see exactly what happened

"I saw movements of feet and hands and saw Raditsela lying on the ground with people standing around him

"But I cannot say whether they were kicking him," Thabethe said

The inquest was taken for an "in loco" inspection of the Casspir in which Raditsela was taken to the Tsakane police station

This was done after Weise - who denied that Raditsela was assaulted during his arrest - was asked by Transvaal's Deputy Attorney-General A C Human why he had not helped Raditsela down the stairs of the Casspir

Weise said the Casspir was too narrow

He said after they had arrested Raditsela and "Kakas" and taken them to the cop station, he heard a scuffle in the back of the Casspir where Raditsela and the other man were sitting

He was later told that one of them had fallen out of the Casspir

He said he saw Raditsela lying on the ground and then being helped to his feet by two cops. He appeared drunk, but was not injured

Political comment in this issue and news-bills by P Qoboza headlines and subediting by D Niddrie both of 204 Eloff Street Ext Johannesburg

'Take back fired men'

By HERMAN LETSIE

CITY P. 19/1/86
1401A

THE National Union of Mineworkers this week welcomed a Supreme Court decision which upheld an Industrial Court judgment ordering Gencor to temporarily reinstate more than 300 workers fired from its Marievale mine last year after a legal strike

Judge Richard Goldstone said the Industrial Court had been correct in ruling it was an unfair practice to dismiss legally striking workers

Gencor also argued that the NUM should not have represented the workers in the Industrial Court, but Judge Goldstone supported the Industrial Court's view that the union could represent its members in collective legal action

NUM said it considered the decision a major victory for the labour movement

"It must now be clear to management that unions have the right to take legal action on behalf of their members," said a NUM spokesman

"This is a clear indictment of Gencor's verkrampte labour practices and union-bashing tactics. It is hoped that Gencor's attitude of hiding behind the issue of lawfulness without considering the issue of fairness will now end"

Gencor has also been severely criticised by trade unions and community organisations after its recent dismissal of 20 000 striking workers at the Impala Platinum Mines

The Congress of South African Trade Unions, to which NUM is affiliated, this week warned it would act against Gencor and its subsidiaries if the miners were not reinstated

A meeting of Cosatu's Transvaal affiliates early this week decided to call on all the federation's affiliates to consider taking concerted action against the mining house

LABOUR REVIEW

Court ruling significant for unions

Business Day labour reporter CLAIRE PICKARD-CAMBRIDGE looks at topical issues in a weekly round-up of events on the labour front

LABOUR lawyers believe that recent court decisions hold a strong message for workers concerning the collective protection they can experience as union members.

This follows the Supreme Court's recent decision to uphold an Industrial Court ruling ordering the temporary reinstatement of more than 300 workers fired from Gencor's Marievale mine after a legal strike in September last year.

The Supreme Court dismissed Gencor's argument that the National Union of Mineworkers (NUM) had no *locus standi* to represent the fired workers and lawyers believe this has great organisational significance for unions.

It has profound practical implications for unions, because it was previously assumed that unions had to obtain affidavits from each individual member saying they wanted their jobs back.

In the Marievale case, the union did not have affidavits from individuals and the court accepted that the NUM could bring about a representative action on behalf of its members.

The ruling is also expected to discourage a trend whereby various parties had been rushing to both the Supreme Court and the Industrial Court respectively in an attempt to secure the best advantage.

Gencor dismissed more than 1 050 Marievale workers and the NUM is expected to initiate final proceedings to have about 600 to 700 permanently reinstated in terms of section 46 of the Labour Relations Act.

□ □ □

AN unusual Industrial Court application has been filed by a fired receptionist, who is suing her former employers (36 advocates) for allegedly committing an unfair labour practice.

The employers are a prominent association of Johannesburg advocates, Group 1 200, which includes several labour lawyers.

The receptionist says she had no warning of her pending dismissal in December, except that two advocates advised her in September she laughed too loudly, walked barefoot in the office and sat with her feet on the desk.

She said she was not counselled or given a chance to present her case.

□ □ □

PRESS focus on Impala Platinum's mass sackings two weeks ago obscured news of industrial action at three Amcoal collieries north-east of Johannesburg.

An Amcoal spokesman said there had been short work stoppages at three collieries, but refused to disclose details.

NUM organiser in the Witbank region, Boycott Mashigo, said strikes had occurred at SA Coal Estates and Goede Hoop collieries near Witbank and at Bank colliery near Middelburg.

Mashigo said the SA Coal Estates strike involved about 2 800 workers on January 6, 8 and 9. Employees wanted 11 workers disciplined for allegedly attempting to kill the NUM chairman of the mine's shop stewards' committee. The matter was settled when the 11 resigned after a disciplinary hearing.

He said the Goede Hoop strike involved the entire workforce of about 2 400, who believed an NUM shaft steward had been unfairly dismissed. Agreement was reached when management offered to transfer him.

The Bank colliery strike involved about 1 600 workers on January 12. Workers were demanding the release of a colleague arrested after allegedly preventing people from entering a nearby shop, which workers were boycotting.

Bus DAY
22/1/56
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140A

Raditsela objection to questions

Own Correspondent

AT THE inquest of trade union leader Andries Raditsela on Friday, counsel for the Raditsela family, Piet Streicher, objected to leading questions put to Warrant Officer John Wiese.

He said P C Oosthuizen, SC, representing the Minister of Law and Order, was too closely associated with the police to be allowed to follow his line of questioning.

Overruling the objection, magistrate T Steenkamp said Wiese was a witness who had not been called by any of the parties.

He granted Streicher's application for an adjournment until today to consider the implications of the ruling.

Steenkamp had earlier dismissed an application by Oosthuizen, who had asked the court to prevent counsel for Transvaal Attorney General A C Human, from leading witnesses because he had consulted with them.

Call to snub Sun City

SOWETAN Reporter

THE Congress of South African Trade Unions is to launch a boycott of the Sun City complex in Bophuthatswana in an attempt to force Gencor to reinstate 20 000 miners fired during a strike this month.

This resolution was taken by Cosatu members in the Transvaal at a meeting in Germiston at the weekend.

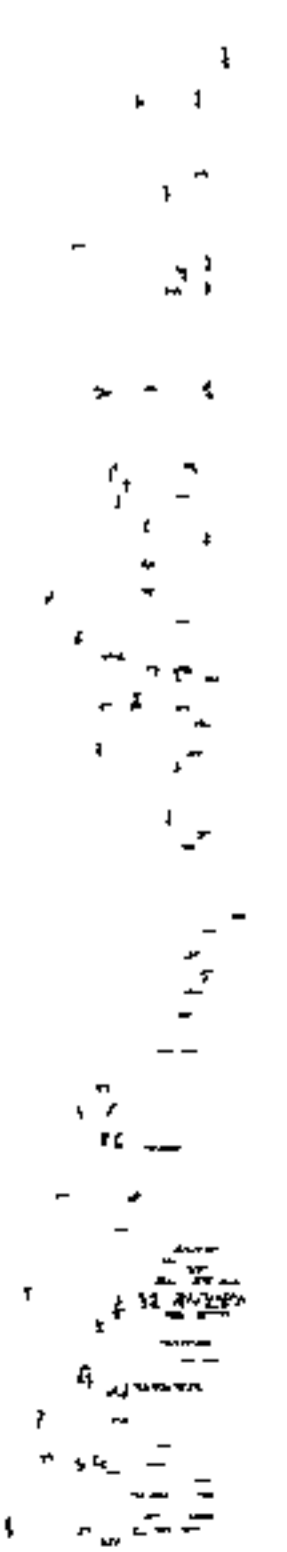
The meeting expressed concern over the dismissed workers and contended that Sun City was supporting the Bophuthatswana Government of President Lucas Mangope, which has barred South African trade unions from operating in the territory.

Sun International's deputy managing director, Mr K Rosebear, said news of the intended boycott had come as a surprise.

He said that it was difficult to comment further at this stage.

However, delegates at the Cosatu meeting have fully supported the boycott.

SOWETAN 21/1/88
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Cosatu hits out at homeland leaders

EAST LONDON — A strong attack was made on homeland leaders at a Congress of South African Trade Unions (Cosatu) rally here last night.

The Chief Minister of KwaZulu Chief Mangosuthu Buthelezi was singled out for attack by the Cosatu president Mr Elijah Baravi who said the Inkatha leader was referred to as 'mntwana (child) in Natal'. He said he was called that because he was out of step with reality.

He will go the way he came, he told the nearly 4 000-strong crowd which packed the city hall and spilled over into the quadrangle passages and streets.

Mr Baravi said Chief Buthelezi wanted to form his own trade union federation to oppose Cosatu but had to apply to Pretoria first.

Bantustans were created by the boers to retard our progress and we must oppose their authority, he told the fist waving chanting crowd.

Mr Baravi said Chief Buthelezi had accused Cosatu of being a front for the African National Congress. The federation's reply was that it would co-operate with all progressive organisations.

He said homeland leaders were selling the black people to the mines for a fee.

Let us as black people forget our differences and fight the enemy. The enemy comes in many forms — even in black faces.

He said Cosatu's aim was to bring together more than 500 000 workers and to create a strong platform to protect them.

We want the right of free movement and the right to sell our labour

where we want to We do not want to be treated like animals any longer. We are sick and tired of being contract workers who at the end of the day have to return to homelands which were created to keep the black man in bondage.

A Cosatu executive member Mr Makhulu Ledwaba said in reply to a question about Cosatu operating in the homelands that the federation had adopted a programme of action against the homelands.

We will do everything in our power to undermine bantustans. We don't know where they came from.

He said companies would try to flee to homelands where unions were banned but Cosatu will reach them wherever they go.

The general secretary Mr Jay Naidoo said white employers had free rein to exploit workers in the homelands.

He said liberals wanted Cosatu to place its politics in the hands of politicians but the federation would not do that as it had proved the undoing of workers' struggles throughout the world.

'We do not want cult heroes,' he said and explained the devolution of power to grassroots level in the structure of Cosatu as a worker organisation where the leaders merely carried out the mandate given by the workers.

Mr Naidoo sketched a brief history of black trade unionism since 1919 and the emergence of the militant progressive unions.

It took us four years taking years of discussion to form Cosatu and now that we have been born we have as our aim to free our people from the chains

of poverty and racism.

While we recognise ourselves as a trade union and not as a political organisation we can not separate industrial issues from the broader struggle for freedom. Cosatu is part and parcel of the struggle for liberation.

We are going to intensify our involvement in the struggle in the townships and we are going to break the chains of oppression, he said and saluted the youth in their struggle in the townships.

Police and soldiers were prominent around the city hall last night.

It was announced from the stage that several cars parked outside had tyres punctured.

Buses were organised in Buffalo Street to take the people home and the master of ceremonies Mr Robert Gqweta appealed to the crowd to proceed quietly home and not to react to any provocation.

We don't want to lose a single one of you, he told the crowd which danced and sang as they filed out of the city hall.



Mr Elijah Baravi, the president of Cosatu addresses the rally yesterday.



Part of the crowd which squeezed into the city hall for the Cosatu rally yesterday.

DISPATCH 22/1/78

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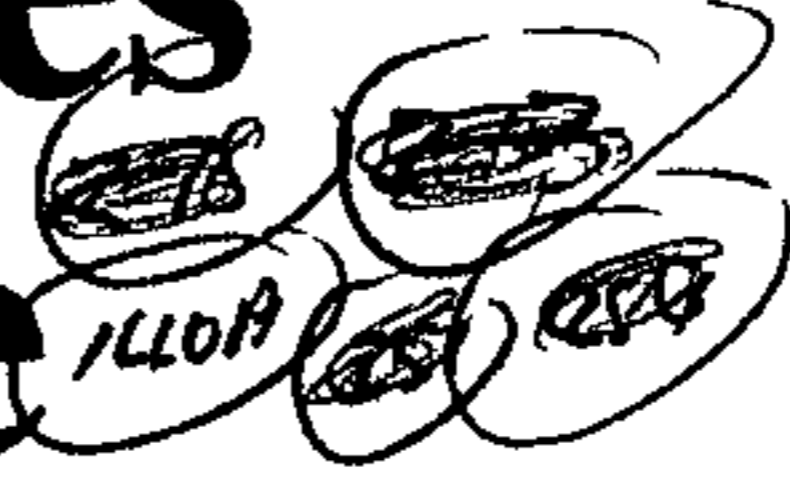
Cosatu has rival

DURBAN — A new trade union federation, a rival to the newly formed Congress of South African Trade Unions (Cosatu), is to be formally launched shortly

Mr M P Gumede, chairman of a co-ordinating committee elected at a meeting of workers in Empangeni at the weekend, said yesterday the committee received a mandate to go ahead with plans to form a new trade union federation to co-ordinate all workers opposed to disinvestment — DDC

Mine riot toll rises to nine

CAPE TOWN'S
23/1/86



Own Correspondent

JOHANNESBURG — Army units yesterday sealed off the Bekkersdal township near Westonaria as the death toll from Tuesday's riot rose to nine

Police confirmed that seven black men and two white policemen died and said they were interrogating some 250 people in connection with the incident

The policemen were killed about 5pm on Tuesday when they were attacked by about 500 miners as they investigated reports of an illegal meeting

40 wounded

Seven men were subsequently killed when police reinforcements opened fire on the crowd and 40 were wounded, eight seriously, according to last night's police unrest situation report

The report said 21 people were arrested although a police spokesman told our correspondent that 52 people were arrested, 31 of whom were hospitalized with gunshot wounds

The dead policemen, both in their twenties, were Sergeant D Pretorius and Constable F Koekemoer

The names of the other dead have not been released

Soldiers in more than 20 armoured vehicles sealed off Bekkersdal and conducted house-to-house searches yesterday. A massive roadblock was also set up at the entrance to the township where soldiers conducted body searches

Yesterday's police situation report said two

men were arrested at the roadblock for possession of an AK-47 rifle and six hand-grenades

People entering and leaving the township were allegedly stripped half-naked by members of the SADF who were looking for small knife marks said to have been cut by a witchdoctor on the bodies of miners "to make them immune to police rubber bullets"

West Rand CID chief Colonel Colin Steyn said this angle was being investigated by police

Mr Jeremy Nel of the JCI mine management said he had heard of a gathering at the weekend at which a number of men were anointed by witchdoctors

Tension at the mine was high yesterday, but Mr Nel said all shifts worked normally

Four National Union of Mineworkers officials were detained for an hour yesterday when they tried to question workers, an NUM representative said

Tearsmoke

According to miners interviewed yesterday, trouble began after a meeting attended by about 500 miners, all members of the NUM, called to discuss working conditions

During the meeting four white policemen travelling in a van arrived and gave the miners two minutes to disperse.

"Shortly thereafter, the four policemen fired tearsmoke and rubber bullets followed by shotgun fire. A fight then broke out," said one miner, who declined to give his name

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Workers hold sit-in strike over wages

By Sheryl Raine

About 250 workers involved in a wage dispute at Chesebrough Ponds in Wadeville yesterday staged a sit-in strike and occupied the staff canteen

The Chemical Workers' Industrial Union (CWIU) said in a statement that it was demanding a minimum wage of R3,25 an hour, May Day as a paid public holiday, a 40-hour week, one month's annual bonus and five days a year compassionate leave

Mr Dale Ralph, personnel manager for Chesebrough Ponds, confirmed that about 250 black workers had gone on strike at 7 am yesterday after first downing tools on Tuesday

He denied a union claim that the factory was brought to a standstill

Mr Ralph said negotiations were continuing with union representatives

The company had offered workers a package amounting to an 18,4 percent increase. He said the company was offering to increase the hourly wage from R2,70 an hour to R3,05 and to pay a 4,3 week bonus each year instead of the current two-week bonus

He said the company had agreed to discuss the issue of May Day with the union at a later date. The company had offered to grant five days compassionate leave to workers if travelling was involved, otherwise three days compassionate leave would be given

The union rejected the company's offer

Mr M Ravuku, a CWIU organiser, said workers had voted not to return to work until their demands had been met. The issue would be referred to the branch executive meeting of the CWIU on Saturday when the possibility of tougher action would be discussed

Sports police

LOW PRICE AND RE

Plan for
Cosatu

'rival'

Own Correspondent

DURBAN — A new trade union, a rival to the new Congress of South African Trade Unions (Cosatu), is to be launched soon

Mr M P Gumede, chairman of a co-ordinating committee elected at a meeting of workers in Empangeni last weekend, said the committee received a mandate to form a new union federation for all workers opposed to disinvestment

He said the meeting also decided to reject Cosatu, mainly because of its pro-disinvestment stance, and supported the formation of a new union federation that subscribes to the principles of a free-enterprise system and supports foreign investment in South Africa

He denied that the new organization was linked to Inkatha

Neither the president of Cosatu, Mr Elijah Barayi, nor the general secretary, Mr Jay Naidoo, could be reached for comment, but a Cosatu official said they were watching the development closely

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Germiston strikers sleep in once again

By Sheryl Raine

140A



About 250 members of the Chemical Workers' Industrial Union (CWIU) occupied the premises of Chesebrough-Pond International in Wadeville, Germiston, again last night and slept in the factory for the second time

They went on strike on Wednesday, demanding R3,25 an hour. The present rate is R2,70

Other demands are a month's pay as an annual bonus, a 40-hour week, May Day as a paid public holiday, and five days a year compassionate leave

Yesterday pickets turned away all delivery vans, said Mr Dale Ralph, the personnel manager. There was minor damage to company property

BREAKING THE DEADLOCK

"Management has raised its offer considerably in an effort to break the deadlock," he said. The company is now offering R3,20 an hour and an annual bonus of four weeks' pay

It has agreed to discuss the issue of May Day at a later date, and is offering five days' compassionate leave when travelling is involved, otherwise three days

He said the company was prepared to continue negotiating until a settlement is reached

Mr Meshack Ravuku, a CWIU organiser, said negotiations with management had broken down but would resume. If no settlement was reached today the matter would be referred to a branch executive meeting of the CWIU tomorrow. The possibility of tougher action would be discussed

RADITSELA INQUEST

Held up ^(14DA) ⁽¹²⁹⁾

The inquest into the death of trade unionist Andries Raditsela, who died in May last year shortly after being released from detention, has been held up

This week, lawyers for Raditsela's family were preparing to launch an urgent application to the Supreme Court to prevent counsel for the Minister of Law and Order, Piet Oosthuizen, SC, from asking inquest witnesses leading questions. This move comes

Financial Mail January 24 1986

⁽¹²⁹⁾ ^(14DA) ^{FM 24/1/86}
after inquest magistrate T R Steenkamp overruled an objection to Oosthuizen's methods of cross-examining a police witness from advocate Piet Streicher, counsel for the family.

The inquest got underway in the Johannesburg Magistrate's Court last week. From the start it was unsettled by squabbles among legal representatives

Central to the reason why the Supreme Court application is being launched is the fact that the nature of Oosthuizen's brief changed after the proceedings began. Originally, Oosthuizen announced he was representing the Minister of Law and Order as well as all the policemen and soldiers involved in the incidents surrounding Raditsela's death. However, he subsequently said he was representing the Minister only. This left him free to cross-examine police and defence force witnesses.

It was during Oosthuizen's cross-examination of Warrant Officer John Wiese, the man who arrested Raditsela, that Streicher objected to him asking leading questions. Leading questions are generally understood to be questions to which the answer is implied. The Supreme Court application is based on the premise that Oosthuizen should not be able to ask leading questions of witnesses who share his interests. The Supreme Court's ruling will clear the way for the inquest to continue.

Raditsela, a senior shop steward in the Chemical Workers' Industrial Union and an executive member of the now defunct Federation of SA Trade Unions, was arrested in

Brakpan's Tsakane township on May 4 last year. He died in Baragwanath Hospital on May 6, after being transferred there from the Far East Rand Hospital where police had taken him from a temporary charge office in Tsakane — where he had been held in custody.

□ Mr Justice R A Coetzee delivered a precedent-setting judgment in the Rand Supreme Court when he ruled that the police had exceeded their powers and acted illegally last year when they seized documents from the attorneys representing the Raditsela family — Cheadle, Haysom and Thompson. The documents were handwritten notes taken during a preliminary interview with a witness. The judge ruled that: "When, in future, the police intend to seize similar material, they should, before taking it away, afford the attorney or client concerned an opportunity to apply to court to set aside the warrant."

INKATHA

140A

~~140A~~ ~~140A~~ ~~140A~~

Going into labour

FM

A meeting of Inkatha supporters held at Esikhawini near Richard Bay last Sunday has resolved to establish a new federation of trade unions loyal to Chief Mangosuthu Buthelezi's Inkatha movement.

The move is a direct challenge to the Congress of South African Trade Unions (Cosatu). Future developments are likely to go a long way towards resolving the hotly-disputed question of the extent of Inkatha support in various regions of Natal and other parts of the country.

According to Inkatha labour specialist, Simon Conco, people from all over Natal were at Esikhawini on Sunday. There was a strong feeling, he says, that "something has gone radically wrong since the establishment of Cosatu and workers were against being used to advance its political aims".

An organising committee, to be known as the Co-ordinating Association of Trade Unions, has been established to oversee the formation of the new federation. It is to be led by M P Gumede, a disaffected ex-leader of Cosatu's Paper, Wood and Allied Workers' Union.

Conco says it is not yet clear if the new federation will directly affiliate to Inkatha. But it will certainly align itself politically with the organisation, and its two main policy planks — support for foreign investment in SA and for the free enterprise system — are in line with Buthelezi's views.

Conco declines to detail, at this stage, how Inkatha's labour efforts will be financed. He says, however, the organisation plans to appeal to both local and international supporters for financial aid.

Future organising strategy will involve encouraging all unions opposed to Cosatu to join the new federation. And workers wanting to establish new unions will be assisted to do so. This will be done initially through the establishment of Inkatha committees in factories, as suggested by Buthelezi to the Inkatha central committee two weekends ago. Once there are a number of these committees operating in the same sector they will form themselves into industrial unions, says Conco. He envisages the new federation spreading to other parts of Natal and, ultimately, throughout SA.

One of its first affiliates will be the National Union of Sugar Refining and Manufacturing Employees (NUSRME) which is the one union presently affiliated to Inkatha. Conco says that although the union is split into two factions (there has been dissension over the acquisition by ex-general secretary Selby Ntsibande of a luxury Daimler), it is united in its opposition to Cosatu.

The FM understands that another estab-



Inkatha supporters .. the basis for a new union federation?

lished union which may join soon is the Natal-based Black and Allied Workers' Union (Bawu). Bawu was established by black consciousness adherents during the Seventies, but after a series of splits it has recently been making pro-Inkatha noises.

Cosatu has reacted by condemning attempts to establish new unions and criticises "uncritical support for an exploitative free enterprise system". It accuses employers of sponsoring buses to bring people to the Esikhawini meeting and warns them that serious problems could result if they support attempts to set up new "sweetheart" unions.

While Conco has lauded the meeting as a successful starting point for Inkatha's labour offensive, this is disputed by a Cosatu official who attended. Conco says it was attended by 3 000 enthusiasts, but the Cosatu source estimates that only 500 people were there. Furthermore, he says many of them were Cosatu loyalists who had merely gone along to observe.

Whatever the truth in these claims and counter-claims, Inkatha's labour clout will ultimately be measured in terms of union membership figures and the ability of the new federation to win economic benefits for its members. The stakes are high — a lack of success in organising workers in an area considered to be an Inkatha stronghold will mean a severe dent to its credibility. ■

THE NATAL OPTION

Coming closer

Firm proposals for the joint administration of Natal and KwaZulu, soon to be put on the table, could provide the first true test of

140A STAL
25/1/86

Cosatu hits at Inkatha bid to form unions

By Mike Siluma

The Congress of South African Trade Unions (Cosatu) has condemned efforts being made in Natal to set up new unions in opposition to it

It says these will only divide workers and benefit employers

This follows an announcement last week by Chief Mangosuthu Buthelezi, the leader of Inkatha, that his organisation was considering forming committees in every factory in Natal to counter Cosatu's influence. Chief Buthelezi has repeatedly accused Cosatu of denigrating him and his organisation

A Cosatu statement this week, said "Cosatu wishes to make it quite clear to employers they are creating very serious problems for themselves if they support attempts to set up sweet heart unions"

CAPE TIMES 25/1/86
**JCI fire
800 after
clashes
on mine**

Own Correspondent
JOHANNESBURG —
More than 800 miners were fired from Johannesburg Consolidated Investments' Randfontein Estates gold mine on the West Rand yesterday, according to a spokesman for the National Union of Mineworkers (NUM)

Randfontein Estates was the scene of violent clashes this week when 11 people were killed. Among them were nine miners and two white riot policemen.

The spokesman said workers were being bussed out on the basis of injuries.

In a statement last night, JCI confirmed that a "significant" number of workers had been dismissed.

"This action was taken where management had clear evidence that those dismissed were involved either in the incident which resulted in the deaths of two policemen on Tuesday or were those who intended to create further unrest close to or at the mine."

The NUM said they had 8000 members on the mine and that JCI was firing people to undermine their representativity before talks leading to recognition.

It said JCI could have avoided the deaths by allowing workers to hold a union meeting on mine property instead of outside it.

JCI dismissed both allegations.

● 76 miners in court, page 2

195 held in police raid on hostel

Staff Reporter
POLICE raided a Langa hostel early on Thursday morning, arrested 195 men and charged them with trespassing.

A spokesman for the South African Allied Workers' Union (Saawu), Mr Ramncwana Zuzine, said yesterday the men employed by Murray and Roberts, had not been told by the company that they had to leave the hostel. Murray and Roberts said yesterday the men had been occupying the hostel illegally. Mr Zuzine said police had told the workers they were being arrested as they were still in the hostel after going on strike.

'Beaten'

He said he had been told — by six men who had been at the hostel but had escaped arrest — that police had surrounded the workers and some of the workers with fists and sjamboks as they were being arrested.

A police liaison officer for the Western Cape, Captain Jan Calitz, yesterday confirmed that police had evicted and arrested the workers, but emphatically denied that they had used sjamboks or force.

The managing director of Murray and Roberts Buildings (Cape Town), Mr Hector Minott, said in a statement yesterday that since December 20 last year, the hostel had been empty of Murray and Roberts employees.

'Illegally'

"From what we can understand, some former employees returned together with other squatters and took over the premises."

"The people in the hostel at the time were trespassing. They were not Murray and Roberts employees and were living there illegally."

"Early in December Murray and Roberts laid a charge of trespassing because the hostels were full to capacity with Murray and Roberts employees."

Murray and Roberts in August announced their intention to fire the strikers, but Mr Zuzine claimed they could remain in the hostel pending the outcome of a dispute between Saawu and management.

Mr Minott denied there had been any dispute.

January 26th, 1986

WERRE WATONG

Cosatu's NAIDOO

CITY P

1401A

NAIDOO

1888

26/1/86

CP Correspondent

INKATHA'S threat to set up unions opposing the Congress of South African Trade Unions has taken a step forward with the announcement of plans for a new labour federation.

This development follows a bitter attack on Cosatu by Inkatha, president of G. Buthlezi and his request to Inkatha's central com-

mittee to investigate the feasibility of setting up Inkatha branches in factories.

Cosatu - who is taking this development very seriously - have already organised special shop steward council meetings to discuss "the activities of certain people who are setting up new unions in opposition to Cosatu".

The driving force behind the rival union, as yet unnamed, is Esikhawini councillor and Inkatha chairman Philemon Gumede

He is also a former member of Fosatu Gumede said his co-ordinating committee - which was investigating setting up a pro-investment union federation - held a rally in Empangeni last weekend. They were given a mandate to go ahead with their plans.

He told City Press they planned to set up a union in each major industry, linked by a federation which would aim to unite workers who believed in "free enterprise and who

opposed disinvestment".

There would obviously be a close relationship with Inkatha, Gumede said. "Our objectives are the same - we both favour foreign investment and capitalism."

Cosatu general secretary Jay Naidoo said the new union was "contacting bosses before organising workers".

"Bosses sponsored buses to take people to a meeting in Esikhawini - where there was uncritical support for an exploitative free enterprise system".

He said the new unions seemed likely to be a "sweetheart union" and warned bosses they were creating serious problems for themselves if they supported it.

Cosatu is also calling a series of congresses to investigate Inkatha's attacks, he said.

Mine still probing clash

Mine management investigations continued at the weekend into last week's bloody clash just outside the Randfontein Estates Gold Mine in Westonaria.

The mine had dismissed several hundred workers and was expected to release the final number of those dismissed later today, said Johannesburg Consolidated Investments' human resources general manager Mr J J Nel.

The dismissals followed a clash between police and about 500 miners just outside mine property on Tuesday. Nine people, including two policemen, were killed.

ARRESTED

Even though police have arrested several people in connection with the incident and 11 men have appeared in court, the mine has dismissed "a significant number of employees and bused them home".

"This action was taken where management had clear evidence that those dismissed were involved either in the incident which resulted in the death of two policemen or were those who intended to create further unrest close to or at the mine," the mine said.

The National Union of Mineworkers (NUM) is considering taking legal action against the mine and claims that hundreds of miners were forced from their hostels, assaulted and bused home.

Workers were hounded out of the hostels by mine security. At least four shop stewards were injured and two had to be hospitalised. NUM press officer, Mr Marcel Golding, said.

(27/11/86) BUS DAY. 27/11/86 (27/11/86) (27/11/86)

Randfontein dismissals

140A
CLAIRE PICKARD-CAMBRIDGE

MANAGEMENT at the Randfontein Estates Gold Mine in Westonaria has dismissed a significant number of workers, and said yesterday inquiries were continuing regarding others.

The dismissals followed a violent clash between police and 500 miners just outside mine property last Tuesday. Nine people, including two policemen, died.

Human Resources division GM of Johannesburg Consolidated Investments (JCI) Jeremy Nel said management would disclose the number dismissed today, when individual inquiries had been completed.

Nel alleged the dismissed workers had been involved in the murders.

He said they were dismissed "where there was evidence that they had been involved in the murder of two policemen or planned to create further unrest around the mine".

Police arrested several workers immediately after the murders.

The National Union of Mineworkers' (NUM), which has an access agreement at the mine, said the union would consider taking action after the dismissal of "hundreds of workers" on Thursday.

The NUM said dismissed workers had been brutally assaulted by mine security and the SA Police.

It charged that the firings were a clear strategy to undermine the NUM's representivity, when it was on the verge of recognition talks with management.

Nel said mine security was not involved in any alleged assaults and that the mine had not received union application's to represent workers.

The situation at the mine was reported to be quiet yesterday.

Teenagers could have babies in detention

By Jo-Anne Collinge

Two Reef teenagers who have been in detention for several months are likely to have their first babies in jail.

They are Diana Nojikele (19) of Kagiso and Macia Batta of Daveyton, who is believed to be about 17.

Miss Nojikele has been in detention since August and is about seven months pregnant, according to her sister Ruth.

Macia Batta is believed to be about 17 years old and to have been held for several months at Heidelberg in terms of the emergency regulations. Her baby is understood to be due in a month's time.

Miss Nojikele's mother, 42-year-old Mrs. Wilhemina Nojikele, has not had a visit to her daughter since she was detained.

Her daughter is being held in terms of section 29 of the Internal Security Act, which provides for solitary confinement.

Police have confirmed Miss Nojikele's status as a section 29 detainee. They state that applications for a special visit to her will be "considered on merit".

The Detainees' Parents Support Committee has demanded the release of pregnant detainees.

Randfontein firings unfair, says NUM

By Mike Siluma

The National Union of Mineworkers (NUM) yesterday said the dismissal of more than 500 miners by Randfontein Estates Gold Mine was unfair because the workers were not given a hearing.

The workers were dismissed following last week's violence outside Randfontein's Cooke No 2 shaft which claimed nine lives.

A JCI spokesman said those fired had taken part in the violence or were planning to perpetuate it on the mine.

NUM spokesman Mr Marcel Golding said "The dismissals are unfair because the workers were not given a hearing prior to being fired."

He pointed out while only 87 miners had appeared in court in connection with the incident, JCI fired more than 500 workers for alleged involvement.

Clothing industry in bad shape

By Sheryl Raine

At least eight Transvaal clothing factories failed to open after Christmas and several others face an uncertain future, according to the National Union of Clothing Workers of SA.

Since January last year, about 40 factories have closed down in the Transvaal clothing industry.

While there have been some new factories opening, thousands of workers lost jobs and many are still unemployed.

In its official mouthpiece *Garment Worker*, the union says clothing industry workers started this year "with great uncertainty hanging over the industry."

Predictions are that this year is not likely to see much improvement in the clothing industry.

Airfares likely to go up soon

Political Staff

CAPE TOWN — Airfares can be expected to rise before the end of next month. South African Airways is suffering a R50 million loss because of the depressed tourist trade and economy, and higher fuel bills.

The Transport Budget will be announced on February 19.

Hunt for George rapist: man held

CAPE TOWN — A man is expected to appear in court today in connection with the alleged rape of two women, the attempted rape of a third and the assault of a fourth.

He was arrested in Port Elizabeth yesterday after a two-week manhunt by police from George and Oudtshoorn. — Own Correspondent.

EL firm reinstates workers fired for staying away

Dispatch Reporter *VB*
EAST LONDON — Twenty-one workers who were fired after taking part in a stayaway last year have been reinstated

Mr Vumile Danile, outgoing branch secretary of the Commercial, Catering and Allied Workers' Union (Cca-wusa), said an agreement had been reached with Henderson Agencies in terms of which most of the 41 workers originally fired would be reinstated with full benefits

A spokesman for Henderson, Mr Michael Preston, confirmed an agreement had been reached with the union, an affiliate of the newly formed Congress of South African Trade Unions (Cosatu). He would not comment further, however, saying it was "an internal matter"

Mr Danile said it was agreed 21 workers would be taken back over a period of 8 weeks. The firm, a distribution agency here, would pay three weeks' wages and

one week's bonus to 14 further workers *(LLOA)*

Mr Danile said the remaining six of the 41 fired workers had already found jobs when the agreement was reached, and so were not catered for *DISPATCH*

The eight-week period would be over in the first week of February, and at this stage only six workers remained to be taken back. Management had agreed to offer any new vacancies to the other 14 workers who were not being reinstated im-

mediately. Mr Danile said *(LLOA)*

The workers were fired on August 22 last year, after they participated in a stayaway to protest against the violence in Duncan Village. The stayaway affected large sectors of East London industry and business *30/1/86*

Mr Danile said Cca-wusa was pleased at the agreement as it was the first time in East London in the eighties that workers had been reinstated after being fired for a stayaway

Raditsela counsel seeks Supreme Court ruling

140 W
STAR
30/1/86

An inquest into the death of a citizen should be, and should be seen to be, a full and proper inquiry and not a farce, Mr I Mahomed SC told Mr Justice G Gordon yesterday.

He was speaking during an application for a Supreme Court ruling reviewing a decision made by an inquest magistrate during a hearing into the death of trade unionist, Mr Andries Raditsela.

Mr Mahomed, appearing for Mrs End Raditsela, brought the urgent application against Johannesburg's senior magistrate, the senior public prosecutor and the Minister of Law and Order.

The application is for a ruling reviewing the decision of inquest magistrate Mr T R Steenkamp allowing counsel for the Minister of Law and Order to ask leading

questions while cross-examining police witnesses.

The inquest into the death of Mr Raditsela, who was arrested in Tsakane on May 4 last year and died in Baragwanath Hospital on May 6, was postponed to February 10 pending a Supreme Court decision.

Mr Mahomed said the inquest magistrate had ruled that because there were no litigants in the hearing, counsel for the Minister was entitled to put leading questions. This, he submitted, was the wrong test.

Mr P Oosthuizen SC, for the Minister, said the decision to allow counsel for the Minister to cross-examine witnesses included asking leading questions. The inquest magistrate was within his rights to give such a decision, he said.

127 140A

Print industry keeps closed shop

Labour Reporter

THE National Industrial Council for the Printing Industry has rejected an appeal from the Paper, Wood and Allied Workers' Union (PWAU) to abandon the closed-shop system

It is a condition of employment in the industry that employees must belong to the South African Typographical Union (Satu)

Although the council has been granting exemptions to Africans so they can leave Satu and join the PWAU without losing their jobs, it has refused to grant exemptions for white, Indian and coloured workers

The PWAU, an affiliate of the Congress of South African Trade Unions (Cosatu), says Satu is an "apartheid" union which divides the union into branches according to

members' race

White members are in the A branch, coloured and Indian workers in the B and Africans in the C branch

The PWAU appealed to the council to abandon the closed-shop system and allow workers to join the union of their choice. This appeal was rejected and though they can join the PWAU, they have to retain membership of Satu to keep their jobs

According to a statement from the PWAU, the union has written to the employers' association asking how they justify "racist decisions", whether they are aware of the decisions and whether they intend to campaign to reverse those decisions

The union has been told its request will be discussed at a meeting on February 11

Chemical workers in wage dispute

31/1/86 By Sheryl Raine

Talks will continue today in efforts to settle a wage dispute between Matthey Rustenburg Refiners in Wadeville, Germiston, and about 200 members of the Chemical Workers' Industrial Union (CWIU)

Between 150 and 200 CWIU members at Matthey Rustenburg downed tools on Wednesday. They returned to work at about mid-day yesterday, but a formal wage dispute has been declared.

Mr P Charlesworth, works manager at Matthey Rustenburg, said the company was willing to negotiate to reach a settlement.

According to a statement released yesterday by the CWIU, wage negotiations with Matthey Rustenburg, in which Rustenburg Platinum Holdings has a 50 percent share, have been under way since November.

"Several attempts to reach settlement have failed. Workers are demanding a 23 percent increase to bring the minimum wage to R3.30 an hour, May Day as a paid holiday, and the introduction of a long service allowance," the statement said.

PROFITS UP BY 75 PERCENT

Mr Charlesworth declined to give details of the company's offer to the union, but said its wage increase amounted to a percentage just under the inflation rate of 18.4 percent.

The union said Rustenburg Platinum had increased its profits by 75 percent in six months. Mr Charlesworth confirmed this.

The union also claimed that the holding company was poised to make even greater profits with the decreased output from its rival, Impala Platinum, after the recent dismissal of 23 000 workers from Impala mines in Bophuthatswana.

Mr Charlesworth declined to comment on pending profits, but said the union's presumption about the profits of Rustenburg Platinum differed from the company's view.

The union said "With inflation at 18.4 percent, workers are refusing to accept increases below this level. Increases below the level of inflation would mean a decrease in worker's living standards."

(14)



Striking members of the Chemical Workers Industrial Union gathered at the gates of Matthey Rustenburg Refiners in Wadeville yesterday (Friday) singing union songs. Negotiations to settle the wage dispute will continue on Monday.

Wadeville wage dispute: talks continue

STAR 21/12/86

By Sheryl Raine

Negotiations between Matthey Rustenburg Refiners in Wadeville and the Chemical Workers Industrial Union (CWIU) will continue on Monday in an effort to solve a wage dispute.

Between 150 and 200 members of the CWIU went on strike yesterday for the third time this week in support of wage demands.

Mr P. Charlesworth, works manager of Matthey Rustenburg, confirmed that talks would continue with worker representatives on Monday.

A union representative, Mrs Chris Bonner, said workers first demanded a minimum wage of R3,80 an hour, which amounted to a 23 percent increase. She said workers later dropped their demand to

20 percent.

"Management has offered to raise the minimum wage from R2,69 an hour to R3,25, a 21 percent increase," she said. Workers on other grades have been offered an 18,5 percent increase.

The union said outstanding issues which will be discussed on Monday included May Day as a paid company holiday and the backdating of increases to January 1.

Workers first struck on Wednesday, refused to work again early on Thursday, but then returned to work at about midday. Yesterday morning workers struck again and refused to work all day.

Throughout the dispute, Mr Charlesworth has stressed that the company is willing to negotiate a settlement

Renfreight wage bill is to go up by 12 pc

STAR

3/2/86

By Mike Siluma

140A

Two major transport unions have signed an agreement with the Renfreight group which will raise its wage bill by more than 12 percent

A spokesman for the Transport and General Workers' Union (TGWU) and General Workers' Union (GWU) said it was the first wage agreement negotiated with Renfreight on a national basis

She said negotiations began in November and were concluded last week after the unions declared a dispute following a deadlock in December.

A significant feature of the agreement is that the parties agreed that the question of the health of workers who handled asbestos would be given immediate attention

The company had also agreed to give workers all 10 annual public holidays

Union demands had included time-and-a-half and double pay for Saturday and Sunday work and a shift allowance of R2 for workers handling asbestos

Another demand was for the recognition of May 1 as a paid holiday

Strikers to resume talks

3/2/86

Negotiations between

Matthey Rustenburg Refiners in Wadeville, Germiston, and the Chemical Workers' Industrial Union (CWIU) will continue today in an effort to resolve a wage dispute

CWIU members went on strike last week over wage demands.

The union said the company had offered to raise the minimum wage by 21 percent - from R2,69 an hour to R3,25

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Paper workers in pay talk deadlock

Wage negotiations between the Paper, Wood and Allied Workers' Union (PWAU) and three major paper manufacturing companies have run into dispute, raising the possibility of industrial action if the deadlock is not broken soon

The union has declared a dispute with Nampak at Bellville, the Carlton plant at Germiston, and Sappi in Port Elizabeth

A PWAU spokesman added that workers at five Mondi mills were considering whether to accept the company's offer of an across-the-board 3c an hour rise from July

The union is conducting this year's wage negotiations at plant level after the collapse of the paper industrial council last year. The council ceased to function after the union resigned.

STAR
4/2/86
140A

THE year is only a month old but already there has been several bloody incidents that threaten labour relations on the mines.

At least 18 people, including two white policemen, have been killed and several others injured during violent clashes between angry black miners and mine security guards — including at times the SAP — in the first three weeks of this year

More than 26 000 black miners who participated in strikes, consumer boycotts and other actions which sparked off labour unrest have been dismissed while several others were arrested on various offences

South African mineworkers have a rich and bitter history of struggle. The militancy of the black mineworkers has been expressed for 35 years, without proper organisation — trade unions

The brutal repression of miners in 1946 and their organisation — the African Mineworkers' Union (AMU) — caused the mining industry to be regarded as an "unorganisable" sector

At the helm of this year's struggle on the mines has been the National Union

of Mineworkers (NUM), an affiliate of the newly-formed Congress of South African Trade Unions (Cosatu), with a membership of 150 000

In its four years of existence the NUM has made an indelible mark on labour relations in South Africa's mining industry

The strength of the NUM in recent years is proof that the workers of South Africa today need to be united

In January there were incidents at the following places

- More than 23 000 miners on three Impala Platinum Mines, a Gencon-controlled mine, in Bophuthatswana, went on strike on January 1 over wages, working conditions and recognition of the NUM
- About 20 000 of the workforce was dismissed and bussed under police guard to their homelands. Several were arrested when police fired teargas during confrontations on the mine
- Seven miners were killed and many injured on Kloof Gold Mine near Westonaria, when Ponds and Zulus clashed during what is believed to have been sparked off by a consumer boycott on January 6. Miners had been boycotting beer halls and stores situated on the mine
- Nine people, includ-

Powder-keg on the mines

FOCUS

By **JOSHUA RABOROKO**

ing two policemen, were killed and scores of miners were involved in bloody clashes with mine security guards and the SAP on the Randfontein Estate Gold Mine near Westonaria on January 22

About 571 miners were fired following the incident. Management claimed that the workers had attended an illegal gathering and fought the police when asked to disperse

• About 1 500 miners went on strike at Foscor and Phalaborwa Mining Company in Phalaborwa. The workers took industrial action because they were forced to work under armed guard. Management banned union badges, T-shirts, songs and slogans at work

Fifty-people were reported to have been injured during confrontations with the police. One policeman was injured

• At Wolwekraans Collieries, some 500 workers went on strike after a boycott of beer halls was broken by management who insisted that workers buy their liquor on the mines

The incident at Wolwekraans was followed by a mass walk-out of about 1 000 miners on the adjacent mines of Matla and Bank collieries. The workers went on strike in sympathy with those at Wolwekraans. Management fired the workforce, which was later reinstated

The labour unrest on the mines follows NUM general secretary Mr Cyril Ramaphosa's assertion that black miners were angry and will offer resistance when

NUM MAKES A MARK ON LABOUR RELATIONS



NUM's Cyril Ramaphosa - workers militant

forced to work under hazardous conditions

Mr Ramaphosa accused management of using union-bashing tactics by firing workers

The union was observing developments in Bophuthatswana where their members were dismissed. That territory, he said, did not recognise South African trade unions

However, Impala's acting chief executive Mr Gary Maude, said the union had 200 members out of a workforce of over 23 000. During the strike the company was negotiating with the Bophuthatswana National Union of Mine Employees (Bonume), which NUM described as a "sweetheart union" because it was favoured by management

Workers are housed on ethnic-tribal lines and the induna system remains an institutional feature of the industry

One worker said sarcastically of the induna "Their function is to police the workers, discourage mixing with

other workers and to disorganise us. They are management's puppets and watchdogs"

Wages and mine safety remain the two issues mineworkers are most readily prepared to strike over. But issues such as racial abuse, assaults and hostel conditions are also the focus of militant action by workers

In the mining industry wages are uneven, gold miners earn different rates from coal or platinum miners, while different mining houses also pay different rates

Unions have been sharply resisted for decades on the mines, even with the access agreements enjoyed by mine unions, for example NUM and the black Allied Mining and Construction Workers Union (Bamcwu)

The Chamber of Mines' industrial relations adviser, Mr Johan Liebenberg, said he hoped that what had happened on the mines early this year could be avoided

Handwritten notes: LUK, MATWOS, COSATU, 4/2/86

Mawu welcomes ruling on firings

5/2/88

STAR

140A

By Sheryl Raine

The Metal and Allied Workers' Union (Mawu) has welcomed an important Industrial Court ruling which has ordered the reinstatement of about 120 union members who were fired by Natal Die Castings (NDC) in Pinetown for striking.

The union and labour lawyers believe the ruling could have significant implications for the metal industry and plant-level bargaining.

In particular, Mawu believes the ruling has strongly challenged the validity of a recommendation by the Steel, Engineering Industries Federation of SA (Seifsa) to refuse to bargain outside the central bargaining forum of the industrial council.

Mawu has been fighting to establish the right to bargain at plant level on substantive matters.

NDC has indicated that it is considering taking the ruling on review to the Supreme Court and a final decision will be taken next week.

The 120 NDC workers were dismissed last May by the company after two days of lawful striking over production, long-service bonuses and travel allowances.

Their reinstatement was made retrospective by six months from February 21 1986 and commits the company to paying 26 weeks in back pay to each worker.

The presiding officer of the court, Mr H J Fabricius, found that the dismissal of the strikers and the refusal and/or failure of the company to negotiate in good faith both before and during the strike, constituted unfair labour practices in terms of the Labour Relations Act. He will sup-

ply detailed reasons for this decision later.

"This finding that the company's refusal to bargain at plant level on substantive matters constitutes an unfair labour practice appears to overturn the Hart judgment given last year," said Mawu.

The Hart judgment stated that Hart Limited's refusal to negotiate with Mawu at plant level on the introduction of a funeral benefit allowance and effective wages, was justified under the circumstances and did not constitute an unfair labour practice.

Questioned judgment

Labour lawyers would not go as far as the union in saying that the ruling had overturned the Hart decision, but most lawyers approached by *The Star* said the ruling certainly questioned the Hart judgment and indicated that Industrial Court thinking on the issue of workers' rights to plant-level bargaining and a company's obligation to negotiate, had undergone some change.

Mawu believes the order has major implications for disputes which it has declared with more than 80 factories in the Transvaal. These factories have allegedly been refusing to negotiate with Mawu on substantive matters at plant level.

Mawu said that what was particularly significant about the NDC order and where it differed from the recent Marievale ruling, was that the case was fought under Section 46 (9) of the Labour Relations Act and the order made was therefore final and the reinstatement of the lawful strikers was accordingly, unequivocal.

ay February 6 1986

7

Strike called off after settlement

(1407)
STAR 6/2/86
The strike by 50 members of the Chemical Workers' Industrial Union (CWIU) at an Isando firm, Expandite, ended yesterday after the union and management reached settlement.

A union spokesman said the workers had won an across-the-board R20 weekly increase. This represented an 18,8 percent rise for the lower-paid workers.

Another aspect of the agreement was job security for women workers on maternity leave.

Another demand made by the union was for the recognition of May 1 and June 16 as paid holidays. May 1 is a day of international worker solidarity and June 16 is the day on which the 1976 uprising broke out in South Africa.

The company is a subsidiary of Burmah Oil, of which Mr Denis Thatcher, husband of the British Prime Minister, is a director.

THE 500 000-strong Congress of SA Trade Unions is planning a national anti-pass law campaign this year.

Union officials told a Press conference, after the Cosatu central executive committee met at the weekend for the first time, that the three-month-old federation was committed to ending passes and all forms of influx control.

And Cosatu general secretary Jay Naidoo told reporters the 85 delegates - representing 33 unions - had decided at the weekend meeting in Soweto that the campaign would go ahead despite President PW Botha's "Rubicon II" announcement that, from July 1, black South Africans would not have to carry passes

He said Botha's announcement of a uniform ID document for all races did not change the fact that black people's movements would still be restricted - influx control had been institutionalised through the homeland system and the system of labour bureaux for recruiting workers.

"Pass laws, influx control and other apartheid laws are interlinked," he said

Full details of the campaign - first mentioned by Cosatu president Elijah Barayi at the Durban rally marking the federation's launch - will be given as soon as union leaders have had time to discuss it. "A specific anti-pass law program of action is to be devised by the executive soon," said Naidoo

Rubicon II: 'No thanks'

A statement released at the Press conference said Botha "cannot be entrusted with the task of dismantling a system of national oppression and economic exploitation", and that "Rubicon II" clearly indicated this "Only a complete and immediate dismantling of apartheid, the release of our authentic leaders and the unbanning of the authentic organisations of the oppressed majority will create the climate for a democratic SA," the statement said

It rejected the proposed national statutory council as a "fraudulent attempt to white minority rule", and said anyone who agreed to serve on the council would be "party to the domination of the majority in SA"

Cosatu and Inkatha

Turning to Natal, and Cosatu's troubled links with Chief Gatsha Buthelezi's Inkatha movement, union officials condemned attacks on Cosatu's Natal leadership, accusing supporters of Inkatha of responsibility

They warned that the use of violence would eventually prove to be counter-productive

Their warning came as Inkatha's Buthelezi strongly denied Inkatha involvement in the attacks

Cosatu also criticised the planned establishment of an alternative union federation by elements in Inkatha - slamming it as "a move designed to undermine the unity of the working class in the face of massive attacks by the apartheid Government, big business and other enemies of the working class who would use tribalism and racism to divide the workers"

The CEC endorsed a statement by Natal delegates, saying that since Inkatha first announced its own union federation "several incidents of violence against our membership and leadership had taken place"

"Officials of Cosatu's affiliates in Newcastle and Vryheid have had their houses burnt, offices in Newcastle had been invaded and officials threatened with death"

The federation, with 500 shop stewards representing 75 000 organised and paid up members in Natal, added "We would urge those elements who use violence against Cosatu to take note that Cosatu can and will defend itself and that the use of violence will eventually prove counter-productive for those using it against Cosatu"

Cosatu also denied suggestions that it was a front for the African National Congress - saying this suggestion showed little understanding of the democracy of worker organisations

Four years of talks

Cosatu, Naidoo told reporters, was formed after four years of painstaking talks between SA unions. The greatest achievement of Cosatu and those unions which united

to form the federation was, he said, the building of structures for workers to express their views

On support for free enterprise - the planned Inkatha unions will support both free enterprise and foreign investment - Cosatu officials said they believe workers built the wealth of SA, "but the only reward we receive for our labour has been the starvation wages we earn"

"Even today," they said, "wages of R20 a week are

paid in Pieters, Isithebe and other parts of KwaZulu"

The statement added that for black workers the free enterprise system was built on the dispossession of the land from the majority by a minority "Free enterprise has been based on the denial of political rights to the majority of black people. Does Inkatha want us to support a system that has resulted in the enslavement and poverty of our people?"

"Cosatu wants a society

Cosatu calls for boycott of the Sowetan

COSATU has recommended that its 200 000 affiliated members in the Transvaal boycott the country's biggest black daily paper, the *Sowetan* - saying it is "biased and essentially anti-Cosatu"

But any action against the *Sowetan* must first be discussed by Transvaal workers and officials

Cosatu general secretary Jay Naidoo said the federation's central executive committee had received several

complaints from union members and Cosatu officials about the *Sowetan's* attitude towards the 500 000 strong federation. No members of Cosatu affiliates would "have anything to do with the paper", he said

The meeting discussed the alleged distortions and specifically the way the *Sowetan* covered the visit by Naidoo - just a week after Cosatu's launch - to address the World Council of Churches' conference in

Harare, which was also attended by ANC officials

He said the front page report had "quoted" union officials who afterwards categorically refuted the *Sowetan's* interpretation of their statements

The CEC resolved that this was designed to cause divisions in Cosatu and, more broadly, in the working class

It therefore resolved no Cosatu affiliate would have anything to do with the newspaper

and recommended the strongest possible action, including a boycott of the *Sowetan* by Cosatu members. It has mandated the Transvaal region of Cosatu to discuss and implement such a recommendation

★ Cosatu's decision has been described by *Sowetan* editor Joe Latakomo as unjustifiable "on the basis of the available information". He said the report in question was carried out factually without "interpretation on our part"

where there will be no starvation and hunger, where there will be no malnutrition and disease, where there is proper housing, medical care and free education"

They said free enterprise had never given the oppressed people anything, and had denied them basic human rights

So Cosatu demands a society where the wealth that is being created by the working class should be used to benefit all SA"

Buthelezi said at the weekend that he was unaware of any violence against members of Cosatu and took "strong exception" to allegations that Inkatha was involved in violence against the federation

He warned the Cosatu leadership to be "very careful" when blaming Inkatha for violence against their members "We agree with Cosatu that the Government has had a hand in the mismanagement of the economy in SA," he said

"It is a fact I have repeated, as president of Inkatha, in a number of public speeches,

Farmworkers' union

Cosatu also resolved to work towards setting up a farmworkers' union - condemning the Government's continued refusal to allow farmworkers to legally organise themselves into unions, "the situation of semi-slavery under which the majority of farmworkers live and work"

The federation also committed itself to organising SA's estimated 7-million unemployed - officials have been instructed to make contact with all groups organising the unemployed, and to convene a special meeting of all interested groups to plan the formation of an unemployed workers' union

Cosatu believes that the unemployed in South Africa have been used by employers and the Government "as a billiard ball against the struggles of organised labour". It believes that setting up of an unemployed workers' union would strengthen the unity of all workers

The Soweto meeting also agreed to help establish a union in the building industry, where thousands of workers are not organised

'Free Saawu trialists'

The federation also demanded that treason charges against the SA Allied Workers' Union leaders in Maritzburg be dropped

It noted that managers of certain companies are testifying against "our comrades on trial" - a fact which delegates will take back to their membership for discussion

★ On the sacking of 23 000 mineworkers from Gencor mines in Bophuthatswana, the committee said, "This action of one of SA's major monopolies, clearly demonstrates the involvement of 'free enterprise' in the machinery of the apartheid state." It called on unions to ensure that the workers were reinstated

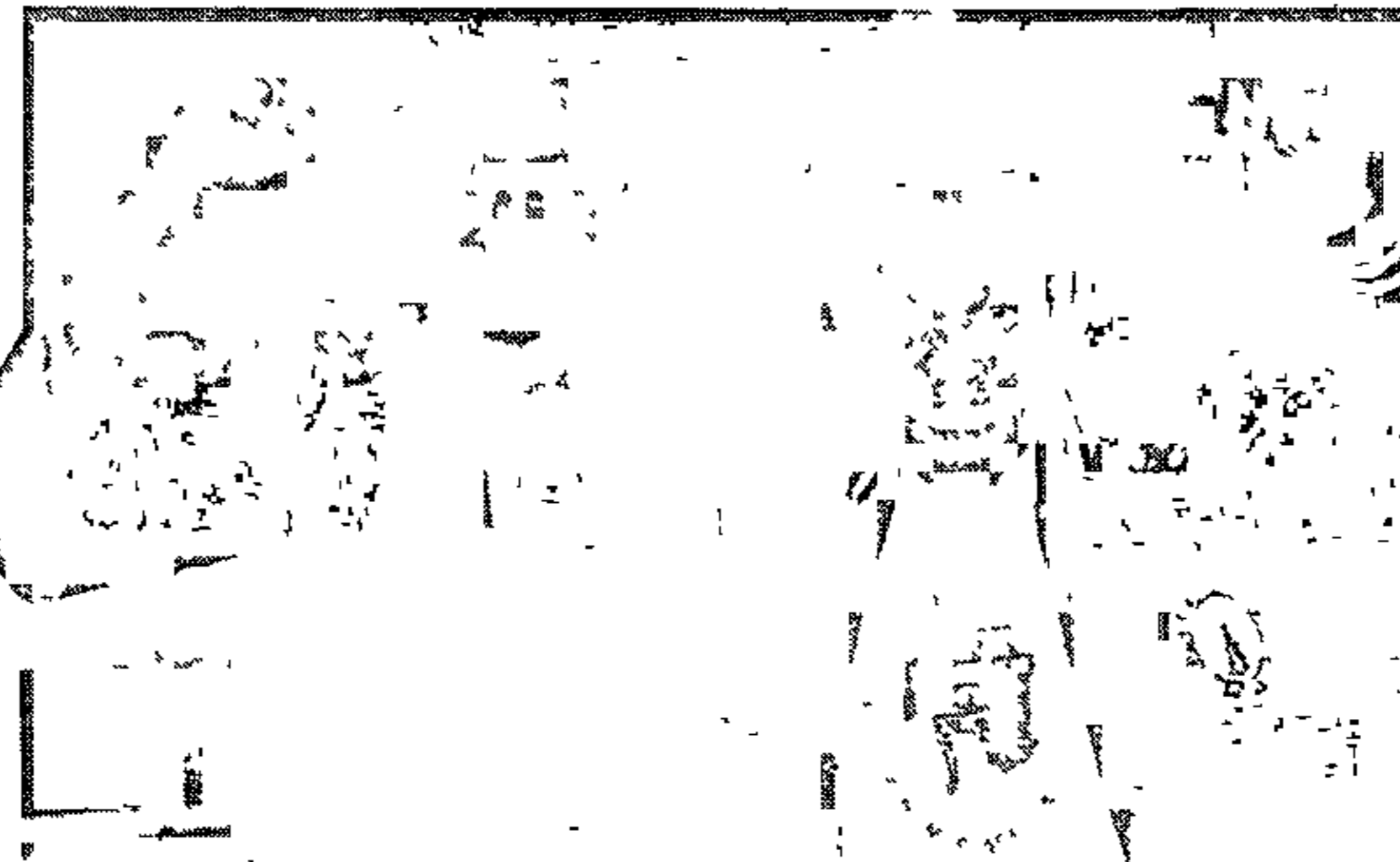
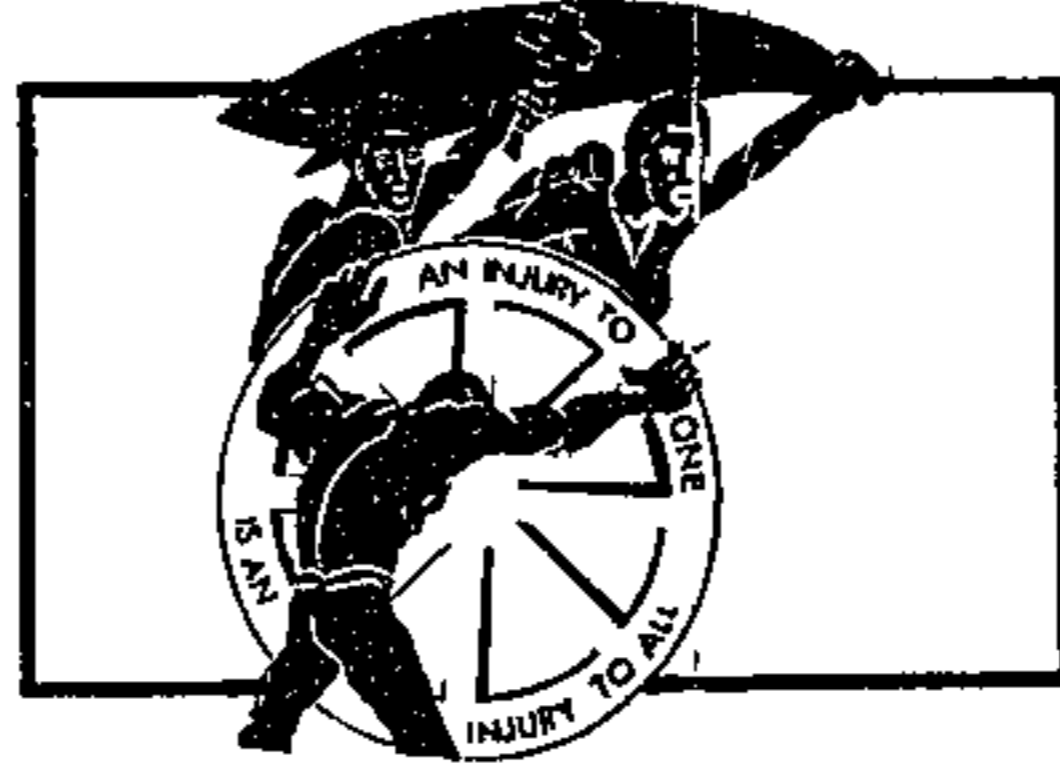
★ Cosatu decided against affiliating to any of the major world labour federations - ICFTU, WCL and WFTU - which, it said, were split along "Cold War" ideological lines. Any affiliation would draw Cosatu into "the web of international politics" and thus cause division and collapse. Cosatu spokesmen added that, because of "the brutal and violent system of national oppression and racial exploitation", workers here could not participate fully in these organisations

But the meeting resolved to "build fraternal ties with progressive worker organisations committed to our struggle for freedom" in all countries

Delegates also decided to limit foreign financial aid to avoid dependence

★ Cosatu's headquarters will be in Johannesburg, and a committee to set up offices has been established

Cosatu takes on dompas laws



Cosatu general secretary Jay Naidoo and president Elijah Barayi

- Remembers June 16
- Warns Inkhatha
- Slams mine sackings
- Backs farmworkers and unemployed

140A

unions set to unite

MERGER, talks between three major emergent motor and metal unions are going well, a SA Council of International Metal Workers spokesman revealed this week

He said the talks could herald the speedy formation of a single metalworkers' union with strong influence in the engineering, automobile and motor components industry

A combined union would have a potential membership of well over 100 000

The talks are taking place under the SA Council of International Metalworkers' Federation, which involves the National Automobile and Allied Workers' Union, the Metal and Allied Workers' Union and the Motor Industry Combined Workers' Union. There seem to be no ideological problems, the spokesman said

Meanwhile reports submitted at the Central Executive Committee meeting in Soweto at the weekend indicated progress was being made in the industrial sector meetings. But the CEC felt a clearer program for mergers needed to be worked out

3 die, 76 hurt in fighting at Western Deep Levels

Three miners have died and a total of 76 have been injured in faction fights at Anglo American's Western Deep Levels gold mine near Carletonville where 4 000 workers refused to work yesterday.

And at another gold mine, Consolidated Modderfontein in Brakpan, a number of miners were bused home after going on strike in solidarity with two members of the National Union of Mineworkers (NUM) who were dismissed.

A spokesman for Anglo American said today that the situation at the Western Deep central hostel had been resolved and the night shift reported for duty last night. A total of 864 Xhosa and Pondo miners had requested permission to return to their homes and management was providing transport for their return today.

FACTION FIGHTING BREAKS OUT

"However at the No 3 hostel faction fighting broke out at about 9 15 pm last night. Two people were killed and 20 injured. This brings the total killed to three and the injured to 76," said the Anglo spokesman.

"Management with the assistance of the National Union of Mineworkers (NUM) is attempting to resolve the differences between factions at the No 3 hostel and to persuade miners to return to work. The situation is tense but under control."

At Consolidated Modderfontein the NUM said 800 workers went on strike during Tuesday night's shift. The strikers were joined by workers on the day shift yesterday morning.

The mine's head office was not able to comment on the dispute and management at the mine could not be contacted last night or this morning.

Employers getting nervous about battle between Inkatha and Cosatu

15/2/86
1401A STAR

By Sheryl Raine



Mr Jay Naidoo
Cosatu general secretary

"Inkatha, Cosatu roll up their sleeves," warned one headline

"Buthelezi accuses Cosatu of poaching," said another

A third proclaimed "Cosatu refutes Inkatha's charge of being an ANC front."

It's been a week-long war of words which worried Natal employers and workers who fear that the storm brewing between the Congress of SA Trade Unions (Cosatu) and Chief Mangosuthu Buthelezi's Inkatha movement could do a lot of damage

Some employers are



COSATU

planning trips to Ulundi to seek clarification on Inkatha's decision to involve itself with the union movement.

They want to find out what Inkatha's quarrel with the newly formed

Cosatu means and if and how Inkatha plans to organise on the shop floor

Employers have good reason to fear that they could be caught in the cross-fire of a vicious political skirmish which would complicate industrial relations in Natal and could seriously disrupt the relationships which have developed and are developing between management and the workforce.

Certain executives report that they have been asked to fill out questionnaires circulated by researchers of the University of Natal concerning the formation of a kwa-Zulu code of employment.

This code, if implemented, would operate exclusively in the homeland, an area regarded by emergent unions as an apartheid structure

Some observers commented that such a territorial code could aggravate Inkatha/Cosatu differences, given Cosatu's rejection of the balkanisation of the country into homelands with different labour dispensations.

Unions in Natal which are not affiliated to Cosatu are also reporting problems

Some have been approached to join a planned "co-ordinating committee" of Natal unions, believed to be Inkatha-sponsored and a rival to Cosatu.

DISINVESTMENT

The rift between Cosatu and Inkatha surfaced publicly at Cosatu's inauguration in Durban in December

Cosatu passed certain resolutions criticising the homeland system as well as those who participate in homeland politics, and calling for disinvestment.

Inkatha, which regards itself as a legitimate national cultural liberation movement dedicated to non-violence and peaceful change in South Africa, does not back the disinvestment lobby and did not take kindly to Cosatu's criticism.

Cosatu believes that



Mr Elijah Barayi
Cosatu president

the strategy for achieving black liberation through the homeland system has "counterproductive costs"

It also believes that there is a wide gap between what Inkatha says about non-violence and what it actually does

While unionists question Inkatha's experience in the labour movement and its ability to have any impact outside Natal, there is nevertheless an awareness of what impact the political power struggle in Natal could have

RHETORIC

Within days of Cosatu's formation, Inkatha accused it of being a front for the ANC and attacked Cosatu president Mr Elijah Barayi and general secretary Mr Jay Naidoo

The rhetoric has flowed freely between the two organisations ever since, rising to a crescendo this week when Chief Buthelezi accused Cosatu of "political poaching" and of wanting a "winner-take-all, bare knuckle bloody fight" without rules

"One can only hope that they realise what they have taken on," he warned

Cosatu counters these attacks by stating that although it cannot separate worker rights in the factory from the broader struggle for political freedom, it is not directly affiliated to any political organisation.

It points out that it was formed after four hard years of democratic negotiation

Some observers believe the battle between Inkatha and Cosatu stems from Chief Buthelezi's taking personal exception to criticism and his unwillingness to tolerate alternative power bases in his sphere of influence

However, Chief Buthelezi is always careful to include in his statements concerning Cosatu, references to alleged complaints by Natal workers about Cosatu



Chief Mangosuthu Buthelezi

86 LIFESTYLE?
IN YOUR
Schachat
Townhomes
PAGE 41

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~~INKATHA~~ **INKATHA VS COSATU**

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No labour of love

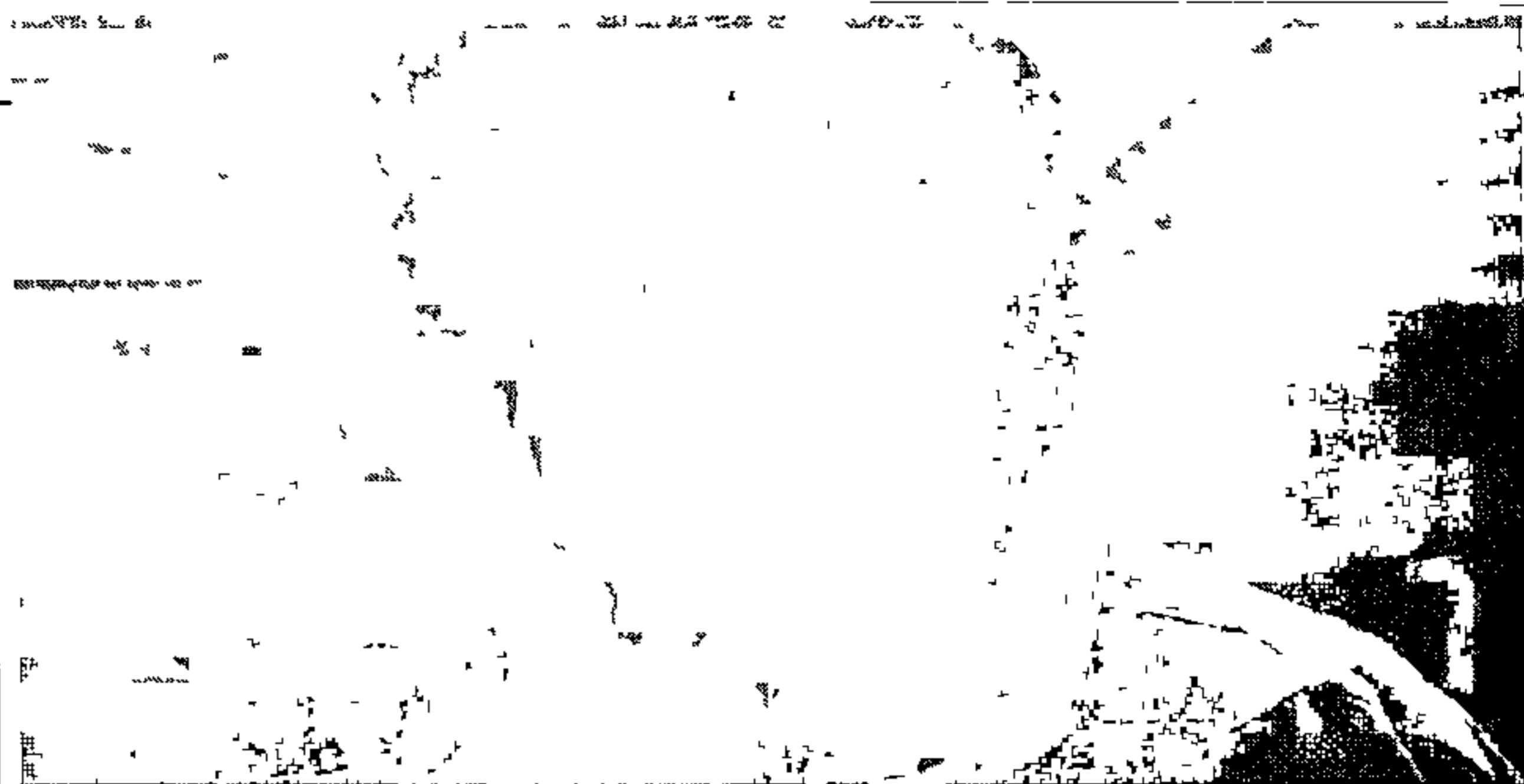
Accusations and counter-charges are flying as the war of words between the Congress of SA Trade Unions (Cosatu) and the emergent pro-Inkatha unions in Natal hots up

The latest allegation is that the pro-Inkatha grouping — whose policy encompasses support for investment in SA, a belief in the free market economy and an anti-boycott stance — is seeking to ingratiate itself with employers

Cosatu general secretary Jay Naidoo says he has hard evidence that certain employers are "facilitating the recognition of pro-Inkatha unions and, in some cases, actually funding them" Cosatu, says Naidoo, views the development in a serious light "It is our experience," he says, "that unions that walk in through management's door will always be sweetheart unions and never enjoy the support of the workers"

The accusations have, however, been vigorously denied by KwaZulu MP and Inkatha spokesman on labour matters, Simon Conco He says the new union grouping is not seeking preferential treatment from employers — merely the right to organise and to have access to workers

The "sweethearting" allegations have been brought to the attention of the Natal Chamber of Industries The chamber's in-



Cosatu's Naidoo ... "sweetheart" unions don't succeed

dustrial relations consultant, Mike Smith, says employers are being urged to adopt a strictly non-partisan stance over the rivalry between Cosatu and Inkatha

Says Smith "We believe in freedom of association as enunciated in the Business Charter At all times the correct recognition procedures should be followed Organising should be conducted off factory limits and, once it believes itself to be the majority, the union should present its credentials to management for verification."

In a new development that is shaping up to be a major test of strength, Inkatha is planning to stage a mass rally at which Cosatu's policies — especially its support for disinvestment and its commitment to a Socialist

future for SA — will come under scrutiny. Conco says Inkatha will not be using the rally, which is to take place shortly in Durban, as a platform to organise

"The aim," he says, "is merely to highlight for workers the dangers inherent in Cosatu's policies" Conco claims Inkatha has no quarrel with Cosatu on other issues "Our concern is merely over the thousands of people standing at the factory gates wanting jobs," he says

There is little doubt, however, that the event could sow division among Cosatu members, many of whom are also members of Inkatha It could force them to choose between the two and further polarise positions within the union movement ■



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Cosatu denies it takes orders from ANC in exile

(40A) (12) 14/2/86

African Affairs Correspondent

THE Council of South African Trade Unions (Cosatu) has denied that it takes its orders from the African National Congress in exile, as alleged yesterday by Chief Mangosuthu Buthelezi, Chief Minister of KwaZulu and president of Inkatha

A statement from Cosatu yesterday said that such violent language benefited no one

References to the organisation as being a 'front of the ANC' showed clearly very little understanding of the democracy of workers' organisa-

tions, the statement said

'Cosatu was formed after four years of painstaking discussions. Trade unions have a very strong commitment to democracy and our greatest achievement has been to build structures where our membership and leaders express their views,' it said.

The statement said members in affiliated unions elected their representatives to all structures in Cosatu and workers from factories were a majority in all structures, which refuted the accusation that Cosatu was a 'front organisation'.

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ARGUS 6/2/86
**Faction fights:
3 dead, 76 hurt**

The Argus Correspondent

JOHANNESBURG. — Three miners have died and 76 have been injured in faction fights at Anglo American's Western Deep Levels gold mine near Carletonville, where 4 000 workers refused to work yesterday.

And at another gold mine, Consolidated Modderfontein in Brakpan, some miners were bussed home after striking in support of two members of the National Union of Mineworkers (NUM) who were dismissed.

A spokesman for Anglo American said today the situation at the Western Deep central hostel had been resolved and the night shift reported for duty.

A total of 864 Xhosa and Pondo miners had asked for permission to return to their homes and the management was providing transport for them today.

"However, faction fighting broke out at the No 3 hostel about 9.15pm. Two people were killed and 20 injured. This brings the total killed to three and the injured to 76," the spokesman said.

"Management, with the assistance of the National Union of Mineworkers (NUM), is attempting to resolve the differences between factions at the No 3 hostel and to persuade the miners to return to work. The situation is tense but under control."

Xhosa and Pondo workers first clashed with Basotho miners at the mine's central hostel about midnight on Tuesday. One man died and 56 were injured. As a result about 4 000 of the 22 000 workers at the mine failed to report for duty yesterday morning.

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ABOUT 50 workers at Expandite in Isando, a subsidiary of Burmah Oil, yesterday entered their second day of a strike over wages.

Mr Denis Thatcher, husband of the British premier, Mrs Margaret Thatcher, is a director of the company.

The workers, members of Chemical Workers' Industrial Union (CWIU), are demanding an increase of R23,00 a week and May Day and June 16 as paid holidays.

Mr T Page, personnel director of the company, said the company was meeting the union. He declined to comment further.

However, a union spokesman said the company was refusing to negotiate until workers returned to work.

Meanwhile about 15

Isando strike enters 2nd day

SOWETAN
workers of Mannys Supermarket in Kroonstad, who went on strike after nine of their colleagues were retrenched, have been dismissed. 6/2/86.

Mr Paul Jezile, organiser of the Commercial Catering and Allied Workers' Union (Ccawusa) said the union had declared a dispute with the company.

A Mr Catazorio, manager of the supermarket, declined to comment

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Raditsela's widow gets court backing

Supreme Court Reporter

IN A precedent-setting judgment in the Rand Supreme Court yesterday, Mr Justice G Gordon ruled no leading questions could be put to witnesses in inquests, particularly if there were a community of interest between them and the cross-examiner.

He overturned the ruling made by the magistrate presiding at the inquest of trade unionist Andries Raditsela which permitted leading questions to be put by counsel for Law and Order Minister Louis Le Grange to police witnesses.

Raditsela's widow successfully brought the urgent application against the magistrate, the senior public prosecutor and Le Grange for the ruling to be set aside.

She was awarded costs.

Judge Gordon declared there was a community of interest *in substance* between individual policemen and the Minister of Law and Order, as he would be concerned if the death of Raditsela had been the result of an act of commission or omission by a member of his own department.



Pass raids ... have now been scaled down, says government

to be dismantled and of how the new mechanism for "orderly urbanisation" will work, have not been announced. Clarity will certainly emerge during the present parliamentary session. Progressive Federal Party (PFP) leader Frederik van Zyl Slabbert has pointed out that any attempt to classify people by race or ethnicity in the new identity books would be unacceptable.

Government sources have, somewhat confusingly, also stated that it could take anything from 10 to 20 years to implement the new ID system, and it is possible that blacks will continue to use their pass books as IDs until the new deal is implemented.

However, Deputy Information Minister Louis Nel has stated that the new uniform identity document "will not in any way replace the pass system and will not control the movements of any people."

According to Black Sash president Sheena Duncan, it appears that the new ID system could introduce the problem of fingerprinting: "The extension of fingerprinting to other races will do nothing to satisfy blacks who have long resented that as being one of the worst aspects of the present pass laws."

A Department of Home Affairs spokesman says that although the law (since 1981) provides for fingerprinting, no decision has been made on this yet.

Despite the fact that the development boards, administrative arms of the pass laws, will be phased out by the July 1 deadline, prosecutions of pass law offenders are continuing in many courts around the country and pass raids have not stopped. They may, however, have been scaled down.

Although there has been a drop in the number of pass law prosecutions in recent months (in Johannesburg the number fell from 37 in December to 23 last month), the number of arrests under the trespassing laws rose dramatically over the last few years, Duncan points out. It is to be hoped, she adds, that this is not a new mechanism of control by the authorities.

A West Rand Development Board spokesman says that while they are keeping a "low profile" on arrests and raids, the pass laws are still on the statute book and officials are still obliged to respond to complaints. "But we are acting in accordance with the general feeling about the laws," he adds.

While the number of pass law arrests

have dropped from 665 in July last year to 139 in December and 75 in January, it seems that the number of white householders being prosecuted for employing "illegals" has risen.

WRAB's response is that it made more sense to prosecute those who were expected to know the laws but disobeyed them, instead

UFAKELO NGCOMBOLO/ENDORSEMENT

Permitted to be in the prescribed area of JOHANNESBURG for a period not exceeding 16-8-80	Termination of the pass book to be issued by the township council
while employed by TA Smith as Dom	terwyl in diens van.
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The vital stamp ... becoming obsolete?

of the person who may be ignorant of them, that is, the black employee.

The dropping of the pass laws, which are central to government's influx control policy, was announced in conjunction with the total scrapping of influx control which will lead, according to statements so far, to the unimpeded movement of blacks, more land for building and the legalisation of squatter settlements.

SADCC IN HARARE

Politics dominates

Such are the ironies of southern African politics today, that one of the region's chief aid donors — the US — came in for the harshest criticism at last week's two-day annual meeting of the Southern African Development Co-ordination Conference (SADCC). Its chairman, Peter Mmusi, Vice-President of Botswana, accused the US of co-operating with Pretoria to foment instability in the region.

The SADCC's leaders had been angered by two recent developments — the Lesotho coup and Washington's promised aid to Jonas Savimbi's Angolan rebels. But it was significant that political issues should have dominated what set out to be a developmental conference. The Harare summit was never intended to be an aid-pledging session; only small amounts of new assistance were promised, totalling less than US\$50m.

The most important new pledge was the British commitment to provide £10m for the Nacala rail corridor in Mozambique. The US, shrugging off the criticism, is providing \$5.5m to help improve the Beira railway line and reduce SADCC dependence on the South African railways and ports.

More important, perhaps, were the indications of a shift in SADCC's political links. Significantly, three southern African liberation movements — Swapo, the African National Congress and the Pan African Congress — were fully represented for the

first time. This underscored the SADCC's intention of one day drawing SA into the regional organisation.

Possibly still more important was the presence — again for the first time — of delegates from the Soviet bloc. The SADCC secretary general is to lead a team to visit Russia later in the year, amid speculation from Western diplomats that Eastern bloc aid was more likely to be military than economic in content. Mused one Western delegate, "The SADCC lost its way and has become a security organisation rather than an economic union."

It is hardly surprising that the SADCC should now be looking eastwards given the West's repeated refusal to offer economic and military assistance in the region's confrontation with Pretoria. Whether history will show that the Harare summit marked a decisive shift in the SADCC's long-run strategy remains to be seen. But from the strictly developmental viewpoint, Western diplomats are expressing 'the gravest reservations over the benefits of bringing Comecon countries into the region in this way.

The frequently expressed support for comprehensive mandatory economic sanctions against SA also underscores the meeting's pre-occupation with political rather than economic issues. As one delegate put it "We all know what such sanctions would do to our economies, but there is no alternative."

At the same time, Western delegates were uncomfortable with the US stance over Angola. "It's madness to be supporting rebels who are blowing up railway lines on one side of the region while repairing them on the other," complained a Nordic delegate.

The issues may not be quite so simple, but even so, there is little doubt that Western countries along with the US State Department and aid agencies are unhappy to see Washington supporting Unita.

The overriding impression of the summit is that it is unlikely to mean much in economic terms. Indeed some diplomats at the conference warned of a downturn in aid inflows to the region in the late Eighties. The reality is that political developments in the region are going to determine economic progress or otherwise, and perhaps the SADCC has got it right in accentuating the political aspect at this juncture.

INDUSTRIAL COURT

Legal strikers win

A landmark Industrial Court decision has unequivocally affirmed the right of legal strikers to be protected against dismissal.

The decision, in a case involving the Metal and Allied Workers' Union (Mawu) and Pinetown company Natal Die Castings, is a significant victory for the trade union movement. Unlike the court's order of temporary reinstatement of workers who struck legally at Marievale mine last year, this order was made in terms of Section 46 (9) of the

140A
FM 7/2/86
Labour Relations Act; it is therefore final. It is retrospective for six months from February 21 this year.

The strike that precipitated the hearing occurred on May 1 last year when workers downed tools over the company's refusal to bargain in good faith over a travel allowance, production and long-service bonuses. Some 120 workers were dismissed on May 3.

Details of the court's judgment were not available when the *FM* went to press. However, the order clearly states that Natal Die Castings committed unfair labour practices by dismissing the workers, and refusing, or failing, to negotiate in good faith with Mawu before and after the strike.

Mawu is crowing over its victory. Aside from the reinstatement of the workers, the union claims that the order has major implications for its continuing battle with the Steel and Engineering Industries Federation of SA (Seifsa) over company-level bargaining.

Major implications

Seifsa is opposed to its members (including Natal Die Castings) bargaining at company level with unions on any issues covered by the metal industrial council's main agreement. The union says the order seriously challenges this policy. Mawu also says the order appears to overturn the court's finding in the test case it fought last year against Hart Ltd. In it the court rejected Mawu's argument. This was that Hart's refusal to bargain on effective wages, above the industrial council minima, and the introduction of a funeral benefit scheme, constituted an unfair labour practice. The union claims that the Natal Die Castings order has "major implications" for the disputes it has declared with metal companies in the Transvaal which, in line with Seifsa policy, have refused to negotiate at company level.

Mawu further claims that the order also affects its pending case against British multinational BTR Sarmcol, in which it will be contesting the dismissal of "lawful strikers". The union predicts this case will be heard in the next few months following the recent decision by the Minister of Manpower to appoint a conciliation board.

Legal sources question Mawu's claim that the Natal Die Castings order overturns the Hart judgment. Clarity will have to await the full Natal Die Castings judgment. ■

AIDS

A viral time-bomb

Recent deaths in Britain — and one in Cape Town — suggest that the virus responsible for Acquired Immune Deficiency Syndrome (Aids) is even more deadly and widespread than previously thought. Infection with the Aids virus can be lethal without the person ever developing Aids, says a leading British authority on the disease.

Evidence is mounting that the Aids virus

SA MEDIA COUNCIL

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not only disrupts the body's immune system, but can have many other serious effects. There is increasing evidence that the virus, itself, can penetrate the brain, resulting in brain damage.

Yet these other effects are not acknowledged in statistics about the spread of the Aids virus. The problem is the narrow US definition of the disease. This definition, also used in SA, diagnoses a patient as having Aids only once opportunistic diseases — diseases which take advantage of the body's weakened state — take hold.

According to the Department of Health and Population Development's National Advisory Group on Aids, only 26 people in SA have contracted Aids (19 of whom have died). But, in Johannesburg alone, over 200 people are confirmed as having Aids antibodies in their blood. They probably still have the virus as well and could be spreading it without many being aware of it. It is generally accepted that once infected with the Aids virus, a person remains infected and infectious for life.

The figure 200 may itself be a drop in the ocean as it consists only of those who were referred or volunteered for testing. In Johannesburg and countrywide, the figure is bound to be much higher. The Medical Research Council has now called for a study to determine the spread in SA.

A number of research studies in the UK have shown up the inadequacy of the rigid way the US Centres for Disease Control (CDC) defines the disease.

The CDC defines Aids as the occurrence of an "opportunistic infection," or certain specified malignancies, in a patient who has been infected with the Aids virus and is immune deficient. Not only Aids victims get opportunistic diseases. Other victims are those born with a deficient immune system and transplant recipients who must take drugs to prevent rejection of the new organ. The most common opportunistic diseases are *pneumocystis carinii* pneumonia (PCP) — a parasitic infection of the lungs uncommon among healthy individuals, and *Kaposi's sar-*

coma — a type of cancer mainly of the skin. The American definition of the disease has its roots in the way the disease was discovered. In the space of a few months, in 1981, a Californian doctor identified several previously healthy young men with PCP. He informed the CDC of his unusual findings and, when other doctors reported similar cases, the CDC declared it had a new kind of disease on its hands. It then agreed on this narrow definition for the purpose of gathering information. At the time, it had no idea what was causing the immune deficiency. The virus was only discovered in 1983 and its wider implications were recognised. But the original definition of the disease was never substantially reviewed.

Cape hospitals representative on the Aids National Advisory Group, Dr Frank Spracklen says he recently had a patient who died without evidence of an opportunistic disease or malignancy. "By definition, this man did not die of Aids — but he *did* die because he was infected with the virus. People can die from gross viral debilitation and severe wasting without their immune system even being affected.

Spracklen adds "At the moment I have a homosexual patient with a severe chest infection. He could die, but we could not classify the disease as Aids because we have not isolated any organism that falls within the CDC definition."

British venereologist Dr John Seale, among others, discovered that the spectrum of diseases caused by the virus is much greater than that covered by the CDC definition. One of the previously masked conditions doctors found was that, shortly after infection, patients become severely ill with an attack similar to glandular fever or influenza. They may then have no symptoms for months or even years. Later, there may be persistent loss of weight, chronic diarrhoea, fevers, military tuberculosis, malaria, bacterial pneumonia and septicaemia — quite apart from the complex opportunistic infections of CDC-defined Aids.

A result of the virus invading the brain is Aids encephalopathy, which can lead to progressive dementia, lack of concentration, depression, memory loss and loss of the use of a patient's limbs. "Infection with the Aids virus can be lethal without the person ever developing Aids," says Seale.

Spracklen says he is seeing more and more manifestations of the syndrome that falls outside the CDC definition. "The CDC definition needs to be looked at in the light of the new clinical evidence we are gathering." ■

LABOUR PARTY

In PW's shadow

The coloured Labour Party (LP) has decided to accept government's reform plan and make the most of it.

This much was clear from leader Allan Hendrickse's favourable reaction to P W

140A

Cape Times 7/2/66
Cosatu concerned by attacks

Own Correspondent
MARITZBURG. — The recent spate of violence unleashed against the newly-formed Congress of South African Trade Unions was cause for concern, senior Cosatu officials said yesterday.
In a statement, Cosatu's general secretary, Mr Jay Naidoo, and executive member Mr Alec Erwin, said officials of two Cosatu affiliates in Newcastle and Vryheid had their homes

burned down while officials at the Cosatu offices in Newcastle had received death threats.
They refuted allegations that Cosatu was a front for the ANC saying all decisions are based on mandates received from their membership.
"But as Cosatu, we believe that we cannot separate the struggle for worker rights in the factory floor from the broader struggle for freedom," they said.

Judge finds inquest magistrate erred

OWN Correspondent
JOHANNESBURG — The magistrate presiding over the Raditsela inquest erred in allowing counsel for the Minister of Law and Order to ask leading questions of police witnesses, a Rand Supreme Court judge found yesterday.

Mr Justice G Gordon found that counsel for the minister, Mr P Oosthuizen, could not ask policemen questions "which may suggest what the answers may be".

The application against the magistrate was brought on behalf of the family of Mr Andries Raditsela, who died in Baragwanath Hospital near Johannesburg on May 6 last year — hours after being released

from detention under section 50 of the Internal Security Act.

At the time of his death Mr Raditsela, 30, was Transvaal vice-president of the Federation of South African Trade Unions.

The judge found that in an inquest the magistrate had "added responsibility to observe every reasonable safeguard to see that justice is done, for the very reason that there are no opposing parties".

He rejected Mr Oosthuizen's argument that the inquest differed from a civil or criminal trial because the witnesses were not called by the court.

He said that in an inquest the magistrate had the discretion to allow or disallow any questions, "and he has to use this discretion judicially". Leading questions which suggested the answers were not the best way of discovering the truth, he said.

On the first day of the inquest Mr Oosthuizen said that although he had previously said he represented the individual policemen (as well as the minister) he would no longer be appearing for them.

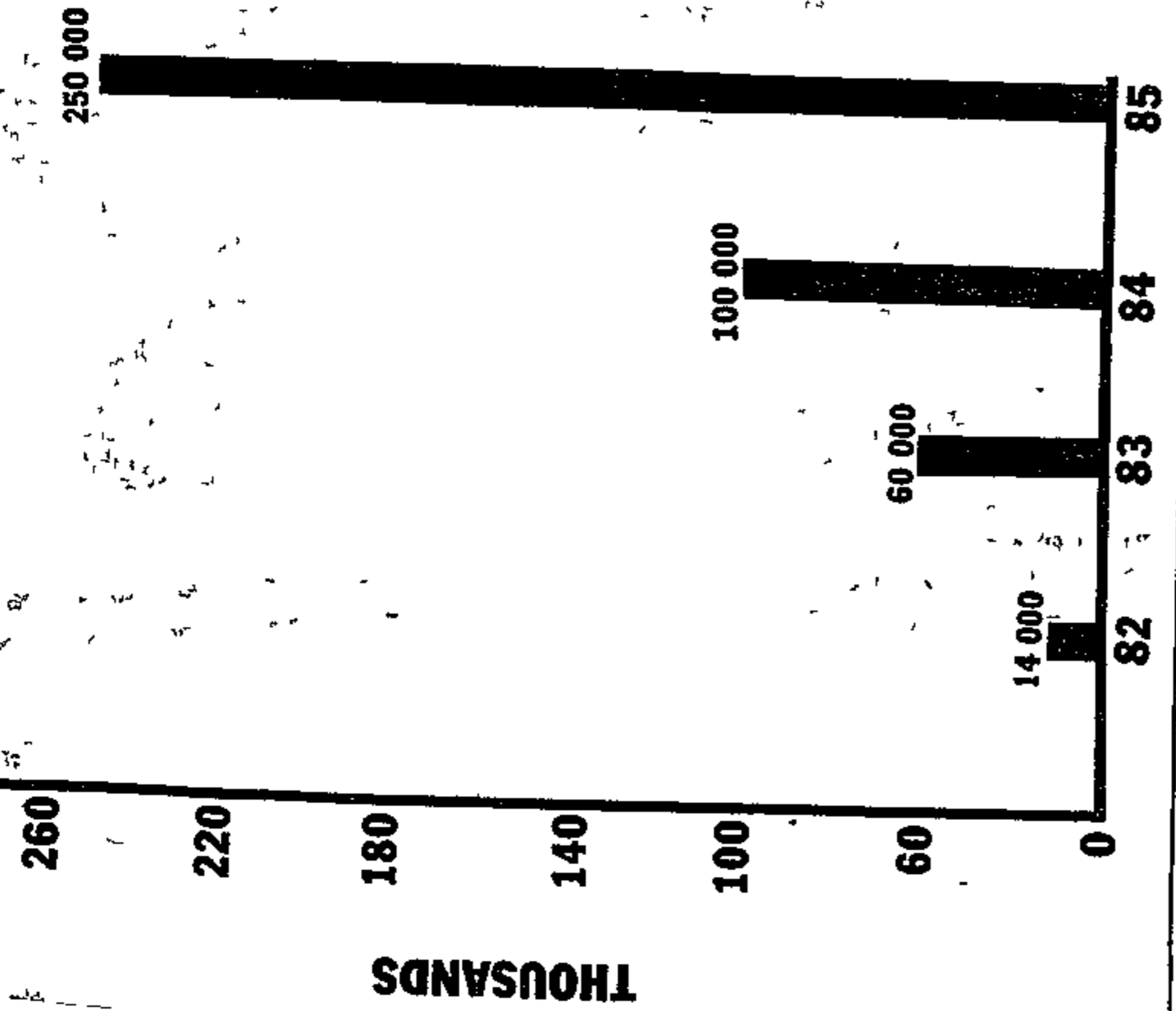
Mr Ismael Mahomed, SC, for the Raditsela family, argued this was "clearly done to justify his cross-examination of police witnesses". He argued that if this form of questioning was allowed the inquest would be "indulging in the mechanics of an echo".

"An inquiry into the death of a citizen must not be perceived to be a farce, achieved by a long queue of police witnesses anxious to repeat a ritualistic assent to the exculpatory noises from counsel acting for their superior," he said.

The judge ordered the minister to pay all costs involved in the Supreme Court hearing.

The inquest is expected to resume on Monday.

NUM MEMBERSHIP GROWTH



NUM expected to tackle thorny issues

STAR 140A

By Mike Siluma
 Job reservation, the migrant labour system and the health and safety of mineworkers will feature prominently on the agenda when the National Union of Mineworkers (NUM) holds its fourth annual congress — its most crucial to date — in Soweto next weekend.

The congress, which comes against the background of continued labour unrest on the mines and political turmoil outside, is expected to make important policy decisions regarding the union's relationship with employers and the State.

In its five years of existence the NUM has carved a niche for itself as a formidable force in South Africa's mining industry. From its relatively humble beginnings with a membership of just 14 000 in 1982, the union's membership grew rapidly to 250 000 this year.

However, the process of

building what is easily the biggest black miner's union in the country's history was not easy.

In an industry where the legal unionisation of black miners was unheard of, the union has had to fight numerous battles over various issues which plagued black mineworkers.

Some of the issues tackled by the union — which are expected to be discussed at the weekend congress — are job reservation, security of employment, wages, the migrant labour system and the not-so-veiled threat by South Africa to repatriate miners from the neighbouring states.

As it is, a confrontation over job reservation is looming between the NUM on the one hand and the Chamber of Mines, the Government and the rightwing white unions on the other.

Central to the NUM's fight against race discrimination on the mines is a section of the current legislation which reserves



certain job categories on the mines for whites.

Although it has clearly been a source of bitter resentment among black miners, this piece of legislation has not been changed because of resistance from white mineworkers.

Linked to this is a demand by black miners to be guaranteed security of re-employment without demotion when returning from leave.

With the congress being expected to state clearly what it

sees as a living wage for miners, this year's wage agreement will not be any less difficult to achieve than was the case in 1985.

On a somewhat different level, the migrant labour system, which affects most of the NUM's membership, has already put the union on a collision course with the Government. The union is likely to intensify its call on the authorities for migrant workers to be allowed to live with their families near their places of employment.

In addition, the NUM congress is expected to chart a programme of action to fight for the broader political rights for black workers. And its effort will be strengthened by its affiliation last year to the 500 000-strong Congress of South African Trade Unions.

Sources within the union say this year it expects to organise

another 100 000 miners. The congress is also likely to mount a stronger campaign for high health and safety standards on South African mines. Sources predict that other issues the congress may address are "union-bashing" by some companies, especially in the homelands and the intervention of police and security forces in labour disputes. The NUM's links with miners' unions in Southern Africa and abroad will also be discussed. Sources say although this year is likely to be the union's year of consolidation, this will not happen in an environment free of industrial action. The fact that more than 20 000 miners have already taken part in strikes this year is viewed as an indication of a militant mood among black miners — a mood which could well be a determining factor in the pattern of mining industrial relations.

STAR 8/2/88

Cosatu union action a step further

By Mike Siluma

140A

The quest by the Congress of South African Trade Unions (Cosatu) to phase out general unions and replace them with strong industrial unions will soon be taken a step further with the rationalisation of unions in the food and transport industries

The first merger, set for March, is expected to see the emergence of a new food union giant formed by the Sweet, Food and Allied Workers' Union (SFAWU), the Food and Canning Workers' Union (FCWU) and the Cape Town-based Retail and Allied Workers' Union (RAWU). Between them they have a membership of nearly 50 000

A SFAWU spokesman said a joint national executive council meeting of SFAWU and FCWU would be held this weekend to decide, among other things, the venue and date for the formation of the union

He said the RAWU was also taking part in the talks and was expected to join the new union

Shortly after that a new union for the transport and general sector will be formed

With a launch set for mid-May the new union, to be called the Transport and General Workers' Union, would incorporate the 10 000-strong General Workers' Union (GWU) and the 11 000-member Transport and General Workers' Union (TGWU)

A TGWU spokesman said preparations for the launch of the new union were advanced and an inaugural congress would be held in Maritzburg

Merger talks with other unions in the transport and general sectors were continuing

Talks are believed to be taking place among unions in the other sectors in accordance with a resolution taken by Cosatu's inaugural congress in Durban in December directing Cosatu affiliates to establish one union for each sector.

The sectors are food and drink, textiles, clothing and leather, paper, wood and printing, mining and electrical energy, metal, motor and components, chemical and petroleum, commercial and catering, transport, cleaning and security, local government and public administration and domestic workers

CAPE TOWN 8/2/86
Agreement in vendor dispute

140A

FOLLOWING discussions between the Argus Company, Allied Publishing and a delegation led by Dr Allan Boesak who represented community organizations, an agreement has been reached after news vendors were dismissed on January 18 for striking over a pay dispute.

In a joint statement in Cape Town yesterday Allied Publishing Limited and the Media Workers Association of South Africa, who represented the vendors, have accepted that a wage agreement signed in November 1985 was still valid, and the dismissed vendors will be taken back in terms of that agreement. — Sapa

KICK OUT THEIR HEADMASTER AND REHABILITATE their school "Oliver Tambo High School" - but apparently don't have the knowledge to spell Tambo's first name.

And, in the heartland of South Africa, Soweto, the situation is little better.

In townships vibrating with chants of "Liberation now, education later", the Soweto Parents' Crisis Committee put up a sterling performance to negotiate a provisional return to school.

Now, with many of their demands - or requests - unmet, the SPCC has urged parents not to pay school fees in State-owned schools. Other stories and developments in black education abound.

Whether the Government likes to hear it or not, black education is in a mess. It is politicised like never before. The De Lange Commission's report eloquently showed this beyond question.

And the tragedy is that even if the Government spends millions on free books for black children, it won't help.

Nor will lofty arguments or expensive newspaper ads. They are not facing this problem squarely.

Are we gradually sliding into the position that we have learnt nothing from history? History has a tendency of repeating itself - because nobody listens.

110 miners in court after cop-killings

By HERMAN LETSIE

ONE HUNDRED and ten miners employed at Randfontein Estates Cook Gold Mines appeared in the Westonaria Magistrates' Court on charges of public violence this week.

Their appearance follows recent violent clashes between

Men sacked after strike

MINERS were bused out of Consolidated Modderfontein Gold Mine this week after a strike. The National Union of Mineworkers said the strike was over the dismissal of two union members.

Num claimed the mine was sealed off by troops - Sapa

and 10 between miners and cops in Bekkersdal, which resulted in nine deaths, including those of two white cops from the Krugersdorp Riot Unit on January 22.

A bail application on behalf of three of the accused was opposed by the State.

Captain Neville Thoms of the Westonaria police told the court bail should not be granted because investigations into the matter had not yet been completed. He said the three accused had no fixed addresses, and would probably incite other miners if released.

Judgment on the bail application was postponed to February 10. The hearing was postponed to April 10.

Unibop may call for boycott

CP Reporter

THE University of Bophuthatswana will reopen for the 1986 semester on Monday - but student sources say there could be "chaos" when it reopens.

Sources say students will demand the unconditional reinstatement of 36 expelled students and five lecturers and administration staff. It is believed students may call for a boycott if their demands are not met.

It is also believed students will seek a declaration of intent from State President Lucas Mangope for the university's total autonomy.

Students say the Government has constantly interfered in university affairs since the campus opened about five years ago.

The 36 students - including the executive members of the SRC - were expelled for their alleged involvement with "political organisations" outside Bophuthatswana and for "threatening national security".

The lecturers and administration personnel were declared "illegal immigrants" and ordered to leave the homeland.

They received letters of expatriation dated December 23 last year and signed by the Secretary of Internal Affairs three weeks ago.

Last year Mangope closed the university for a month after demonstrations against SA Government officials and a boycott of lectures.

★ THE case against the remaining four Maritzburg treason trialists received a setback this week when the defence said the State evidence was "irrelevant".

The accused are Saawu officials Thozamile Gqweta, Sisa Njikelana, Sam Kikine and Isaac Ngcobo.

The trial continues.

Cape Times 10/2/86

14/01

Inkatha, Cosatu in verbal battle

Own Correspondent

JOHANNESBURG. — The simmering conflict between the Congress of South African Trade Unions (Cosatu) and Inkatha intensified at the weekend with both sides launching verbal blasts at one another.

The general secretary of Cosatu, Mr Jay Naidoo, accused Inkatha of violent attacks on union members in Natal and said several worker leaders had received death threats.

And in a statement from Ulundi, the president of Inkatha, Chief Mangosuthu Buthelezi, said the declared policy of the president of Cosatu, Mr Elijah Barayi, was that of the "external mission of the African National Congress" (ANC).

He said: "The imposition of a socialist future on South Africa after liberation, the rejection of the free enterprise system, the support for disinvestment and sanctions are clearly espoused by those who are surrogates of the external mission of the ANC in South Africa."

Chief Buthelezi said he was unaware of any violence against members of Cosatu.

Cosatu held its first central executive committee meeting at the weekend behind closed doors and a crucial policy statement was expected to emerge from it.

In an interview Mr Naidoo criticized Inkatha's "acts and threats of violence" against its members and Inkatha's attempts to set up a rival federation of "sweetheart" unions with the help of employers.

Inkatha was also severely criticized for participating in the KwaZulu Government and the homeland system.

Chief Buthelezi said that in KwaZulu they had always fought for trade unions and legislation governing labour disputes was the same as in the rest of South Africa.

"We are not against workers involving themselves in the liberation struggle as the black struggle is one."

"But we do take strong exception to Inkatha members in the trade unions being carried willy-nilly on Mr Elijah Barayi's back for handing over to the South African Congress of Trade Unions and automatically to the external mission of the ANC," he said.

Cosatu, Inkatha in word war

1407
DISPATCH
10/2/86

Transvaal Bureau

JOHANNESBURG — The simmering conflict between the Congress of South African Trade Unions (Cosatu) and Inkatha intensified at the weekend with both sides launching verbal blasts at one another

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In a statement from Ulundi, the president of Inkatha, Chief Mangosuthu Buthelezi, said the declared policy of the president of Cosatu, Mr Elijah Barayi, was that of the "external mission of the African National Congress"

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In an interview Mr Naidoo criticised Inkatha's "acts and threats of violence" against its members and Inkatha's attempts to set up a rival federation of "sweetheart" unions with the help of employers

"Workers are optimistic that Inkatha will fail in its attempts to divide the working class," Mr Naidoo said

Inkatha man's challenge to Cosatu leaders

Labour Reporter

TWO key officials of the Congress of South African Trade Unions have been accused by Inkatha of trying to hijack the trade union movement and have been challenged to a debate at all factories and mines

The challenge was issued by Mr Simon Conco, KwaZulu MP and member of the Inkatha central committee in charge of labour relations, to Cosatu president Elijah Barayi and general secretary Jay Naidoo

Mr Conco was responding to allegations by Cosatu against Inkatha for creating divisions in the worker movements

Inkatha had never attempted to start separate unions linked to 'divisive homeland structures' It had always opposed the South African Government's homeland policies and had refused to accept independence for KwaZulu

It was therefore a complete misrepresentation for these officials to imply that Inkatha supported the homelands policy

Inkatha had no quarrel with Cosatu members, thousands of whom were members or supporters of Inkatha

Inkatha's differences lay with only a small coterie which was trying to hijack Cosatu to their own narrow outlook

(40A)

11/2/86 Mercury

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'Cosatu shares ANC policy'

Buthelezi

accuses Cosatu of poaching

Feb. 1986

140A

Inkatha president Chief Mangosuthu Buthelezi has launched another attack on the newly formed Confederation of SA Trade Unions (Cosatu)

In a statement from Ulundi yesterday he accused Cosatu of "political poaching".

Tension between the two organisations has been mounting in Natal in recent months, with fears that their rivalry could worsen "Inkatha takes strong exception to its members in the trade unions being carried on Mr Elijah Barayi's back for handing over to Sactu (the South African Council of Trade Unions) and automatically to the external mission of the ANC," said the statement

"This is undemocratic, and our members have come to us to complain about this. It is political poaching"

Mr Barayi is the first president of the 500 000-strong Cosatu, which was launched in Durban in December. Cosatu's members are drawn from throughout the country.

Chief Buthelezi claimed that what Mr Barayi declared was the policy of Cosatu "is the policy of the external mission of ANC"

On the subject of advocating disinvestment, Chief Buthelezi said Inkatha found it "callous and insensitive for people who are working in factories to advocate a policy which will result in our people suffering more joblessness than they are already suffering because of the downturn in the economy".

Mismanagement

Chief Buthelezi said he was "unaware of any violence against members of Cosatu and we take strong exception to the suggestion by Cosatu that we are involved in any violence against Cosatu members

"We agree with Cosatu that the South African Government had a hand in the mismanagement of the economy in South Africa," Chief Buthelezi said

Hit-and-run: jo almost decapit

Pretoria Correspondent

A 21-year-old jogger was almost when apparently struck by the side of a vehicle in a hit-and-run accident of Pretoria at the weekend.

He was Mr Peter Bauthier, of P Hills. The accident happened on Pretoria/Kyalami road, about 5 km s Monavoni Circle, at about 6 am on

Mr Bauthier was running with joggers, but was left behind. Members of the group returned his body next to the road.

Police found remains of a vehicle mirror at the scene and believe could have been killed by a minil delivery vehicle.

● Mr Johan van der Walt (21), of Street, Kloofsig, was killed when his car crashed into a road sign on a road between Lyttelton and the Circle at about 3.40 pm yesterday.

His left leg was ripped from his body. It is believed Mr van der Walt was driving behind him, was first one killed when knocked down by a car on Pretoria/Hartbeespoort Dam road yesterday.

Nearly 900 on strike at Asea plants in Pretoria

STAK 11/2/86

1401A

By Sheryl Raine

Four plants in Pretoria of Asea Electric SA Ltd were hit by strikes involving about 850 workers yesterday when the Metal and Allied Workers Union (Mawu) resumed its fight for company-level bargaining

Last year the union declared disputes with more than 70 Transvaal companies committed to the Steel Engineering Industries Federation (Seifsa) recommendation that companies bargain only at industry level on substantive issues such as minimum wages and working conditions

Mawu recently won an Industrial Court decision against Natal Die Casting, which had refused to bargain at company level and had dismissed strikers. Strengthened by this decision, it is believed that the strikes at Asea could be the forerunner of more industrial action as the union starts to put pressure on the metal industry to decentralise negotiations

A Mawu spokesman said the strikes at Asea were the result of the resumption of a dispute declared last year.

Mr Clive Jandrell, managing director of Asea, confirmed that between 850 and 900 workers were on strike at plants in Rosslyn and Pretoria West

"When Mawu approached us last year about in-plant bargaining, we indicated that we supported sectoral bargaining on an industry basis," said Mr Jandrell. "However, we continued to negotiate with the union until last week on certain non-substantive issues like night-shift allowances and re-trenchment benefits. These negotiations deadlocked

"The union has now returned to the issue of plant-level negotiation. As we are members of the metal industry industrial council, we support the collective bargaining process. We have indicated that we would be flexible if sectoral bargaining should be acceptable to the industrial council and Seifsa."

THE National Union of Mine-workers holds its fourth annual congress — probably the most important since the union was formed — in Soweto at the weekend.

Job reservation, the migrant labour system and the health and safety of mineworkers will feature prominently on the agenda.

The congress comes against the background of continued labour unrest on the mines and political turbulence in the country.

It is expected to make important policy decisions about the union's relationship with employers and the Government.

A new union is to be formed by the Sweet Food and Allied Workers' Union (SFAWU), the Food Canning Workers' Union (FCWU) and the Cape Town-based Retail and Allied Workers' Union

(Rawu) during March.

The formation of the giant union is a sequel to the Congress of South African Trade Union's quest to phase out general unions and replace them with strong industrial unions.

A new union for the transport and general sector will be formed in May. The union, to be called Transport and General Workers' Union, will incorporate the 10 000 General Workers' Union (GWU) and the 11 000-strong Transport and General Workers' Union (TGWA).

PWAWU

The Paper, Wood and Allied Workers' Union (PWAWU) has taken employers in the printing industry to task for alleged racism after the refusal by the industry's industrial council to allow the union to organise all workers, irrespective of race.



Mr ANDRIES RADITSELA... Inquest resumes on February 24.

The National Union of Clothing Workers is giving bursaries to children of members for study at universities, colleges and technikons

solved to discuss a legal strike to support their members who are on strike at the Ynyde factory in Pinetown.

The resolution follows a strike by 140 members of the Chemical Workers' Industrial Union.

A row over the dismissal of a worker and the transfer of another by the South African Transport Services in Durban is to be taken to court by the Black Allied Airways, Railways and Harbours Union.

The Institute for Industrial Relations holds a seminar at the Protea Gardens Hostel, Berea, Johannesburg, on February 20. The next seminar is to be held on March 6. The seminars are to discuss a wide variety of labour issues.

For more information contact Mrs Mabel Mlaba at 339-3751. The strike by 50 members of the Chemical Workers' Industrial Union at an Isando factory, Expandite, a

British subsidiary, has ended after the union and management reached a settlement.

The Rand Supreme Court has restrained the Commercial Catering and Allied Workers' Union from organising a national strike at OK Bazaars plants. However, talks are continuing between the parties to resolve the matter.

The union is expected to contest the action this week

BCAWUSA

Gcawusa is also holding talks with OK management in Bloemfontein where workers downed tools following the dismissal of a colleague

The inquest into the death of trade union leader Mr Andries Raditsela will resume in the Johannesburg Magistrate's Court on February 24. The Black General Workers' Union has completed its recognition agreement with the

Tzaneen branch of Sasko Bakery.

The South African Bureau of Standards in Pretoria has reinstated about 125 workers who lost their jobs following a dispute last year. Another 125 workers who were not reinstated are taking legal advice

The Black Allied Mining and Construction Workers' Union holds its national council in Soweto on March 7, 8 and 9.

The joint executive council of the Council of Unions of South Africa (Cusa) meets on Sunday to discuss a possible merger with the Azanian Confederation of Trade Unions (Azactu). This meeting will be followed by another between Cusa and Azactu on February 23

An article in The SO-WETAN of February 5 gave the impression that Cusa and Azactu had agreed to merge. The two groups are still busy with talks and nothing has been finalised.

12/2/86.

140A

SOWETAN



Newspaper is biased — federation

BOYCOTT SOWETAN — UNION CALL

COSATU yesterday recommended that its Transvaal membership boycott The SOWETAN in protest against the newspaper's "biased and essentially anti-Cosatu position".

A Congress of South African Trade Unionist statement released yesterday after the organisation's first national executive meeting last weekend said the Central Executive Committee (GEC) had resolved none of its affiliates would have "anything to do with The SOWETAN".

The steps were taken because Cosatu received reports from its affiliates and office-bearers alleging The SOWETAN was biased.

A resolution was passed recommending the strongest possible action, including a boycott.

The CEC resolved to mandate the Transvaal regional congress to discuss and implement such

By SOWETAN REPORTER

a recommendation. In reacting to the statement, Mr Joe La-takomo, Editor of The SOWETAN said:

"We find it impossible to find justification for the threat made on The SOWETAN on the basis of available information.

"As far as we can establish we carried reports — wire copy — on the Harare conference. Subsequently three unions reacted to Mr J Naidoo's statements in Harare, and we reported these factually without any interpretation on our part.

"As we have not had any complaint about that specific report, we can only assume that the report was acceptable to those unions.

"We can only assume that all the information relevant to this will be put to the Transvaal regional conference of Cosatu when the matter is discussed.

"I wish to state that The SOWETAN has always strived to be objective in its reporting, and it would be tragic that we now have to turn against each other over matters that could have been sorted out by a telephone call.

"The SOWETAN is not, repeat not "essentially anti black organisation. We have stressed the need for a positive, united effort against the forces of apartheid in all forms.

"We will continue to do so, and wish organisations like Cosatu support us in our struggle towards our common goal — freedom for all."

SOWETAN

12/2/78

1407

Cosatu hits back

SAPA

THE Congress of South African Trade Unions yesterday condemned alleged attacks by Inkatha supporters on Cosatu members and pledged it would counter such violence through a national and international campaign.

A Cosatu statement released in Johannesburg yesterday after the organisation's first national executive meeting last weekend also criticised Inkatha's attempts to set up alternative unions to "undermine the unity of the working class."

"We would urge those elements who use violence against Cosatu to take note that Cosatu can and will de-

fend itself and that the use of violence will eventually prove counter-productive to the interests of those using it against Cosatu", the statement said.

According to a report from Cosatu's Natal regional congress, the homes of two Cosatu affiliates in Newcastle and Vryheid had been burned down, and officials in Newcastle had received death threats.

The organisation, representing 500 000 trade unionists, had informed "sympathetic" international union organisations of the situation, the statement, released at a news conference in Johannesburg yesterday,

said.

"Cosatu can and will defend itself against violence of the state and its allies against the working class, but if this had to happen we would regard it as a failure and a setback to unionism and to the liberation of all people."

Mr Chns Dlamini, Cosatu's second vice president, said Inkatha's description of itself as a non-violent organisation was "invalid".

"... they are exactly the opposite," he said.

The President of Inkatha, Chief Mangosuthu Buthelezi, this week said he was unaware of any violence against members of Cosatu and took "strong exception" to what he said was

Cosatu's suggestion that Inkatha was involved in violence against the union group.

Chief Buthelezi has also accused Cosatu of "political poaching" and complained the organisation was undemocratic.

Allegations that Cosatu was a "front" for the African National Congress showed little understanding of the democracy of workers' organisation, Cosatu said.

The Natal report, which was endorsed by the central executive, said: "we believe that we cannot separate the struggle for workers rights on the factory floor from the broader struggle for freedom." — Sapa.

(140A) SOWETAN 12/2/86.

Cosatu hits back at Inkatha supporters

Labour Reporter

THE Congress of South African Trade Unions yesterday hit back at Inkatha supporters for their alleged attacks on Cosatu members and pledged to counter such violence through a national and international campaign

A Cosatu statement released yesterday after the organisation's first national executive meeting at the weekend also criticised Inkatha's attempts to set up alternate unions to undermine the unity of the working class.

'We would urge those elements who use vio-

lence against Cosatu to take note that Cosatu can and will defend itself and that the use of violence will eventually prove counter-productive to the interests of those using it against Cosatu,' the statement said

Cosatu's Natal regional congress reported that the homes of two Cosatu affiliates in Newcastle and Vryheid had been burned down, and officials in Newcastle had received death threats

The organisation, representing 500 000 trade unionists, had informed 'sympathetic' international union organisations of the situation, the statement said

Mr Simon Conco, KwaZulu MP and Inkatha's spokesman on labour matters, this week denied that Inkatha was responsible for alleged violence between its supporters and those of Cosatu, in Newcastle

He said the police said no charges had been laid and that no statements had been made to them in this connection.

New body seen as fraudulent

12/2/86
140A
BUS DAY

Cosatu rejects national council

THE 450 000-strong Congress of SA Trade Unions (Cosatu) has rejected government's move to establish a national statutory council as a "fraudulent attempt to perpetuate white minority rule".

Speaking at Cosatu's second official Press conference since its November launch, general secretary Jay Naidoo said those who served on the council would be party to the continued domination of most people.

The council is expected to be an advisory body composed of government and homeland representatives, black community leaders and "interest groups".

Naidoo said only the complete and immediate dismantling of apartheid, the release of authentic leaders and the unbanning of affected organisations would create a climate in which a democratic SA could emerge.

He said Gencor's dismissal of 23 000 striking Impala Platinum workers in Bophuthatswana last month showed how the bantustan system had become an agent of government and employers.

Cosatu had asked its 33 affiliates to take steps to ensure these workers were

CLAIRE PICKARD-CAMBRIDGE

reinstated and that the National Union of Mineworkers should be allowed to organise in Bophuthatswana, he said

The matter had been referred to Cosatu regional committees and affiliates would be pursuing an action programme of "intense pressure" on Gencor and mine bosses.

Asked whether Cosatu's threat to call for an anti-pass campaign would materialise, Naidoo said Cosatu was committed to a "campaign to abolish pass laws, influx control and other apartheid laws".

He said these issues were interlinked, and more specific details on the campaign were still being formulated by Cosatu's executive

Naidoo said President P W Botha's move to replace passes with a uniform identification system was an attempt to avoid the reality that black movement would still be restricted.

Influx control had been institutionalised through the homeland system and the system of labour bureaux for recruiting workers

● See Page 6

BUS DAY 12/2/86
140A

Paper boycott

COSATU yesterday recommended that its 200 000-strong Transvaal membership boycott the *Sowetan* in protest against the newspaper's "biased and essentially anti-Cosatu position".

A Congress of South African Trade Unions statement released after its first national executive meeting last weekend said the central executive committee had resolved that none of its affiliates would have "anything to do with the *Sowetan*".

The steps were taken because Cosatu had received reports from its affiliates and office-bearers alleging the newspaper was biased

A resolution was passed recommending the strongest possible action, including a boycott.

The committee resolved "to mandate the Transvaal Regional Congress, which represents more than 200 000 paid-up members, to discuss and implement such a recommendation". — Sapa.

Cosatu refutes Inkatha's charge of being ANC front

12/2/88 - BUS DAY
1401A

MOUNTING conflict between Inkatha and the new Congress of SA Trade Unions (Cosatu) indicates that union organisation and management/union relations is likely to become increasingly complicated. Cosatu general secretary Jay Naidoo treated Cosatu's problems with Inkatha as a serious issue facing the new federation at a Press conference yesterday.

The conference followed Cosatu's first central executive committee meeting since its launch, and Naidoo outlined Cosatu's position in Natal as well as announcing details on Cosatu policy and goals.

Naidoo yesterday refuted Inkatha charges that Cosatu was a front for the African National Congress (ANC), saying these claims showed little understanding of the democracy of workers' organisation.

Inkatha has described Cosatu as an ANC front and charges Cosatu leaders with trying to hijack the SA trade union movement and misrepresent Inkatha policies.

Naidoo said Cosatu could not be a front organisation when it had been formed after four years of discussions. All decisions were based on mandates received from its members, and workers formed the majority in all Cosatu structures.

Increasing polarisation is developing between the leaders of the two bodies, and Cosatu regards Inkatha as responsible for growing violence against the federation. Naidoo said two officials of Cosatu affiliates in Newcastle and Vryheid had recently had their houses burnt down. Cosatu offices in Natal had been invaded by Inkatha supporters and officials threatened with death.

Inkatha has denied responsibility for recent acts of alleged violence against some leaders of Cosatu affiliates.

However, Cosatu's executive says it is planning a national and international campaign to inform sympathetic organisations of "violent attacks Inkatha is perpetrating against Cosatu leaders".

Inkatha and Cosatu have been at loggerheads since Cosatu's launch last November, when its leaders expressed strong opposition to the



□ COSATU'S EXECUTIVE MEMBERS (from left): Chris Dlamini, Makhulu Ledwaba, Sydney Mafumadi and general secretary Jay Naidoo

CLAIRE PICKARD-CAMBRIDGE

homeland system and Inkatha's participation in homeland politics.

Cosatu also came out strongly against the free enterprise system, which it sees as being based on exploitation and the denial of political rights to blacks.

Inkatha has responded sharply by announcing plans for establishing a new labour federation with unions in each industry. The aim would be to unite workers who support free enterprise and reject disinvestment in SA.

Naidoo yesterday condemned moves by elements linked to Inkatha to try and set up "alternative unions," saying that this was designed to divide the working class.

Inkatha central committee member Simon Conco denies that Inkatha supports government's homeland policy and wants separate unions linked to "divisive homeland structures".

He said the new trade unionism that had recently arisen among Inkatha members in Natal had been a spontaneous worker reaction which repudiated the views of Cosatu leaders Elijah Barayi and Jay Naidoo.

Clarifying the political role of Cosatu, Naidoo said Cosatu would not separate the struggle for workers' rights on the factory floor from the broader political struggle.

The federation would play a major role in the struggle for a non-racial and democratic society and would not hesitate to take political action to protect and advance the interests of its members and the wider working class.

It would also be Cosatu's duty to demand the release of elected leaders and to demand the unbanning of organisations banned by government.

He said that, in the interests of building unity, the federation would not affiliate to any political organisation at present.

Cosatu also believes the international trade union movement is split by ideological divisions and has resolved not to affiliate to international trade union organisations at this stage. But Cosatu has nevertheless undertaken to strengthen links with progressive foreign worker organisations.

The stage may also be set for increased confrontation between workers and multinational companies in SA. This follows the Cosatu Congress's resolution that "workers and all progressive sections of our country should unite to challenge the growing power of multinational corporations (MNCs)". Congress also resolved to research and monitor the activities of MNCs within SA.

Cosatu explains its stance by alleging that MNCs in SA violate trade union rights, "reap super profits and pay starvation wages".

It sees MNCs as part of a "violent system of national oppression and capitalist exploitation" and says plant closures and redundancies are planned well in advance to circumvent union opposition.

The development of an infrastructure to co-ordinate affiliates and policy is also an important priority and one which the body is addressing.

The Cosatu head office is to be situated

in Johannesburg, and a committee of six people have been elected to work with the office bearers to decide on the staffing of the head office.

The key priority facing Cosatu at present is the difficult task of completing mergers between unions with separate organising and political traditions into one strong union per industry.

Cosatu leaders are still unsure of exact dates for the completion of mergers between affiliate unions, but say merger talks are going well.

Cosatu feels a clearer programme for mergers needs to be worked out and its executive committee plans to appoint a union to act as a convenor for merger talks in each sector.

Merger plans between the National Automobile and Allied Workers' Union, the Metal and Allied Workers' Union and the Motor Industry Combined Workers' Union are making fair progress, according to reports.

The SA council of the International Metalworkers' Federation, under whose aegis the talks are being held, says that the three unions do not have differences which threaten the proposed merger, but there are still many details to be worked out.

The merger is expected to be a vital step towards the creation of a single 100 000-strong metalworkers' union which could change the face of industrial relations in the engineering, automobile and motor components industries.

Good progress is reported in merger plans between the General Workers' Union and the Transport and General Workers Union in the transport sector and the Food and Canning Workers Union, the Sweet, Food and Allied Workers' Union and the Retail and Allied Workers' Union in the food and drink sector.

Many differences between affiliates still need to be thrashed out and the achievement of mass worker unity and national political and bargaining leverage will also depend on Cosatu's ability to keep attracting unions into its fold.

At present there are several hundred thousand unionised workers outside Cosatu and national campaigns they intend to take up could be undermined by rival worker organisations.

Labour giant set to flex its muscles

The coming year will be vital for the Congress of SA Trade Unions (Cosatu) as it strives to entrench itself as a force to be reckoned with in the labour movement and beyond

The federation yesterday announced several projects and spelled out its policies at a Press conference in Johannesburg, the new seat of Cosatu's headquarters

The announcements followed the first meeting of the central executive committee at the weekend

The committee received reports on the tense situation between Cosatu and Chief Mangosuthu Buthelezi's Inkatha movement in Natal. Cosatu made it clear it did not see the relationship between the two as "a state of war" but it was clearly concerned, particularly about reports of violence against Cosatu leaders coming from Vryheid and Newcastle

Inkatha has denied responsibility for the violence but Cosatu has launched a campaign to make people aware of the gap it claims exists between Inkatha's professed commitment to non-violence and the organisation's actions

However, the Inkatha/Cosatu tussle is seen by Cosatu as essentially a side issue when the scale of Cosatu's national projects are considered

STAR 12/2/88. 1401A
Now that its important policy decisions have been finalised, the Congress of SA Trade Unions has embarked on specific projects which could change the face of labour relations in South Africa. SHERYL RAINE reports.

Important policy decisions taken by the Congress of South African Trade Unions (Cosatu) concerning the federation's political position, its approach to Inkatha and its attitude towards other key issues were announced yesterday.

The central executive committee of Cosatu, comprising 85 delegates representing 500 000 members in 33 affiliated unions, met in Johannesburg at the weekend. Policy decisions taken by the committee include:

- No direct affiliation to any political organisation inside or outside the country
- The need to challenge the power of multinationals and to "expose and clarify for everyone their manipulation of all aspects of workers' lives".
- Demands for May 1 and June 16 as paid holidays and the possible sacrifice of "racist" public holidays like Republic Day and Kruger Day.
- Strong opposition to the de-regulation of the small business sector which would result in the exploitation of workers.
- No affiliation to any of the international major trade union federations but a policy of forging "fraternal links with progressive worker organisations in all countries".

The federation has decided to take up the cause of farm workers in South Africa. Cosatu has condemned the Government's refusal to extend rights of union association to farm workers, which it claims are in a position of "semi-slavery"

The committee has resolved to work towards establishing a farm workers' union. The affiliates to Cosatu involved in in-

dustries linked to large agricultural plantations, with committees already established to organise farm workers, will seek national and international support in its campaign to mobilise farmhands

Organising unemployed workers into a union is also a Cosatu priority. National office bearers have been instructed to make contact with all commit-

tees organising the unemployed

The construction industry is another Cosatu target. There are thousands of construction workers who are already members of unions affiliated to Cosatu but there is no specific construction workers' union

Cosatu plans to change that and to seek out other like-minded unions in the construction industry with a view to forming one union

The federation has decided to pursue its campaign to organise a boycott of the Johannesburg centenary celebrations

Mergers are also high on Cosatu's agenda for this year. The federation reports much progress made in industrial sector meetings. Cosatu said it did not intend to ignore general unions and believed they should be involved from the outset in talks regarding the formation of strong, single-industry unions

There are also signs that the dismissal of 23 000 platinum miners from Gencor's Impala Platinum in Bophuthatswana in December could have further repercussions outside the homeland. Cosatu hopes to ensure the workers are reinstated and that the National Union of Mineworkers is allowed to organise in the homeland

Cosatu, Inkatha in conflict

140A
E-Post 13/2/86

By a SPECIAL CORRESPONDENT
in Johannesburg

MOUNTING conflict between Inkatha and the new 430 000-member Congress of SA Trade Unions (Cosatu) indicates that union organisation and management/union relations is likely to become increasingly complicated

Cosatu general secretary Jay Naidoo treated Cosatu's problems with Inkatha as a serious issue facing the new federation at a Press conference this week

The conference followed Cosatu's first central executive committee meeting since its launch, and Naidoo outlined Cosatu's position in Natal as well as announcing details on Cosatu policy and goals

Naidoo denied Inkatha charges that Cosatu was a front for the African National Congress (ANC), saying these claims showed little understanding of the democracy of workers' organisations

Inkatha has described Cosatu as an ANC front and charges Cosatu leaders with trying to hijack the SA trade union movement and misrepresent Inkatha policies

Naidoo said Cosatu could not be a front organisation when it had been formed after four years of discussions. All decisions were based on mandates received from its members and workers formed the majority in all Cosatu structures

Increasing polarisation is developing between the leaders of the two bodies, and Cosatu regards Inkatha as responsible for growing violence against the federation

Naidoo said two officials of Cosatu affiliates in Newcastle and Vryheid had recently had their houses burnt down. Cosatu offices in Natal had been invaded by Inkatha supporters and officials threatened with death

Inkatha has denied responsibility for recent acts of alleged violence against some leaders of Cosatu affiliates

However, Cosatu's executive says it is planning a national and international campaign to inform sympathetic organisations of "violent attacks Inkatha is perpetrating against Cosatu leaders"

Inkatha and Cosatu have been at loggerheads since Cosatu's launch last November, when its leaders expressed strong opposition to the homeland system and Inkatha's participation in homeland politics

Cosatu also came out

strongly against the capitalist free enterprise system, which it sees as being based on exploitation and the denial of political rights to blacks

Inkatha has responded sharply by announcing plans for establishing a new labour federation with unions in each industry. The aim would be to unite workers who support free enterprise and reject disinvestment in SA

Naidoo condemned moves by elements linked to Inkatha to try and set up "alternative unions", saying that this was designed to divide the working class

Inkatha central committee member Simon Conco denies that Inkatha supports the Government's homeland policy and wants separate unions linked to "divisive homeland structures"

He said the new trade unionism that had recently arisen among Inkatha members in Natal had been a spontaneous worker reaction which repudiated the views of Cosatu leaders

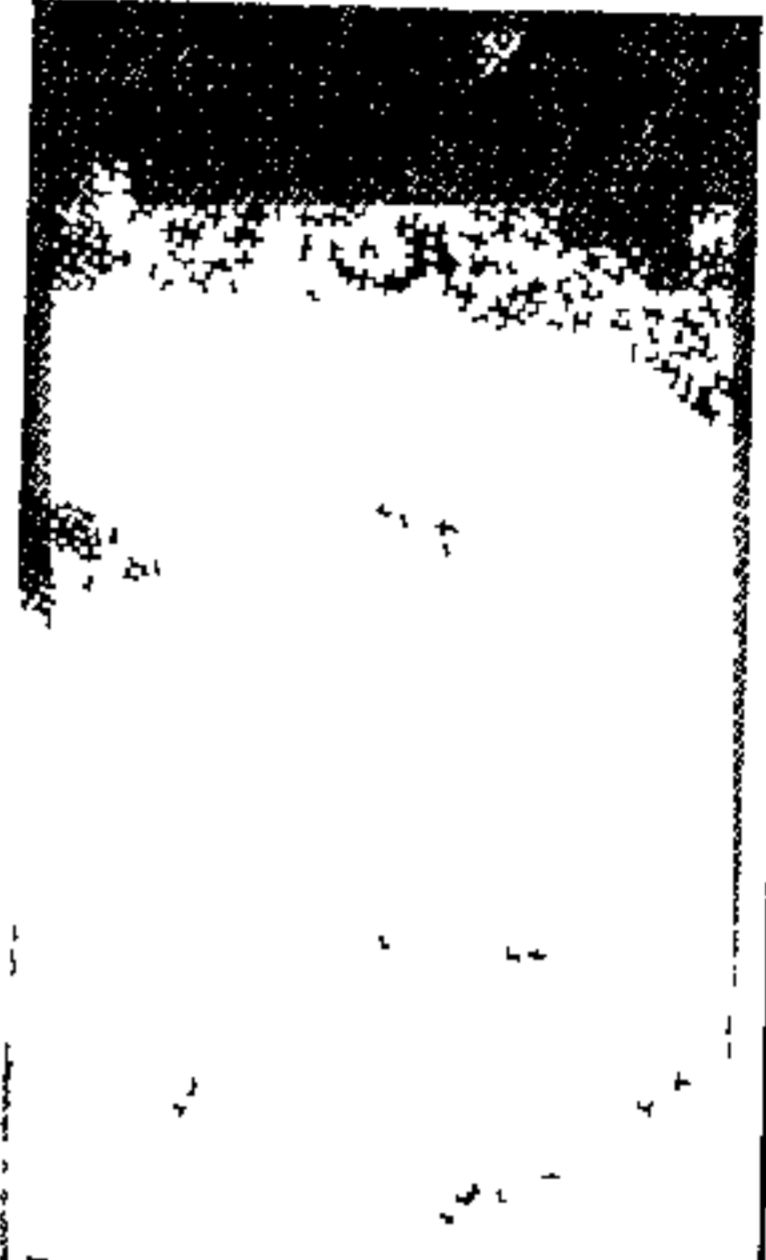
Clarifying the political role of Cosatu, Naidoo said Cosatu would not separate the struggle for workers' rights on the factory floor from the broader political struggle

The federation would play a major role in the struggle for a non-racial and democratic society and would not hesitate to take political action to protect and advance the interests of its members and the wider working class

It would also be Cosatu's duty to demand the release of elected leaders and to demand the unbanning of organisations banned by the Government

He said that, in the interests of building unity, the federation would not affiliate to any political organisation at present

Cosatu also believes the international trade union



Mr JAY NAIDOO

movement is split by ideological division and has resolved not to affiliate to international trade union organisations at this stage. But Cosatu has nevertheless undertaken to strengthen links with progressive foreign worker organisations

The stage may also be set for increased confrontation between workers and multinational companies in SA

This follows the Cosatu Congress's resolution that "workers and all progressive sections of our country should unite to challenge the growing power of multinational corporations (MNCs)". Congress also resolved to research and monitor the activities of MNCs within SA

Cosatu explains its stance by alleging that MNCs in SA violate trade union rights, "reap super profits and pay starvation wages"

It sees MNCs as part of a "violent system of national oppression and capitalist exploitation" and says plant closures and redundancies are planned well in advance to circumvent union opposition

The development of an infrastructure to co-ordinate affiliates and policy is also an important priority and one which the body is addressing

The key priority facing Cosatu at present is the difficult task of completing mergers between unions with separate organising and political traditions into one strong union per industry

Striking workers stage 'sleep-in'

MORE than 800 members of the Metal and Allied Workers Union involved in a strike at four plants of Asea Electric Company in Pretoria sleep at the factories in fear of a lock-out.

The workers downed tools on Monday and have not been going home because they fear that they might be locked-out by management, according to workers' sources.

The sources also discovered that they intended spending their nights there until tomorrow, in an attempt to pressurise management to negotiate.

The company's managing director, Mr Clive Jandrell, yesterday confirmed the incident. Although that was against the company policy, the com-

pany has not taken any action against them.

Mr Jandrell said negotiations were continuing between the company and the union. No agreement had been reached so far.

• More than 80 members of the Black Health and Allied Workers Union employed at E J Atcock Pharmaceutical company in Krugersdorp yesterday downed tools after a colleague was dismissed.

• The management of a German multinational, August Laepple, and the United African Motor and Allied Workers Union are still negotiating the plight of about 340 workers dismissed after a strike on Monday.

SOURCE: 13/2/88

ABD

ABD

ABD

ABD

Sleep-in strikers must quit factories

By Sheryl Raine

STW 13/2/86
The Pretoria Supreme Court yesterday ordered 900 striking workers who this week staged a sleep-in strike for two nights, to vacate the premises of Asea Electric SA Ltd in Rosslyn and Pretoria West at 4.30 pm each working day.

Lawyers acting for the company yesterday lodged an urgent application with the court.

In his interim order Mr Justice A C Human ruled that strikers must leave the premises each working day at 4.30 pm and cannot return until 7 am on the following day.

The application was unopposed. Yesterday the head office of the Metal and Allied Workers Union, whose members are on strike at four Asea plants, was

unaware the application had been made or that a ruling had been given.

Mawu members went on strike on Monday in support of the union's fight for company-level bargaining.

Mr Justice Human also issued a restraining order prohibiting any of the strikers from preventing workers in the employ of the company from leaving the premises each working day at 4.30 pm or forcing anyone to stay on the premises after 4.30 pm.

The order restrains the strikers from intimidating or unlawfully threatening the safety or property of Asea personnel. The order also prohibits anyone from creating any disturbance or interfering with the business proceedings at the company's premises.

Advocate A T Trollip appeared for Asea.

Alleged theft: 300 strike in protest against arrest

13/2/86 STAR 140A
About 300 workers at the Renown Fresh Meat Corporation in City Deep, Johannesburg downed tools yesterday in protest against the arrest of a colleague for alleged theft.

The Sweet Food and Allied Workers Union (SFAWU) reported that the woman, a sweeper, was arrested on Monday by police who were called in by company security personnel. The union has objected to what it called police intervention in union/management matters.

A spokesman for the union said SFAWU had an agreement with the company and a recognised grievance procedure which had not been followed. The union is demanding the worker's release from prison.

The company refused to comment on the strike because "there was no such thing".

In a separate incident about 90 workers at EJ Adcock Wholesalers in Krugersdorp downed tools yesterday in protest against the dismissal of a colleague.

The Black Health and Allied Workers Union (Bhawusa) is demanding that the worker be reinstated pending an appeal against dismissal. Talks on the dispute are continuing.



Natal company to fight landmark labour ruling

12/2/88

By Sheryl Raine

140R STAR

Natal Die Castings (NDC) has decided to take on review to the Natal Supreme Court an important Industrial Court ruling which ordered the company to reinstate more than 100 strikers.

NDC will not reinstate workers until the Supreme Court gives a decision, which may take months.

Reasons for the Industrial Court ruling of January 23 have still to be supplied. The court ordered that about 120 workers should be reinstated and paid 26 weeks' back pay.

Labour lawyers and the Steel Engineering Industries Federation of SA (Seifsa) are anxious to receive the reasons for the ruling because the case has important implications for company-level bargaining in the metal industry.

The Metal and Allied Workers' Union, which represented the NDC workers, has been fighting a recommendation by Seifsa to its members not to bargain on substantive issues outside the industrial council.

Seifsa believed the NDC judgment did not appear to compel companies to bargain.

Natal Die Casting workers in limbo

845 DAY
13/2/86

Seifsa plays down strike precedent

(468)

140A

THE Industrial Court judgment finding Natal Die Casting guilty of an unfair labour practice does not appear to have set a precedent compelling bargaining at company level, according to a Seifsa statement.

The Metal and Allied Workers' Union (Mawu) said last week that the order overturned the Hart judgment which did not compel an employer to bargain at company level on substantive issues covered by an industrial council agreement.

Natal Die Casting, of Durban, has been ordered by the Industrial Court to reinstate about 112 workers after failing to negotiate in good faith during a legal strike.

Seifsa said yesterday there was confusion about the implications of the judgment and Seifsa wished to make a preliminary comment on the order even though the court's reasons for it had not yet been made public.

Seifsa said the issue between Mawu and Natal Die Casting was not a matter covered by an industrial council

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agreement and the judgment did not, therefore, appear to conflict with the Hart case

Natal Die Casting had also conveyed its willingness to the union to bargain on the matter in dispute.

Instead the Natal Die Casting judgment appeared to follow the line used in the National Union of Mineworkers versus Marievale judgment regarding the need to bargain in good faith after a legal strike had begun, Seifsa said.

It added that its statement should not be taken to indicate acceptance of the judgment because it was understood Natal Die Casting was taking the case on review to the Supreme Court.

A Natal Die Casting spokesman said yesterday that application papers would be served this week and the company would not reinstate workers pending the Supreme Court's decision.

Mawu said yesterday it did not have an available spokesman who could comment on Seifsa's statement.

Bus Day. 13/2/88

Court protects miners



THE Supreme Court has granted a final interdict preventing an assistant hostel manager and an induna at Gencor's Marievale mine near Nigel, from trying to incite mine employees into assaulting or killing union leaders.

Justice Richard Goldstone granted the interdict after the assistant hostel manager, Frans Johannes Spamer, and an induna, Owen Impinga, failed to oppose confirmation of the interdict on Tuesday.

On November 13 Justice Gert Coetzee granted an interim order preventing Spamer and Impinga from trying to incite mine employees to cut the tendons of National

CLAIRE PICKARD-CAMBRIDGE

Union of Mineworkers leaders or to assault or kill them

A Gencor spokesman said Marievale management would hold disciplinary hearings concerning Spamer and Impinga.

He said the two men had been transferred temporarily from the mine, but could not say where they were.

Gencor gold and uranium CE Bruce Evans said Marievale mine management was not party to the alleged actions of Spamer and Impinga and the two men were no

longer being paid by the mine.

There has been a continuous dispute between NUM and Marievale mine management after a legal wage strike in early September when management dismissed about 800 workers.

After a NUM application, the Industrial Court ordered the mine in November to re-instate temporarily more than 300 NUM members.

Gencor took the case on review to the Supreme Court which upheld the Industrial Court's decision. Minister of Manpower Pietie Du Plessis recently established a conciliation board in an attempt to settle the matter.

**Factory
workers
end strike
over pay**

Labour Reporter

WORKERS at Vitafoam, a rubber and plastics factory at Mobeni, ended their one-day strike over a pay dispute yesterday after reaching a compromise with management.

Production was halted on Tuesday after the workforce of about 80 downed tools in support of their demand for a R20 a week pay rise. They had rejected the company offer of R14 a week.

Miss Mathombi Zwane, local organiser of the National Union of Textile Workers, said after talks with the management, the company had increased its offer to R15.

'The workers were not too happy, but agreed to compromise their demands and accepted the offer,' she added.

Mr Mike Gibbs, the company's human resources consultant, yesterday confirmed that the dispute had been amicably resolved and all the strikers had reported for duty after lunch.

CME units 14/2/86
1404

Cosatu pledge on political involvement

Own Correspondent

JOHANNESBURG. — The Congress of South African Trade Unions (Cosatu) has pledged itself to more aggressive participation in political campaigns and will soon hold talks on political action with the United Democratic Front (UDF).

However, Cosatu has stopped short of spelling out the specific campaigns it has in mind and has resolved not to affiliate to political organizations such as the UDF or National Forum.

At a press conference on Tuesday following the federation's first Central Executive Committee (CEC) meeting, Cosatu general secretary, Mr Jay Naidoo, spelt out a hard-line commitment to political involvement.

A key motion was a scathing attack on the Inkatha movement in Natal, in which the CEC said it would launch a national and international campaign to "counter violence" against Cosatu.

Cosatu and Inkatha have been involved in a bitter verbal battle, and Inkatha is proceeding with steps to set up a rival trade union federation.

A motion also declared the move to set up a national statutory council as "another fraudulent attempt to perpetuate white minority rule".

In its first international policy

statement, Cosatu has declined to affiliate to the International Confederation of Free Trade Unions (ICFTU) or other world union federations but will seek "fraternal links" with "progressive worker organizations" in all countries.

At the same time Cosatu has decided to work towards financial self-sufficiency and to co-ordinate applications for assistance for the congress and its affiliates.

In a policy statement on multinationals, Cosatu said: "Workers and all other progressive sections of our country should unite to challenge the growing power of the multinational corporations."

● The Inkatha chairman of labour relations, Mr Simon Conco, has invited Congress of South African Trade Unions officials to a public meeting, which "should be held within three months", to determine which organization's viewpoint was acceptable to the black community.

In a statement to Sapa yesterday, Mr Conco said Mr Elijah Barayi and Mr Jay Naidoo, chairman and general secretary respectively of Cosatu, had been making false accusations in public against Inkatha, and had also made personal attacks on the Inkatha leader, Chief M G Buthelezi.

Strike: 165 trespass charges withdrawn

Court Reporter

CHARGES against 165 Murray and Roberts workers charged with trespassing at their hostel after they had gone on strike were withdrawn yesterday after one worker was acquitted in a test case

Mr Tandisizwe Nguna, 20, of the Murray and Roberts Hostel in Langa,

appeared before Mr M J Groenewald in Athlone Magistrate's Court.

According to evidence the workers went on strike in August last year to express their grievances about rent and conditions at the hostel. They were subsequently dismissed and arrested at the hostel on January 3. They appeared in Athlone Magistrate's Court and were each released on R30 bail.

Mr Groenewald said Mr Nguna could not be convicted of trespassing since he had believed he was employed by Murray and Roberts and had thus not had the necessary intention to trespass. Charges against the other 165 workers were then withdrawn.

Mr M P Fourie was the prosecutor. Mr E Moosa appeared for all the workers.

142/86

Order against 'sleep in'

MORE than 800 striking Asea Electric workers who staged a "sleep-in" on the factory floor during a dispute have been ordered to vacate the premises following alleged incidents of intimidation and chanting of songs.

This follows a Supreme Court order restraining the Metal and Allied Workers' Union's (Mawu) members from preventing others leaving the premises after working hours and from interfering with production.

The workers have refused to leave the company and slept on the factory floor since their strike started on Monday. They feared being locked out if they left the company.

The court order does not prohibit the workers from striking at plant-level.

Asea's managing director Mr Clive Jandrell said they applied for the order because it was against the company's policy to have workers sleeping on the factory floor after hours.

Workers at E J Aucock Pharmaceutical company in Krugersdorp were still on strike yesterday demanding the reinstatement of a colleague who was dis-

missed. **SOWETAN**
• The dispute between the Commercial Catering and Allied Workers' Union (Ccawusa) and OK Bazaars has been settled.

(140A) FM (140A) 1/4/2/86

LABOUR DISPUTES

Not OK in the store

Relations between retailers OK Bazaars and the Commercial, Catering and Allied Workers' Union (Cawusa) are strained. Last week the company launched an urgent application in the Witwatersrand Supreme Court to interdict the union from inciting its employees to participate in an illegal strike.

The case, originally heard last Wednesday, was postponed to Tuesday this week. But early in the week attorneys for the two parties were trying to reach an out-of-court settlement. The terms that were being debated centered on:

- The union recording that it had, and has, no intention of calling any unlawful strikes;
- Cawusa undertaking to comply with its recognition agreement with OK; and
- Cawusa agreeing to draft an agenda for a meeting with the company to discuss a number of grievances.

In his affidavit to the Supreme Court last week, OK general manager (personnel) Richard Blackwell said the company had heard from another retailer, as well as from two of its suppliers, that a national strike at the chain group's stores was imminent. Press reports also quoted a Cawusa Pretoria branch official as threatening a national strike over the dismissal of an employee from the OK's Menlyn Hyperama.

Blackwell stated that there have already been 11 strikes at OK Bazaars stores this year. All were resolved quickly but the company felt they may represent a build-up to a national strike.

Blackwell also surmised that the strike activity was related to a power struggle within the union.

He pointed out that Cawusa general secretary Emma Mashinini has announced her intention to step down from her post later this year, and, while acknowledging he had no proof, said the strikes may be connected to a succession struggle.

In reply, the union denied it planned to call a strike. It also denied Blackwell's allegations about a power struggle and said the "minor" Pretoria official had not had the authority to make the alleged statement.

Clearly, there is serious conflict between the union and the company. Prospects for peace in the near future appear to depend largely on the successful outcome of the talks between the two due to be held soon. ■

THE COMMONWEALTH

EPG's expected soon

Three members of the Commonwealth Eminent Persons Group (EPG) are expected in SA next week.

They are a former Australian prime min-



Australia's Fraser ... Commonwealth watchdog

ister, Malcolm Fraser, former Nigerian military leader Olusegun Obasanjo, and a president of the World Council of Churches, Nita Barrow.

FM sources say the three are expected to be in the country for one or two weeks. The full EPG group is expected to visit the country later. The group comprises Fraser, Obasanjo, Barrow, Lord Anthony Barber, a former British Chancellor of the Exchequer, Archbishop Edward Scott, the Primate of

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NELSON MANDELA

'A question of days'

FM 14/2/86
~~SA~~

The release of Nelson Mandela could occur "within days," according to a source with high-level diplomatic contacts in Israel (see page 41). The release will follow that of Anatoly Shcharansky from Russia, and the probable release from SA of Convicted spy Commodore Dieter Gerhardt and his wife Ruth.

The Israeli government, it would appear, has been a leading agent in the complex international bargainings that have taken place over Shcharansky, Mandela, and the Gerhardts.

The FM understands that Israeli Prime Minister Shimon Peres has, in recent months, been in touch with President P W Botha over Mandela. At least another senior Israeli politician has had contact with Foreign Minister Pik Botha.

The "linkage" of Mandela's release to a John le Carré-style spy swop arose out of President Botha's concern to find a way out of the corner he painted himself into last year, when he stated that Mandela would have to fore swear violence if he was to be released.

Peres's intervention triggered what many at the time thought of as the odd offer, tagged onto the end of Rubicon 2, that Mandela could be released were Shcharansky and Andrei Sakharov, as well as Angolan captive Captain Wynand du Toit, to be freed. Indeed, it is believed that the South African ambassador in Israel showed a copy of Botha's speech to Peres before it was delivered on Friday, January 31.

Substantial elements of this US-Soviet-Israeli-South African package were in the process of being implemented as the FM went to press. ■

PE TOWNSHIPS

An official nightmare

Fears that the Port Elizabeth region is heading for an unparalleled economic and social disaster have been fuelled by details of the virtual collapse of civil administration in local black townships. The situation is causing officials of the Eastern Cape Development Board (ECDB) to throw up their arms in despair, according to Andrew Savage, Progressive Federal Party MP for PE's Walmer constituency.

In Parliament last week, Savage described a shocking state of affairs in the townships under the ECDB's jurisdiction. Details were supplied to him by senior ECDB officials at a recent briefing. "They spoke with the competence and conviction which comes from traumatic first-hand experience," he says

"Their message was that the system to which they had devoted their lives lay in wreckage. It was a dramatic meeting. The people in the audience, which included public representatives and officials, were probably over 90% Nationalist and they were staring at the fruits of apartheid — the evidence that for a generation their leaders had misled them."

Savage blames the situation on government's unwillingness to negotiate acceptable administrative structures with popular black leaders. Despite township administration falling under Constitutional Development and Planning Minister Chris Heunis, he says ECDB officials have been instructed by Law and Order Minister Louis le Grange and Defence Minister Magnus Malan not to talk to black leaders such as the consumer boycott committee.

Savage says development boards have asked Heunis to phase them out quickly — in less than a year if possible — and says officials apparently see no point in carrying

BEHIND PFP CRISIS

Frederik van Zyl Slabbert's dramatic resignation last Friday (see page 36) followed an unsuccessful attempt last month to win caucus support for the withdrawal of the Progressive Federal Party (PFP) from Parliament.

It seems that if the caucus had agreed to the strategy, Slabbert would have stayed on as PFP leader.

According to reliable PFP sources, Slabbert consulted with some members of the parliamentary caucus last month and suggested the party's MPs resign their seats and fight them again on the basis that if they won, they would not go back into Parliament.

It seems Slabbert wanted to get a mandate from PFP supporters to tell government that the tri-cameral system was so unacceptable that it was not worth participating in.

The FM's sources say Slabbert's suggestion was overwhelmingly rejected by the caucus members he spoke to.

Slabbert confirms that he was considering the strategy and did consult with some PFP caucus members on the issue. He says it was not canvassed widely as there was not much support for it. He stressed, however, that lack of support for the strategy was not the reason for his resignation.

on a system that has manifestly collapsed.

There is no indication of what will replace the development boards or who will staff the new structures Blacks have, over the years, rejected the system of imposed government and not come forward to be trained in administrative posts, so none are available to take over the administration, Savage says.

The financial situation of the local townships is chaotic. Savage's information is that:

- Rental and service charges are R12m in arrears,
- There is no machinery for collecting rents,
- Accumulated debts at the beginning of 1986 were estimated to be R19,7m;
- Black staffers can only operate indoors because they are at risk from township residents,
- White staffers are exhausted from trying to implement "the impossible policies of foolish politicians,"
- Only 17 of the 45 community councils are still functioning;
- Two of the four black local authorities have ceased to function, while in another only 10 of the 21 councillors participate in council affairs;
- Board officials have had to dip into the capital development fund to keep the black authorities functioning. Transfers from the fund have increased over the last five years from R2,4m to R23,2m;
- Profits from liquor sales, which have largely financed the running of the townships, has dropped dramatically. In the 1981-1982 financial year profits were R2,5m. In 1984-1985 this dropped to R400 000. ■

COSATU

Response to Inkatha

The growing confrontation between the Congress of SA Trade Unions (Cosatu) and Chief Mangosuthu Buthelezi's Inkatha movement is emerging as one of the newly-formed organisation's major concerns. Discussion about Inkatha was a key item on the agenda last weekend when Cosatu held its first Central Executive Committee (CEC) meeting since its launch last November.

Inkatha has already served notice that it intends to establish a new grouping of unions — based in Natal — to counter Cosatu hostility towards its leader (*Current Affairs* January 24). In the last few months there has been a high level of invective between officials of both organisations.

The press statement Cosatu released on

F-M: 14/2/86. (140A) ~~(10)~~



Cosatu's Naidoo ... 'Inkatha will be countered'

Inkatha after its meeting seems low-key. It deals with policy differences between the two organisations, particularly Inkatha attacks on its attitude towards free enterprise and disinvestment.

Cosatu's stand on free enterprise is that blacks in SA have not received a fair return on their labour and that the system has been based on the denial of their political rights. In addition, it holds that the free enterprise system cannot solve the present economic crisis.

Cosatu leaders this week accused Inkatha of making "cheap propaganda" out of its support for disinvestment. The union federation argues that it is government's economic and political policies which lie at the heart of SA's mounting unemployment problem — not the disinvestment campaign. Cosatu says government's actions have been strongly influenced by disinvestment pressures because of SA's reliance on foreign loans.

Not a front

Cosatu has also vigorously denied Buthelezi's allegations that it is a "front" for the African National Congress (ANC). It maintains that all its decisions are based on democratic mandates received from members. But it has defended its right to involve itself in politics, and to demand the unbanning of political organisations.

At a press conference after the meeting, Cosatu general secretary Jay Naidoo announced that the organisation's Natal branches plan to counter Inkatha's union organising campaign. But despite the obvious antagonism between the two organisations, Cosatu appears anxious that the tenor of public statements should be toned down. Its statement says "violent language" should be avoided as this only benefits government. Cosatu alleges the rhetoric has already led to the homes of two of its unionists being burnt

down, while others have received death threats. Nevertheless, Cosatu makes it plain that it will defend itself against violence. (For its part, Inkatha has denied responsibility for any violent action carried out against Cosatu officials.)

Among the other issues discussed by Cosatu at the weekend were the mass dismissals of 20 000 Impala Platinum employees last month for striking. Naidoo says Cosatu affiliates will pressurise Gencor for the reinstatement of the workers, but declined to detail how this will be done.

The CEC meeting also committed Cosatu to establishing unions for farm, construction and unemployed workers, and endorsed a resolution that its members should boycott the Johannesburg centenary celebrations. Feasibility committees have been established in various sectors to oversee the merger of its affiliates into single industrial unions.

While it has not yet formulated a detailed response to State President P W Botha's opening address to Parliament, the CEC said that Botha "cannot be entrusted with the task of dismantling a system of national oppression and economic exploitation."

The meeting also discussed a number of resolutions carried over from its inaugural conference. It resolved that Cosatu would not affiliate itself to any political organisation so that it can maintain an independent political position. It also decided that Cosatu would not link up with any of the three international trade union centres — the pro-Western International Confederation of Free Trade Unions, the communist World Federation of Trade Unions or the Catholic World Confederation of Labour.

The CEC condemned SA's "aggression" against neighbouring states and called for paid public holidays on May 1 and June 16.

On the economic front, Cosatu has resolved, in conflict with convention, to

fight against plans to deregulate small business. It argues that small businesses "can never get rid of unemployment in SA" and that some large corporations are using the campaign to "take away all the protection of minimum wages and working conditions from many workers."

REFORM

Turning off Buthelezi

KwaZulu Chief Minister Mangosuthu Buthelezi's initial enthusiasm about the proposed National Statutory Council (NSC) appears to have been considerably dampened. This follows the dressing down Foreign Minister P W Botha received from President P W Botha for his positive comments about the prospects of SA one day having a black President.

Last week it looked as though government was on the brink of scoring a significant political victory when the Inkatha leader said the fact that President Botha would chair the NSC was a positive sign which meant that participation in the NSC had to be seriously considered.

Of course, Buthelezi did lay down some provisos. He said he wanted to know what the NSC's agenda would be, insisted that its deliberations would have to be conducted in public, called for the release of Nelson Mandela and other political prisoners, and stated that he would have to receive a mandate from his followers before he could make any commitments about participating. But it was generally accepted that the Inkatha leader was prepared to swallow Botha's bait.

Blacks 'aghast'

Now that situation has changed. This week Natal newspapers were quoting Buthelezi as saying the President's attack on P W Botha had left blacks "aghast" and it made it much harder for black leaders to consider participating in the NSC. Buthelezi added that at this stage he would not even try to seek a mandate from blacks to take part.

A statement released from the KwaZulu capital Ulundi this week quotes Buthelezi as saying "I have not decided to participate in the NSC and have said I would not unless certain ingredients were added to it, and if this was the wish of my constituencies I doubt if the State President will add the ingredients which I think his NSC needs, and whether he gives it a defined agenda is another question. These issues seem far from being resolved by the State President in the immediate future."

Whether Buthelezi's new stance merely amounts to political posturing is a moot point. But clearly the President's hopes of gaining international credibility for his reform programme will be seriously damaged if he decided against participation.

How the anticipated release of Nelson Mandela will affect Buthelezi's position remains to be seen.

Company-level bargaining at issue

BU > DM

Seifsa declares historic dispute with 4 unions

14/2/86

140A

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SEIFSA has taken an unprecedented step in recent labour history by declaring a dispute with four unions affiliated to the SA council for the International Metalworkers' Federation (IMF).

The employer body says it is declaring a dispute because employer organisations in the metal industry have given a commitment to negotiating at industry level on establishing future collective bargaining arrangements.

This commitment includes discussing union demands for bargaining at plant and company level.

At the same time one IMF union, the Metal and Allied Workers' Union (Mawu) is seeking, through dispute action, to persuade individual Seifsa members to negotiate on this issue at company level, Seifsa says.

Mawu is in dispute with more than 50 employers over their refusal to consent to company-level bargaining on issues now set at industry level.

Seifsa believes the IMF unions are seeking to make gains outside the agreed negotiating forum, before industry-level negotiations, scheduled for February 26, have begun.

"This places employers in the situation where they cannot meet their commitments to negotiate in a fair and proper manner. Seifsa believes the IMF affiliates, in these actions,

CLAIRE PICKARD-CAMBRIDGE

are undermining the collective bargaining process," Seifsa says.

The unions Seifsa is in dispute with are the Mawu, SA Boilermakers' Society, Engineering Industrial Workers' Union and the Steel, Engineering and Allied Workers' Union.

Seifsa says the four unions have been acting acting under the umbrella of the local council of the IMF.

General-secretary of the SA council of the IMF Brian Fredericks said yesterday the IMF unions would examine the situation and decide today what strategy to adopt.

He said the IMF unions supported Mawu in its ongoing struggle for plant and company level bargaining.

Seifsa's declaration of a dispute comes as a member company, ASEA Electric, faces a strike in demand of company-level bargaining at four of its plants in Pretoria and Rosslyn.

The strike began on Monday and a Supreme Court interdict was granted on Wednesday restraining Mawu members from "overnighting" on company premises or intimidating fellow workers.

Seifsa has asked Mawu to defer disputes it has declared with employers in the industry over company-level bargaining, until discussions on the matter have been held at industry level.

THELMA TUCH

BLACKS view the free-enterprise system as based on the denial of their political rights and dispossession of their land, Congress of South African Trade Unions general secretary Jay Naidoo told of businessmen yesterday.

He was addressing the FSA Management Consultants seminar in Johannesburg on industrial relations. He challenged the business sector — and in particular mining corpora-

Union chief challenges business



Feb. 19 8 6

tions — to account for its use of what he termed dehumanising migrant labour and compound systems to facilitate profitability.

He also questioned why business had not condemned government's bankrupt economic and political policies — which he described as the root cause of the violence.

“Why has business not unequivocally supported the call by millions of South Africans for a democratic government based on one person, one vote?”

The paid-up membership of the independent trade union movement had increased from 20 000 in 1976 to 500 000 this year, he said. Unions, he added, could not “stand back from the state of war” in many townships as their members looked to them for support.

Cosatu, he said, had from its inception called for the lifting of the state of emergency, the release of Nelson Mandela and all political prisoners and the unbanning of the ANC, PAC and Cosas.

Professor Nic Wiehahn, director of the School of Business Leadership at the University of South Africa, said companies must be able to accommodate the increasing politicisation of trade unions.

Management would face increased pressure to become involved in areas outside work, such as social upliftment, education, housing and medical care.

Multinational companies would have to adopt a more anti-apartheid stance to justify their presence here in the face of overseas pressures

BUSINESS DAY, Th

Meeting could ease threat of union action

14/2/86 By Sheryl Raine

140A

Some metal industry firms are hoping a coming meeting to discuss sectoral bargaining could help prevent confrontation with the Metal and Allied Workers Union (Mawu), which declared disputes with about 80 companies last year to achieve company-level bargaining.

The industry's council has been committed to the Steel Engineering Industries' Federation (Seifsa) recommendation that firms bargain only at industry level on important issues.

The meeting, on February 26, will be between the local co-ordinating committee of the International Metal Workers' Federation (IMF) and Seifsa. The IMF members include Mawu, the SA Boilermakers' Society, the Engineers Industrial Workers' Union and the Steel Engineering and Allied Workers' Union.

"Reform is clearly in the air," said Mr Clive Jandrell, managing director of Asea Electric.

A strike by about 900 Mawu members affected four of Asea's plants in Pretoria West and Rosslyn this week. The strike was over company-level bargaining and employers fear it could be followed by more industrial action.

Nampak workers in wage-rise demand

Staff Reporter

WHILE about 300 guests, management and senior staff of Nampak Paper in Bellville yesterday toasted the purchase of a R33-million PM4 tissue paper milling machine, angry workers gathered outside the gates and demanded that their wages be increased by 50c an hour.

The Paper, Wood and Allied Workers' Union has declared a dispute with the company which will be heard on Tuesday by the conciliation board for the paper industry.

Management has offered workers an ef-

fective 84c an hour increase. But workers have demanded 50c, saying the increase will not boost salaries to a living wage.

A union representative outside the gates asked: "How much money are they spending on this party but they can't give us 50 cents an hour? They can afford to buy a lot of cars for management, but they say they can't afford to increase our wages."

Nampak officials could not be reached for comment yesterday.

● Nampak instals R33m tissue-wadding machine, page 22

NUM talks on migrant labour

19/3/86 WEEKLY MAIL
THE National Union of Mineworkers (NUM) is to discuss means of opposing and removing the system of migrant labour at its annual congress in Soweto at the weekend

By PATRICK LAURENCE

This new phase in the union's strategy will centre around stability and job security as well as the right of workers to live with their families, a spokesman for the NUM said yesterday

He said they would attempt to build in practical proposals to the resolution to be discussed at congress

The NUM, which now claims a signed-up membership of 250 000, is the largest union in the country and has a pivotal place within the Congress of South African Trade Unions (Cosatu) and the Southern African Mineworkers Federation

The question of migrant labour is central to industrial relations on the mines where disputes, such as the strike at Impala Platinum early this year, are often settled by mass

dismissals of migrant workers

The threat to repatriate foreign migrant workers from South African mines by the State President, PW Botha, will be raised when this issue is discussed

The NUM is likely to endorse a Cosatu resolution to set up a union of unemployed workers as a means of preventing employers from hiring thousands of replacement workers at short notice

The congress is likely to take on a more political tone than the union's three previous congresses and issues such as the State of Emergency, President Botha's reform proposals and the NUM's political policy in the light of the decisions of Cosatu's executive last weekend will be high on the agenda

The NUM has applied to the authorities for permission to hold a mass meeting on Sunday.

Cosatu puts its line on politics, UDF and ANC

WEEKLY M
14/2/86 -
140A

THE Congress of South Africa Trade Unions (Cosatu) will soon meet with the United Democratic Front (UDF) to discuss a broad range of issues — including plans for specific political action

This is one immediate spin-off from a crucial meeting of the federation's central executive committee last weekend in Johannesburg, where Cosatu spelt out its political and international policy

But while clarity has been reached on important standpoints, Cosatu — the largest worker federation in the country — is still in the process of being shaped and remains an untried political campaigner.

Its political thrust will be directed towards engagement with "progressive" political organisations while maintaining "worker independence" — a merger between positions maintained by the old Federation of SA Trade Unions and the SA Congress of Trade Unions

Cosatu says it will take up political struggles both nationally and locally while developing "disciplined alliances" with community and political organisations.

The federation has opted not to join either the United Democratic Front or the National Forum, but individual unions have retained their right to remain affiliated to the UDF

The task in the months ahead will clearly be to put meat on this skeleton by engaging in actual campaigns, such as the burning of passes.

But before these campaigns lies a long process of talking to organisations such as the UDF and organising at a grassroots level among the 500 000-strong membership of the federation, as well as the risk of becoming further embroiled in a sideshow conflict with Inkatha

Conflict centres around Cosatu's attacks, at its launch last year, on the bantustan system and Inkatha, and on

PHILIP VAN NIEKERK reports on the new union federation's weekend policy meeting

Inkatha's plans to set up a rival union federation

At the weekend there was further verbal animosity between the two, with Cosatu alleging that Inkatha had been responsible for violent attacks on its members, and Inkatha alleging that Cosatu was a front for the African National Congress

In a statement following the central executive committee meeting, Cosatu said it was "disturbed at the level of violence" against its leadership and that the organisation would start an "international and national" campaign to counter violence against the federation

The recent visit by Cosatu general secretary Jay Naidoo to Harare during which he met with representatives of the ANC did not produce the division which was expected in some circles

Instead, Cosatu has called for a boycott of the Sowetan newspaper, which published reports that Naidoo's position was being questioned within the federation because he had not been mandated to meet the ANC

A resolution of the committee said that no Cosatu affiliate would have anything to do with the Sowetan, and called on the 200 000-strong Transvaal region of Cosatu to discuss and implement the boycott

The motion said the committee had received a number of reports about the "biased and essentially anti-Cosatu position taken by the Sowetan"

The few murmurings of discontent over the ANC meeting were silenced by the unanimous vote of confidence in the general secretary and the executive

On the international front, Cosatu has adopted a non-aligned position, refusing to affiliate to international federations such as the International

Confederation of Free Trade Unions (ICFTU) while seeking links with "progressive" unions

At the same time, Cosatu has taken a strong line on donor money from abroad, pledging itself and its affiliates to the goal of financial self-sufficiency

The congress opted for strict co-ordination of financial assistance for affiliates, in line with the international policy — taking selectively from "progressive" sources

Meanwhile, the long process of merging the 33 unions of Cosatu into one union per industry is still far from fruition, though the federation has committed itself to a clearer programme of mergers

This is to be done by appointing one union in an industry as a convenor to oversee the merger talks in that industry.

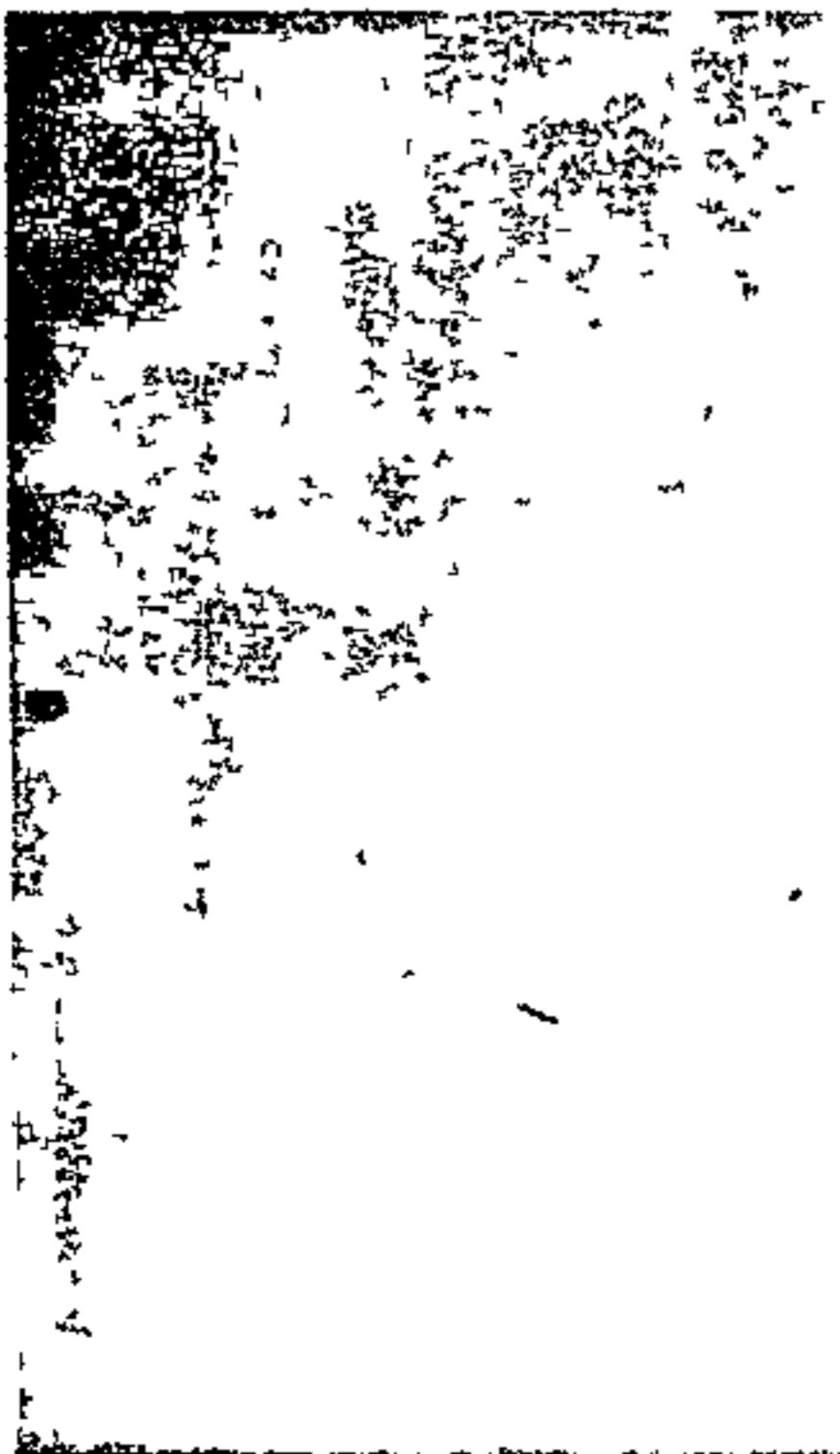
At this stage it seems unlikely that all 33 affiliates will have merged into 12 industrial unions by the six-month deadline set for the end of May

But substantial progress has been made in three sectors — food; transport and metal. The Sweet, Food and Allied Workers Union, the Food and Canning Workers Union, and the Retail and Allied Workers Union are expected to merge into one large food union in April

In keeping with this policy, Cosatu has decided to set up unions in the agricultural and construction sectors as well as a union for unemployed workers

Madness to sabotage the economy — Buthelezi

'Create wealth



This fast lady is 88 and elegant!

DALE LAUTENBACH

Weekend Argus Reporter

AT the end of the last century she was a sturdy little workhorse punting in and out of Falmouth Harbour

In her middle age she was put out to pasture in the Mediterranean and now, in the hands of "two crazies", she's a trim, dignified and elegant old lady cruising the oceans of the world

Curlew is a 9 m gaff-rigged cutter, built in Falmouth in 1898. Eighteen years ago, idle and uncared for in Malta, she was found by Tim and Pauline Carr or, as Pauline puts it "she found us"

The couple restored the wooden-hulled yacht and since then Curlew has been home, hearth and nation for the two and they are on the way to completing a circumnavigation

With an original pitch pine on oak hull and a keel which sweeps down as an integral part of the structure, Curlew weighs 10 tons, three times more than most modern yachts her size. But for racing Curlew is classed as a 1/2-tonner with 10 m craft

"She's incredibly fast," says Pauline proudly "She often supprises our competitors in modern boats — and us. No one knows what her secret is. We averaged over seven knots over 2 1/2-thousand miles across the Indian Ocean which is phenomenal. It took us 12 days"

With the Carrs as skipper, Curlew does not carry an engine — "She sails so well we don't feel the ne-

Below: Tim Carr...

'he really looks the part.

He's just had a haircut but he still looks salty.'



Below: Pauline Carr at home in the warm wood and brass-fitted interior of the 1898 9m yacht.

h/wt ARGUS 8/2/10 (14DA)

first'

UMLAZI. — "Mad politics" and "mad trade unionism" in Cosatu, the African National Congress and the United Democratic Front, were urging black workers to destroy their factories and cripple the economy, Chief Mangosuthu Buthelezi said today.

The Kwazulu Chief Minister and Inkatha president was speaking at Umlazi, near Durban, at the opening of the Toyota Technical Training Centre, a project to which Toyota gave R500 000.

What was really needed was a vast expansion of mining, commerce and industry to create jobs and housing for blacks and to strengthen their growing political bargaining power, Chief Buthelezi said.

And the free enterprise system now faced the responsibility of generating desperately needed wealth in a way that would increase black benefits.

He said the policy of sabotaging the economy was sheer madness because millions of black South Africans could not survive without their pay packets.

It was necessary first to create the wealth, and then redistribute it. Factories destroyed now would remain destroyed for generations.

In the past, black poverty was greatly deepened by apartheid. But whites were now so dependent on blacks that they had gained immense bargaining power which would increase with economic prosperity.

Whites could no longer succeed without blacks in supervisory and managerial positions.

A new era of racial equality heralded a new era of black worker dignity.

Chief Buthelezi said the vast backlog in black education, particularly in technical training, demanded that industrialists "did things" in South Africa which had not been done in North America and Europe — Sapa



Chief Gatscha Buthelezi

Cosatu's new NEC

COSATU'S national executive committee has been enlarged to include four more members *CITY P. 16/2/80*

The new members are Daniel Dube (National Automobile and Allied Workers' Union), John Ahrendson (Cape Town Municipal Workers' Association), Jerry Ntombela (Transport and General Workers' Union), and Lizzie Phike (Food and Canning Workers' Union)



The 3M workers stick together in their protest against "unfair labour practices".

By MONO RADELA

TOP multinational company 3M SA - which boasts that it is among the first ten companies in SA to observe the Sullivan Code - was hit by a strike of 350 workers this week.

The workers, all members of the 50 000-strong Commercial, Catering and Allied Workers' Union of SA, downed tools at 3M's Elandsfontein plant - claiming the company practised "unfair labour practices"

A shop steward said the workers' main grievance was that the company, which retrenched about 55 workers in two separate incidents last year, now employed casual labourers - including white schoolboys - to do the work of those dismissed. They also complained that whites and

CITY P 16/2/86

'Sullivan Code company' hit by workers' strike

coloured people were being employed to replace those dismissed

They demand that the company rehire the dismissed workers

After management had initially retrenched about 40 workers last June the company introduced overtime. When the workers complained and refused to work overtime, said the spokesman, 3M started hiring casual workers, including white schoolboys. The spokesman

claimed the white schoolboys were getting more than some of the black workers who had been working for the company for many years

Another 15 black workers were retrenched later in the year

On Tuesday a meeting of workers decided there should be no casual labourers. When they learnt the next day that casuals had been again introduced the previous night, they downed tools on Wednesday

140A

"We will not return to our posts until the management address us," the spokesman said

Workers claimed working conditions were among "the worst", compared to SA companies. They failed to understand how 3M could be rated as among the first ten in observing the Sullivan Code

● 3M PRO D Jansen confirmed that the workers had downed tools and were still on strike

She said reasons for the stoppage "were unclear to management" as the workers "had made no official representation"

● Meanwhile over 800 Metal and Allied Workers' Union members involved in a strike at four Asea Electric Company plants in Pretoria were this week sleeping at the factories for fear of being locked out.

I C A C 3 N

CITY P. 14/2/86

1401A

Superunion will remember June 16

COSATU will participate actively in the June 16 commemoration with other progressive organisations, the federation's central executive committee decided at the weekend

Cosatu officials said the federation realised June 16 symbolises the sacrifices of "our people in the struggle for liberation", and would participate fully

when the day is commemorated. It decided the 500 000-strong worker body should demand June 16 and May Day as paid holidays

"We should be prepared to sacrifice racist political holidays if necessary - workers have no interest in public holidays such as Republic Day, Kruger Day, Founders' Day and the Day of

the Covenant," they said.

This year is the 100th anniversary of the celebration of May 1 as international workers' day.

● Cosatu is also continuing its boycott of the Johannesburg centenary celebrations. Workers were asked to bear in mind the 1946 mineworkers strike and the 1980 Johannesburg municipal workers strike

Miners honour Mandela

SOWETO — The National Union of Mineworkers (NUM) has elected Mr Nelson Mandela, the jailed leader of the ANC, as an honorary life president, it was announced yesterday at a union mass rally in the Jabulani stadium.

The NUM has also decided to demand the abolition of the pass laws, the unbanning of the ANC and PAC and to work for the nationalization of the mines.

The NUM rally, which marked the climax of the union's fourth annual congress this weekend, was attended by about 10 000 miners.

Mr James Mohlatsi, the re-elected president of NUM, said the congress had resolved to organize a march to Pollsmoor Prison to hand a union membership card to Mr Mandela. No date was set for the march.

Wealth

He said the congress had resolved to work for the eventual nationalization of the mines so that "the wealth of the country should be shared amongst those who work it".

Other speakers said the congress had decided not to affiliate to any political organization in the country but to enter into alliances with "democratic and progressive organizations" during particular political campaigns — in line with a key resolution adopted at the Congress of South African Trade Unions (Cosatu) first national executive meeting last weekend.

Also in line with Co-

satu policy the NUM decided not to affiliate to any international trade union federation, to demand the unbanning of the African National Congress, Pan-Africanist Congress, Congress of South African Students (Cosas) and other political organizations and to support the campaign for the release of Mr Mandela and all political prisoners and detainees.

'Living wage'

The congress decided to fight for a living wage for all miners during 1986, to urge the state and police not to intervene in industrial disputes and to fight for an end this year to job reservation on the mines.

In a message to the State President P W Botha, Mr Mohlatsi said "We will give you a date whereby job reservation should be buried and forgotten. If it is not by that date we will withdraw our strength until it is."

The union also decided to fight mass dismissals on mines, especially in the homelands. The Gencor group was singled out for its dismissal of workers at the Marievale and Impala mines.

Mr Mohlatsi said NUM would fight such dismissals "to the last man in our union".

'Claim'

He said NUM would claim May 1 as a paid holiday for workers.

"We are not negotiating for this. We are stating for a fact what will happen on May Day this year."

Mr Elijah Barayi, president of Cosatu, reiterated Cosatu's rejection of the Chief Minister of KwaZulu, Mr Mangosuthu Buthelezi's accusation that it was a front for the ANC.

Police monitored the rally from the roof of a

UPI
wrapped much of his bod
papers and set fire to him
on Friday on the pavement
tal mansion as snow fell o

Mandela is honoured by mineworkers



140A

17/2/86

SOWETAN

THE National Union of Mineworkers has elected Mr Nelson Mandela, the jailed leader of the African National Congress, as an honorary life president, it was announced yesterday at a mass rally held by the union at Soweto's Jabulani Stadium.

The NUM rally, which marked the climax of the union's fourth annual congress this weekend, was attended by about 10 000 black miners from 11 of the union's regions around the country

Mr James Mohlatsi, the re-elected president of NUM, told the enthusiastic crowd that the congress had also resolved to organise a march to Pollsmoor Prison to hand a union membership card to Mr Mandela. No clear date was set for the proposed march

The rally was held to inform the union's rank and file of the resolutions taken at the weekend and to ask the membership to "give their blessings" to the new national executive committee elected by the 550 delegates and attended the congress

Those elected were Mr James Mohlatsi, president, Mr Elijah Barayi, vice-president and also president of the Congress of South African Trade Unions (Cosatu), Mr Cyril Ramaphosa, secretary-general, Mrs Sylvia Benjamin, treasurer and Mr Jay Naidoo, the secretary-general of Cosatu, to which NUM is affiliated

Elaborating on the decision to make Mr Mandela president-for-life of the union, Mr Mohlatsi said the ANC leader had worked at Crown Mines in Johannesburg and had been fired because he refused to "collaborate" with management of the mine by searching other workers before they went into the compounds. — Sapa

Miners honour Mandela

140A

17/2/86

STAR



About 10 000 black miners converged on Soweto's Jabulani stadium yesterday to mark the end of the National Union of Mineworkers' fourth national congress.

Singing freedom songs, the miners from 11 of the union's regions gathered to hear what 550 congress delegates had resolved during the two-day congress.

Among the resolutions passed was a decision to elect jailed African National Congress leader, Nelson Mandela, an honorary life president of the union.

The re-elected president of the union, Mr James Motlatsi, said the congress had also decided to organise a protest march to Pollsmoor Prison, where Nelson Mandela is being held, to hand the jailed leader a membership card of the NUM.

He said Mandela had once worked at Crown Mines in Johannesburg and had been fired for refusing to "collaborate" with management by searching other workers before they went into the mine compounds. Mandela then studied to become a lawyer.

Other resolutions taken at the congress included:

- An ultimatum to the State President with a date on

which job reservation on the mines should be "buried and forgotten". According to Mr Motlatsi, if job reservation was not scrapped by that date, the NUM would "withdraw its strength" until it was. No date has yet been named.

● May 1 is to be a paid holiday for workers. Mr Motlatsi said the NUM was "not negotiating for this. We are stating for a fact what will happen on May Day this year," he said.

Nationalisation of mines

● A decision to fight mass dismissals in the mining industry. The Gencor group was condemned for its dismissal of 23 000 workers from Impala Platinum mines in Bophuthatswana and at Marievalle near Nigel.

● A decision to work towards the eventual nationalisation of the mines so the wealth of the country could be shared among those who worked it.

The congress also elected a new national executive committee comprising Mr Motlatsi (president), Mr

Elijah Barayi (vice-president and who president of the Congress of SA Trade Unions), Mr Cyril Ramaphosa (general secretary), Mrs Sylvia Benjamin (treasurer) and Mr Jay Naidoo (secretary-general of Cosatu).

In line with Cosatu policy, the NUM has declined to affiliate directly to any political organisation. However the NUM has decided to ally itself with any democratic and progressive organisations during specific political campaigns.

The NUM will not affiliate with any international trade union federation. The congress branded the International Confederation of Trade Unions (ICTU) an organisation which promoted imperialism and capitalism and has decided not to accept funds from it.

The congress called for the unbanning of black political organisations including the ANC, Pan Africanist Congress and the Congress of SA Students.

Delegates at the congress also rejected claims by Chief Mangosuthu Buthelezi that Cosatu was a front for the ANC.

BUES DAY 17/2/86.

Seifsa's IMF dispute draws strong reaction

SEIFSA'S unusual decision on Thursday to declare a dispute with four unions affiliated to the SA council of the International Metalworkers' Federation (IMF) has drawn strong reaction from the federation's local leader.

General secretary Brian Fredericks accuses employers with "playing a game" to try to resist proposals IMF unions have submitted for a new collective bargaining structure in the industry.

He said it was strange Seifsa had declared a dispute with the unions as a result of the Metal and Allied Workers' Union's (Mawu) demands for plant level bargaining, when Mawu had been doing this for three years.

Seifsa says the IMF unions, which are jointly demanding decentralised bargaining, are undermining the collective-bargaining process by trying to make gains before the start of industry level negotiations on the subject.

Meanwhile, Mawu's strike in demand of company-level bargaining at ASEA Electric in Pretoria and Rosslyn is believed to be an important contributing factor to Seifsa's decision.

On Wednesday ASEA obtained a Supreme Court interdict restraining Mawu members from staying on premises overnight and intimidating employees.

ASEA MD Clive Jandrell believes employers will begin applying for interdicts to resist a union trend to remain on the premises during strikes.

Mawu's Bernie Fanaroff denies ASEA claims that Mawu members have been intimidating workers.

Fanaroff also says Mawu has been demanding plant-level bargaining for years and ASEA was a "victim of Seifsa's refusal to move rapidly on this issue".

ASEA, Sweden, has a 25% interest in ASEA SA and Fanaroff says Mawu was keeping Swedish unions informed about the strike.

ASEA's cable division in Rosslyn, Pretoria, has been closed until Tuesday.

□ PLASCON Parthenon, Western Cape,

CLAIRE PICKARD-CAMBRIDGE looks at topical issues in a weekly round-up of events on the labour front.

has issued legally striking workers at its Epping factory with an ultimatum to return to work by today or face dismissal. A total of 1 020 are now on strike at five Plascon factories in the Western Cape and Transvaal over a wage dispute.

The SA Chemical Workers' Union (Sacwu) has been involved in wage negotiations at the five factories, but the Epping strike alone is legal.

Workers at the other four factories struck on Thursday in sympathy with Epping employees.

Sacwu demands range between a R105 and R150 increase a month. Management's highest offer is R52.

□ NINETY workers went on strike at Printpak, in Industria, Johannesburg, on Thursday after deadlock in wage talks and failure to reach agreement after mediation.

A Paper, Wood and Allied Workers' Union (Pwawu) spokesman says workers that on Friday workers were still refusing to leave the premises and were angry because management had refused to disclose information about the company's finances.

The company said the gap between union demands and management's offer was "fairly substantial".

□ THE Council of Unions of SA (Cusa) has obtained a new affiliate after the launch of the National Union of Public Service Workers last week.

The union claims 7 000 members and was established after workers requested Cusa's assistance. Cusa now has 12 affiliates with 187 430 signed-up members and believes the new union is likely to grow rapidly.

Cusa's legal councillor, Siphon Radebe, has been elected general secretary of the union. Reginald Bali, who worked alongside the late Joe Mavi of the Black Municipal Workers' Union, is president.

WAGE increases and new minimum rates for automobile workers in the Eastern Cape became effective at the beginning of the month

Workers at Ford, General Motors, Volkswagen and Mercedes Benz received wage increases ranging from 16c an hour

Wage increase plus new rates for auto workers

^{140A} to 22c an hour ³⁵⁵ And their minimum rates of pay were increased from R2,70 an hour to R3 an hour for unskilled workers

¹⁹² These facts were disclosed in a statement released today by the regional secretary of the National Automobile and Allied Workers' Union,

^{F. VOST 17/2/86} Mr Les Kettleidas

He said they were the result of negotiations on the Industrial Council for the Eastern Cape automobile industry, for

"wage increases in line with the principle that wages be adjusted every six months to offset the rise in the cost of living over the previous six months"

The agreement was reached with the EP Automobile Manufacturers' Association

Cape Times 17/2/86
140A

Plascon threatens strikers with sacking

Staff Reporter

STRIKING workers at the Epping plant of Plascon paints have been given until today to return to work or face dismissal.

In a statement issued on Friday, the company's managing director, Mr Ralf Johannesen, said the decision to issue an ultimatum was "much to management's regret".

"Throughout our dispute procedure, we specifically avoided taking action which would have resulted in hardship to our workers' families. Management has kept an open-door policy

throughout the two-month dispute."

The South African Chemical Workers' Union (Sacwu) is demanding an across-the-board increase of R150 a month. Plascon management's last offer of R52 a month was rejected by the union.

Sacwu members at Plascon-Parthenon plants in the Transvaal downed tools on Friday in sympathy with striking workers.

According to a Plascon statement released in Johannesburg, workers at five plants in the Transvaal and the Western Cape are on strike.

Seifsa in dispute with 4 unions

THE Steel Engineering Industries Federation of South Africa is in a dispute with four trade unions affiliated to the South African Council of the International Metalworkers' Federation.

17/2/86
Seifsa, acting on behalf of its members, said the grounds for the dispute were that the IMF unions had obtained a commitment from the employer organisations in the metal industry to negotiate, at industry level, on the future collective bargaining arrangements in the industry, including the question of negotiations at company level.

The four unions which are affiliated to the IMF are: the Metal and Allied Workers Union (Mawu), the Steel Engineering and Allied Workers Union (Seawu), the South African Boilermakers Society (Sabs) and the Engineers' Industrial Workers Union (Eiwu).

In a statement, Seifsa said one of the unions concerned was seeking, through dispute action, to per-

suade individual employers who were members of the employer organisations to negotiate on the same issue at company level.

The dispute by Seifsa marks the beginning of the battle in the metal industry over plant level bargaining between unions and the companies. The fight had already started when about 900 workers at Asea Electric in Pretoria went on strike.

SOWETAN
The strike is a sequel to the demand by Mawu to negotiate wages and working conditions at the factory floor. The union has declared disputes with 80 companies in the Transvaal on the same issue.

Some metal industry firms are hoping a meeting on February 26 to discuss sectoral bargaining could help prevent confrontation with the Mawu.

Asea's managing director Mr Clive Jandrell commenting on the coming meeting said, "Reform is clearly in the air"

Big NUM rally told of new purpose

E. Post
7/2/86

149A

JOHANNESBURG — The National Union of Mineworkers (NUM) yesterday held a mass rally at the Jabulani Stadium in Soweto to report back to its members on resolutions taken at the union's fourth annual congress at the weekend

Mr James Mohlatsi, the re-elected president, told the 10 000 miners present that delegates decided key action areas should be to

- Work with "all progressive organisations fighting for the liberation of the black man" — in line with the policy of the Congress of South African Trade Unions (Cosatu)

- Urge members to resist attempts to encourage ethnic divisions among workers and to be wary of individuals who spoke of "Xhosas, Sothos and Pondos" rather than a united working class

- Work with progressive unions in other parts of Southern Africa and all "international working class organisations"

- Support the campaign for the unbanning of the African National Congress, Pan-Africanist Congress, Congress of South African Students and other organisations

- Support the release of Nelson Mandela and all other political prisoners and detainees.

- Call on the State and police to "stay out of conflict between the union and employers"

- Enter into wage negotiations with the Chamber of Mines for a living wage for all miners this year

- Fight mass dismissals, especially at mines in the homelands

- Claim May 1 as a paid holiday for workers

- Oppose Johannesburg's centenary festivities because "these mine dumps around us are symbols of our blood and sweat and toil"

- Organise a march to Pollsmoor Prison so that Mandela could be handed a NUM membership card

Mr Mohlatsi said the congress had decided to make Mandela an honorary life president of the union

- Support the call for the nationalisation of the mining industry

Elaborating on the Mandela decision, he said the ANC leader had worked at Crown Mines where he had been fired because he refused to "collaborate" in searching other workers before they went into the compounds. He then went on to study law at the University of Witwatersrand

In a message to the State President, Mr P W Botha, Mr Mohlatsi said "We will give you a date whereby job reservation should be buried and forgotten. If it is not by that date we will withdraw our strength until it is "

The Cosatu president, Mr Elijah Barayi, refuted Kwazulu allegations that Cosatu was an ANC front

Police monitored the open air meeting, which was held with the permission of a Johannesburg magistrate, on condition that it dealt with NUM affairs only. — Sapa

Bus Day.
Transport

18/2/86 140A
workers

Business Day Reporter

BUSINESSES taking advantage of the recently-approved extension of shopping hours in the Transvaal — from 5am to 11.30pm — should transport workers to their doorsteps, says the Commercial, Catering and Allied Workers' Union of SA.

No more than eight hours a day should be worked and wages should be adjusted for those working outside normal hours.

THE National Union of Mineworkers yesterday called on mine managements to stop calling in mine police and the SAP to harass strikers.

"Or we will have to defend ourselves — and the way we do will depend on our members," NUM secretary general Cyril Ramaphosa told a Press conference in Johannesburg.

He said striking miners had had "traumatic experiences" about their right to strike, which was restricted by legislation, mine police, the SAP and the SADF.

He added that, despite the refusal by the Chamber of Mines to recog-

Mining bosses urged not to call in SAP

May Day as a paid holiday, NUM members would not turn up at work on that day but would attend rallies to celebrate this as a national event.

The conference came after the NUM's two-day congress, attended by 550 delegates from 11 regions and climaxing in a rally attended by 10 000 on Sunday.

Ramaphosa said miners would stage a national strike if the various mining houses made different offers

on wage increases.

He added that the NUM would not be "divided this year by different offers".

Referring to attacks by government on neighbouring states, he said the congress had resolved to contact immediately unions in neighbouring states "to conscientise their members and better prepare them for such attacks".

Congress had resolved that the Gencor mining company, because it

was "persistently dismissing members in large numbers", was now an "enemy company" and Gencor and its subsidiary companies were to become a target of resistance by NUM members.

The Congress of South African Trade Unions (Cosatu) would handle the bulk of action against Gencor "until Gencor behaves itself", Ramaphosa said.

This action would include "international pressure" and other tactics.

BUS DAY

The congress elected jailed African National Congress leader Nelson Mandela as its honorary life president. Members would take his union membership card to him at Cape Town's Pollsmoor Prison.

The congress called for job reservation on the mines to be lifted by the end of the year. The central committee meeting would also decide on getting rid of job reservation.

The NUM also wanted mine hostels dismantled and mining villages to be erected for migrant workers and their families. — Sapa.

140A 18/2/86

Inquest into mine rockfall deaths

By Sheryl Raine

A rockfall which killed 17 people at the ERPM gold mine near Boksburg last November will have a sequel this week in the Boksburg Magistrate's Court where an inquest into the deaths will be held.

In addition to those killed, 22 people were injured.

The National Union of Mineworkers (NUM) has briefed lawyers to attend the inquest and represent some of the families affected by the accident.

At the time of the accident Rand Mines, which

owns ERPM, expressed concern about the declining safety record of the mine. The accident brought the death toll at ERPM from January 1985 to November to 53.

Press files showed that only 37 of the total number of ERPM deaths had been made public by Rand Mines since December 1984.

Deputy chairman of Rand Mines gold division, Mr J R Forbes explained that the company did not believe it had an obligation to make public all deaths on the mine but that the company did re-

spond to Press queries.

ERPM, which holds a four-star rating in terms of the Five Star International Safety Rating Scheme, recorded 52 dead in 1984, 35 dead in 1983, in 1982 there were 24 killed, in 1981 40 people died and in 1980 there were 39.

The mine is one of the deepest in world.

Mr Forbes said Rand Mines was extremely concerned about fatalities and the safety record of the mine.

Everything was being done to improve safety, he said.

140A

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Everything was being done to improve safety, he said.

STAR 18/2/86 1407

NUM looks forward to more changes

The National Union of Mineworkers yesterday warned that it had resolved not to accept any split pay offers from the various mining houses of the Chamber of Mines this year — and if different offers are tabled, the NUM has threatened a national strike.

Last year mining houses presented the union with different offers during wage talks. Mr Cyril Ramaphosa, general secretary of the NUM, said at a Press conference in Johannesburg yesterday that this divisive tactic would be unacceptable to the union this year. The union would accept one pay deal for gold miners and one for coal miners.

Exact wage demands would be decided at a central committee meeting in April.

The conference was held to report back on resolutions passed at the NUM's fourth national congress held in Soweto at the weekend. A total of 550 delegates representing 130 000 paid-up members and 250 000 signed-up members of the NUM attended a union rally at Jabulani stadium was attended by 10 000.

Since the formation of the union four years ago, industrial relations in the country's number one industry have undergone significant changes. If the NUM

has its way, there will be many more changes this year. The union is determined to entrench the right to strike among black mine workers. Mr Ramaphosa said the union had resolved to call on mine management to desist from using mine police or the SA Police to harass striking miners. The experience of striking black miners had been "traumatic".

"The right to strike is restricted by legislation in South Africa and also by brutal attacks by mine security, the Defence Force and police. Each time we strike, our members are attacked. Police and mine management deny these attacks."

He warned that if these attacks on black miners continued, "we will have to defend ourselves — and the way we do will depend on our members".

Despite the refusal by the Chamber of Mines to recognise May Day (May 1) as a paid holiday, mem-

bers of the NUM would not work on that day. Instead, they would attend rallies to celebrate this as a national event, he said.

Although the NUM said it remained committed to talks with the Chamber of Mines on the issue of job reservation in the industry, Mr Ramaphosa said the executive had a mandate to take industrial action if

the talks made little progress. "We want job reservation scrapped this year. An ultimatum will be sent to the State President," he said.

The Gencor group was to become a target for pressure by the NUM and all other Congress of SA Trade Union (Cosatu) affiliates. Gencor had been declared "an enemy company" following repeated mass dismissals of mineworkers, including the firing of 23 000 Impala Platinum workers in Bophuthatswana.

"We will launch a national and international campaign against Gencor, including possible action to prevent the shipping and movement of Gencor coal abroad," Mr Ramaphosa said.

Locally, the NUM is in a better position to apply pressure to Gencor this year than last year, when the union was recognised on only one Gencor gold mine, Mariveale. This year the union boasts recognition agreements on seven Gencor gold mines.

The NUM has also announced closer links with overseas mining workers' organisations, including the newly formed International Miners Organisation comprising Mr Arthur Scargill's British National Union of Mineworkers and a French mining union. The union would hold consultations with miners in Nigeria and Uganda and in neighbouring African states, Mr Ramaphosa said.

Other resolutions included:
● A decision to elect jailed African National Congress leader Nelson Mandela as an honorary life president of the NUM. An NUM membership card would be delivered to him at Pollsmoor Prison, but the NUM was not planning to march on the prison, according to Mr Ramaphosa.

● A decision to work towards the eventual nationalisation of the mines so that the wealth of the country could be shared among those who worked for it.

● In line with Cosatu policy, the NUM has declined to affiliate directly to any political organisation. However, the NUM has decided to ally itself with any democratic and progressive organisations during specific political campaigns.

Three M workers strike over retrenched employees

By Sheryl Kaine

18/2/86

A strike by about 350 workers at Three M (SA) Pty Ltd entered its fourth day yesterday when members of the Commercial, Catering and Allied Workers' Union again refused to work.

The union claims that Three M, which retrenched 55 black workers last year, had not carried out its undertaking to re-employ retrenched workers on a fulltime or temporary basis should jobs arise. Instead, the union claims, an unknown number of new workers had been hired to work overtime at night.

The union is demanding that all new temporary employees be discharged and replaced by retrenched workers.

A Three M representative said "the issue involved was a misunderstanding regarding the employment of temporary workers on overtime".

"Management has confirmed its policy to offer overtime to employees who have been retrenched and only after this will other temporary staff be employed. Our permanent staff refused to work any overtime.

"Agreement has been reached with the union in principle but employees are demanding that they receive pay while on strike," he said.

● About 100 members of the Sweet, Food and Allied Workers' Union (SFAWU) went on strike at Renown Pork Packers in Olifantsfontein yesterday when wage negotiations reached deadlock.

The union is demanding a minimum wage of R138 a week compared with the present minimum of R64. According to a SFAWU spokesman, management has offered R83 a week.

Management was not available to comment on the strike.

ARGUS 1/2/86

COMPANIES

Strikes and unrest hit mining companies' profits

STRIKES and unrest is costing South African mining companies millions of rands

The strike at Impala platinum mine last month and disruption of production slashed profits by R45 million, according to the chairman, Mr Ted Pavitt.

At the giant Randfontein gold mine, hit by rioting in which nine men were killed in December, could lose about R301million in earnings from a drop in underground production

Impala today reports a 103 percent hike in earnings for the half-year ended December but warns shareholders because of last month's labour troubles not to expect the full year's profits to be significantly better a year ago

The interim dividend is being pegged at 35c in spite of taxed profits reaching R102 million, up from R50 million

The higher profit reflects both the higher revenue and the absence of forward metal purchase and foreign exchange losses

Higher manning levels needed for increased production required additional recruiting to be carried out last year, but despite this the workforce at the end of 1985 still contained a higher proportion of employees who had been with Impala for a "considerable period"

Referring to January's strike, chairman Mr Ted Pavitt says it was disappointing that the majority took part in a work stoppage "and doubly so that organised and often brutal intimidation created a situation in which it proved impossible to resolve the problem using routine procedures"

Some 23 000 workers "either chose to resign or were with reluctance dismissed"

Remanning has now been

successfully completed and it has proved possible to re-engage "a substantial proportion" of former employees who were "coerced into striking against their will"

Production is not expected to be fully back to normal until mid-March at the earliest"

● Randfontein today announced that to offset lower tonnage production as a result of the labour unrest, the mine is having to treat low-grade surface material and gold recovery will average about 4 grams a ton

This is a big drop from 5,2 grams a ton in the September quarter and 4,8 grams a ton in the December quarter

Gold income could fall by about 23 percent this quarter from a combination of lower rand price for gold and lower production, according to a mining analyst

Tom Hood

182186 (140A) (143) (142)

Chemical workers return to work

Dispatch Correspondent
JOHANNESBURG —
Workers on sympathy
strikes at four Plascon
Parthenon or related
factories in the Western
Cape and Transvaal re-
turned to work yesterday
after management at the
company's factory in

Epping, Cape Town,
undertook to resume
negotiations

The legal strike at
Plascon Parthenon in
Epping began last week
after a deadlock in wage
negotiations

South African Chemi-
cal Workers' Union (Sac-
wu) members at four
other Plascon-related
factories joined the
strike last Thursday in
support of the Epping
workers' demands

The managing director
for Plascon Parthenon,
Cape, Mr Ralf Johanssen
said the company had
withdrawn its ultimatum
yesterday to striking
Epping workers to re-
turn to work or face dis-
missal

Meanwhile, talks were
resumed yesterday be-
tween the Paper, Wood
and Allied Workers Un-
ion (Pwawu) and Print-
pak in Industria,
Johannesburg, after
nearly 90 workers had
started a wage strike last
Thursday

The strike follows a
deadlock in wage talks
and a failure to reach
agreement after media-
tion

War of words starts between Seifsa, unions

19/2/86 SOWETAN (140)

THE battle of words has already started between trade unions in the metal industries and employers before the parties meet to discuss vital issues affecting the 300 000 workers in the industry

The Steel Engineering Industries Federation of South Africa (Seifsa), which represents employers, has declared a dispute with four trade unions affiliated to the International Metalworkers Federation (IMF)

Seifsa said one of the unions concerned was seeking, through dispute action, to persuade individual employers who were its members to negotiate issues at the shop floor level.

However, IMF's secretary Mr Brian Fredericks has accused employers of playing a game in trying to resist proposals their unions have made concerning collective bargaining in the industry.

The talks take place this week.

CUSA

• The Council of Unions of South Africa's (Cusa) joint executive committee met at the weekend and made important decisions on the future of the federation. Cusa's president Mr James Mndaweni said they did not like to release details of the meeting at this stage

• Cusa and the Azanian Confederation of Trade Unions (Azactu) meet again on Sunday to discuss various issues, including examining common ground for future co-operation.

• The Black Domestic Workers' Association is to hold an important

WORKERS' DIARY — By JOSHUA RABOROKO

meeting in Soweto on Sunday. BDWA's general secretary Mr Terrence Phiri says this meeting will cover matters such as exploitation of members by employers, possible legal action against some employers and further relationships with other organisations

Members are urged to attend.

NUM

• A seminar on effective negotiation is to be held in Johannesburg, starting on February 25. Speakers include National Union of Mineworkers (NUM)'s general secretary Mr Cyril Ramaphosa, University of South Africa's Professor Nic Wiehahn, City Press editor, Mr Percy Qoboza, African Bank's Mr Moses Maubane and experts on labour.

• The Minister of Manpower, Mr P T C du Plessis, is to talk at a ceremony where awards will be made to top 15 qualifying artisans of 1985. The occasion will be held at the Wanderers Club next Wednesday.

• About 90 employees who downed tools after the alleged assault on a worker by a supervisor at a factory in Jacobs have resumed work. The president of South African Allied Workers' Union, Mr Ashley

Shezi, said the workers went back after management had met the workers' committee and promised a subsequent meeting with the workers soon.

• The Industrial Court judgment finding Natal Die Casting Company guilty of an unfair labour practice has been sent for review to the Supreme Court. A company spokesman said an application has been made and the company will not reinstate the sacked 112 workers pending the Supreme Court's decision

Inquest

• The inquest into the death of leading trade unionist, Mr Andries Radtsele resumes in the Johannesburg Magistrate's Court next Monday.

• The strained relationship between retailers OK Bazaar and the Commercial Catering and Allied Workers' Union will be normalised soon

The company applied for an urgent Supreme Court order restraining the union from organising a nationwide strike. In reply to the court action the union denied that it intended to call a national strike.

• Members of the Black Health and Allied Workers' Union who went on strike at E J Atcock Pharmaceutical company in

Krugersdorp have returned to work after management agreed to reinstate their colleague.

• The African Miners and Allied Workers' Union is to join either the Cusa or Azactu, the union's general secretary, Mr Vuyani Madolo, announced this week.

Mr Madolo said this resolution was taken at a special meeting of the union. For a long time they felt they should affiliate to one of the two federations



CUSA's president Mr James Mndaweni.



MANPOWER Minister, Mr P T C du Plessis ... to talk at ceremony.

Cape Town 19/2/66

Industrial disputes in City

1401K
Staff Reporter

EMPLOYEES at two Cape Town factories were yesterday involved in industrial action, while action is being contemplated at a third following a threat to retrench 60 food processing workers.

● At Nampak Paper in Bellville South, 150 members of the Congress of South African Trade Unions-affiliated Paper, Wood and Allied Workers' Union downed tools yesterday morning in support of a demand for a 50c-an-hour wage increase. Management has offered an effective 34c an hour.

Nampak's deputy general manager, Mr N Willis, described the downing of tools as an "illegal strike".

● At Plascon-Evans Paints in Epping 2, about 200 employees today enter the 12th day of their legal strike over across-the-board wage increases.

Negotiations between the union and management are continuing.

A management threat to fire all the strikers on Monday has now been withdrawn pending further negotiations, and the union has lifted solidarity strikes at four other Plascon factories in the Cape and Transvaal.

● At Snoek Wholesalers in Lansdowne, the Cosatu-affiliated Retail and Allied Workers' Union is attempting to negotiate the threatened retrenchment of 60 workers next week, and an attempt to achieve management recognition of the union.

Workers have been told, however, they were being retrenched because there is "no snoek to pack".

However, the factory manager of Snoek Wholesalers, Mr Manuel Sardo, yesterday said, "I don't know what you are talking about. I know nothing about any union. There is always snoek throughout the year because we work with frozen fish, and we are not retrenching any workers."

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Members are urged to attend.

NUM

• A seminar on effective negotiation is to be held in Johannesburg starting on February 25. Speakers include National Union of Mineworkers (NUM)'s general secretary Mr Cyril Ramaphosa, University of South Africa's Professor Nic Wiehahn, City Press editor, Mr Percy Qoboza, African Bank's Mr Moses Maubane and experts on labour.

• The Minister of Manpower, Mr P T C du Plessis, is to talk at a ceremony where awards will be made to top 15 qualifying artisans of 1985. The occasion will be held at the Wanderers Club next Wednesday.

• About 90 employees who downed tools after the alleged assault on a worker by a supervisor at a factory in Jacobs have resumed work. The president of South African Allied Workers' Union, Mr Ashley

Shezi, said the workers went back after management had met the workers' committee and promised a subsequent meeting with the workers soon.

• The Industrial Court judgment finding Natal Die Casting Company guilty of an unfair labour practice has been sent for review to the Supreme Court. A company spokesman said an application has been made and the company will not reinstate the sacked 112 workers pending the Supreme Court's decision.

Inquest

• The inquest into the death of leading trade unionist, Mr Andries Raditsela resumes in the Johannesburg Magistrate's Court next Monday.

• The strained relationship between retailers OK Bazaar and the Commercial Catering and Allied Workers' Union will be normalised soon.

The company applied for an urgent Supreme Court order restraining the union from organising a nationwide strike. In reply to the court action the union denied that it intended to call a national strike.

• Members of the Black Health and Allied Workers' Union who went on strike at E J Atcock Pharmaceutical company in

Krugersdorp have returned to work after management agreed to reinstate their colleague.

• The African Miners and Allied Workers' Union is to join either the Cusa or Azactu, the union's general secretary, Mr Vuyani Madolo, announced this week.

Mr Madolo said this resolution was taken at a special meeting of the union. For a long time they felt they should affiliate to one of the two federations.



CUSA's president Mr James Mndaweni.



MANPOWER Minister, Mr P T C du Plessis ... to talk at ceremony.

Mawu to refer proposals to 900

STAR

By Sheryl Raine

21/2/86

140A

The Metal and Allied Workers' Union (Mawu) will today refer important proposals concerning sectoral bargaining back to about 900 employees of Asea Electric SA Ltd who have been on strike for 10 days in Pretoria and Rosslyn.

The workers went on strike at four Asea electric and cable plants in Rosslyn and Pretoria West on February 10 when the union resumed its fight for company-level bargaining.

The outcome will be watched closely by employers wishing to avoid a head-on confrontation with Mawu which last year declared disputes with more than 70 Transvaal companies over the right to company-level bargaining.

Mawu senior organiser, Dr Bernie Fanaroff said last night: "We had mediation with Asea on Wednesday night and the company in effect has agreed to expedite as rapidly as possible discussions on multi-level bargaining that would mean negotiations for electrical workers at sectoral level as well as company-level bargaining.

"The company also agreed to talk about a number of wage-related issues."

Asea managing director, Mr Clive Jandrell said Mawu had agreed "in principle" to defer its demand for plant or company-level bargaining, if sectoral bargaining was implemented.

Asea had undertaken to initiate talks with employers in the electrical sector to establish a system of sectoral bargaining, he said.

MINING LABOUR

~~FIN MAIL~~
NUM's agenda

140A

21/2/86

If the National Union of Mineworkers (NUM) has its way — or more accurately, if it *doesn't* have its way — the mining industry could be in line for even more industrial unrest this year than it experienced in 1985.

Resolutions passed at its annual congress last weekend in Soweto, which culminated in a rally at Jabulani stadium, indicate a militant mood. The union, now into its fifth year and with a claimed membership of 250 000, the largest in SA, seems set to challenge mining industry employers on all fronts.

Of concern to the NUM are the demands it will be submitting to the Chamber of Mines for this year's wage negotiations. General secretary Cyril Ramaphosa says members have left it up to the union's central committee to settle on the specifics when it meets in early April. But the NUM is unequivocal that the various mining houses should make a uniform offer — unlike last year when employer unity at the chamber fractured and three mining houses made higher offers than the others.

The rationale behind this is that the union is seeking an overall general improvement in working conditions for its members. The feeling in the union is that it was forced to accept the split offer last year because it had a weak base on Gencor mines and there is concern that the same situation should not

arise again. The NUM is determined to avoid a recurrence: congress resolved that members should immediately embark on a national strike on gold and coal mines if employers make a divided offer.

The Gencor group came under attack for "persistently dismissing workers in large numbers." According to Ramaphosa, it will now be targeted as an "enemy company," not only by the NUM, but also by other unions affiliated to Cosatu, until it "starts dealing with its workers in the proper manner."

The NUM called on mine employers to refrain from involving mine security officials and the police in labour disputes. It says workers will have no choice but to defend themselves — "in the manner they choose" — if its warning is ignored.

NUM is also adamant that members, who have long demanded that May Day should be a paid public holiday, will not work on May 1. Ramaphosa says the issue is not negotiable.

Strike action will also follow failure by government to repeal remaining job reservation provisions in the Mines and Works Act. The NUM has been excluded from the talks on this issue between the chamber and the other mining unions. In December it was invited for the first time to participate. Ramaphosa says if talks fail to result in repeal, members will take action. "This is the year we will take government and employers to task — especially after the commitment made by (Mineral and Energy Affairs Minister) Steyn in this connection last year and President Botha's claim in his advertisement that job reservation has been scrapped," he says.

Nelson Mandela was elected honorary life president of the union. Ramaphosa has scotched earlier reports that union members would march on Pollsmoor Prison to deliver a membership card to the African National Congress leader, but confirms that union representatives will go to the prison for this purpose.

The congress endorsed a number of resolutions which echo decisions taken by Cosatu. These include a decision not to affiliate to political organisation in SA or to either of the two major international union organisations. The NUM will, however, work with community organisations operating near mining towns "to advance the liberation struggle."

It has also decided to maintain its links with the Miners' International Federation (MIF), one of several international trade secretariats that have been established to link unions operating in the same sector. However, the NUM has reserved its right to forge links with the Eastern bloc-leaning International Miners' Federation formed last year by Arthur Scargill, general secretary of the NUM's British namesake, and the French mining union.

The NUM also endorsed a Cosatu decision to embark on a pass burning campaign later in the year if pass laws are not scrapped. ■

2112186. STPR (2/21)

Prominent trade unionist back in detention

14014

Police today confirmed the detention of prominent trade unionist, Mr Moses Mayekiso, Transvaal branch secretary of the Metal and Allied Workers Union (Mawu)

The union said last night that Mr Mayekiso was arrested on Tuesday in Alexandra township, just outside Sandton, this week and was being detained under the emergency regulations. This means he will be detained for at least 14 days.

Mr Mayekiso was due to leave for the United Kingdom on Tuesday to represent Mawu in important talks with British unions.

Mawu has appealed to local and overseas trade unions to put maximum pressure on the South African Government to release Mr Mayekiso, a Mawu spokesman said.

This is not the first time Mr Mayekiso has been held. He was arrested shortly after organising the stay-away in November 1984. He was to face a charge of economic sabotage but the charge was later withdrawn.

Mr Mayekiso was also arrested with a number of other people during a Mayday demonstration outside the Johannesburg City Hall on May 1 last year.

CME 71-45
22/2/86
Firm
union
agree
on wages

Staff Reporter

THE management of Nampak Paper Ltd in Bellville and the Paper, Wood and Allied Workers' Union yesterday reached agreement on a wage settlement which has been in dispute since December last year

In a statement yesterday, the deputy general manager of Nampak, Mr N R Willis, said that "following the third meeting of the conciliation board held today, an agreement was reached between the company and the Paper, Wood and Allied Workers' Union

'Minimum'

"The minimum wage rate will be adjusted to R2.52 per hour with effect from February 9 with a further adjustment to R2.64 effective on July 1

"Individual increases range from 38 cents per hour on the lowest wage grade to 51 cents per hour on the top grade"

The compromise — the union was asking for an across-the-board settlement of 50c an hour, and management was originally offering an effective 34c an hour — came after two months of industrial dispute at the factory.

The figure of R2.64 for the minimum wage rate agreed on yesterday is 4 cents an hour lower than the figure originally demanded by the workers

plan to send a joint memorandum to President P.W. Botha, confronting him with a number of crucial political questions

At a Press conference at Rand Afrikaans University this week, the two youth movements said the memorandum would be sent in March or early April.

"The memorandum will be an honest effort on our side to make an input communicating our deep concern for the future and constructive steps to create a climate conducive to negotiations in South Africa," said Jeugkrags' M van Schalkwyk

He would not reveal the contents of the memorandum - but said if it "failed", the two youth movements would consider sending a delegation to see

Strike at Pick 'n Pay

WORKERS went on strike at Pick 'n Pay's Pretoria branch this week when management decided to transfer staff to Witbank, where there has been a stayaway since Monday

Retail and Allied Workers' Union spokesman Don Khumalo said workers who refused to go to Witbank have been threatened with dismissal

They are considering spreading the strike to Middleburg and Rustenburg

Political comment in this issue by Louis Oosthuysen and ZB Molefe, newshells by Louis Oosthuysen, headlines and sub-editing by David Niddine and Chris Vick, all of 204 Elloff St Ext, JHB

plan to send PW a memo

23/2/86

a memo

Botha personally.

Inkatha Youth Brigade national chairman Musa Zondi and publicity director Mandla Msomi also revealed both youth organisations would host a mass joint political conference in Pretoria or Johannesburg in May.

It would strive to open public debate "about the future of South Africa and

Van Schalkwyk and Zondi said the two youth organisations' exercise is "something new" in South Africa

"This is no talk-shop," they said. "This historical leap is a practical move to address real political issues affecting the young people of South Africa."

Asked what would happen if Botha rejected outright the efforts of this Afrikaner-black group, Zondi said "It would be difficult to speculate on Mr Botha's reaction

"If we are rejected we would have made a strong moral case"

Zondi and Van Schalkwyk claimed they were in touch with a "cross-section of youth groups countrywide", but declined to name them

3M takes back 11 workers

CIT-IP 23/2/86

By MONO BADELA

TOP multinational 3M South Africa this week agreed to reinstate 11 of the 55 workers retrenched last year after 350 members of the Commercial, Catering and Allied Workers' Union of South Africa went on strike

The workers downed tools at the Elandsfontein plant last Tuesday after claims that the company was practising "unfair labour practices"

They protested against the employment of scab labour - including white

schoolchildren - in place of the retrenched workers. They also claimed black workers were replaced by white and coloured workers

Ccawusa this week expressed concern about the Transvaal Provincial Council move to extend shopping hours from 5am to 11.30pm

"Much has been said about the position of customers and business, but little about the affected workers," a Ccawusa spokesman said

He said the measures could be dangerous, especially to women - who form the bulk of Ccawusa's membership

He appealed to businesses to provide transport home for the workers

NEWSPLUS+

A officials met with the country's 30 main creditor banks in London to discuss foreign debt and the rescheduling of payments

Mediator Fritz Leutwiler proposed repayment of part of the R28-billion debt before 1990. - Sapa.

NEWSPLUS+

TRANSKEI'S new president is Nyangilizwe Mdamase, 65-year-old tribal leader of Western Pondoland

He replaces KD Matanzima - Sapa

Eminent Persons treated warily

23/2/86

CITY P.

We wish to tell them through you they should stay in London

"Apartheid is sinful, its practice is sinful - nothing can reform or change it. It must be eradicated immediately"

Azanian Congress of Trade Unions coordinator Phandlam Nefolohodwe said the EPG had to show their credentials before Azactu could decide about talks

The EPG consists of former Australian Prime Minister Malcolm Fraser, World Council of Churches' Nita Barrow and former Nigerian head of State General Olusegun Obasanjo

Another difficulty facing the EPG is that its members are banned from making any public remarks about SA

This week the EPG met members of the SA Council of Churches, and was due to meet Winnie Mandela



BARROW

THE visiting Eminent Persons Group Commonwealth Mission on SA seems to be in for a cool reception if it tries to meet SA's trade union movements

Congress of SA Trade Unions general secretary Jay Naidoo said "We're still formulating our position on their visit. Obviously, what will influence us is who they talk to"

Council of Unions of SA president James Mndaweni bluntly said "Their visit is a waste of time"

Mndaweni was repeating Cusa's stance on the EPG visit stated last month when a group of US congressmen visited SA on a similar mission

Mndaweni told them "Soon there will be other Commonwealth dignitaries visit-

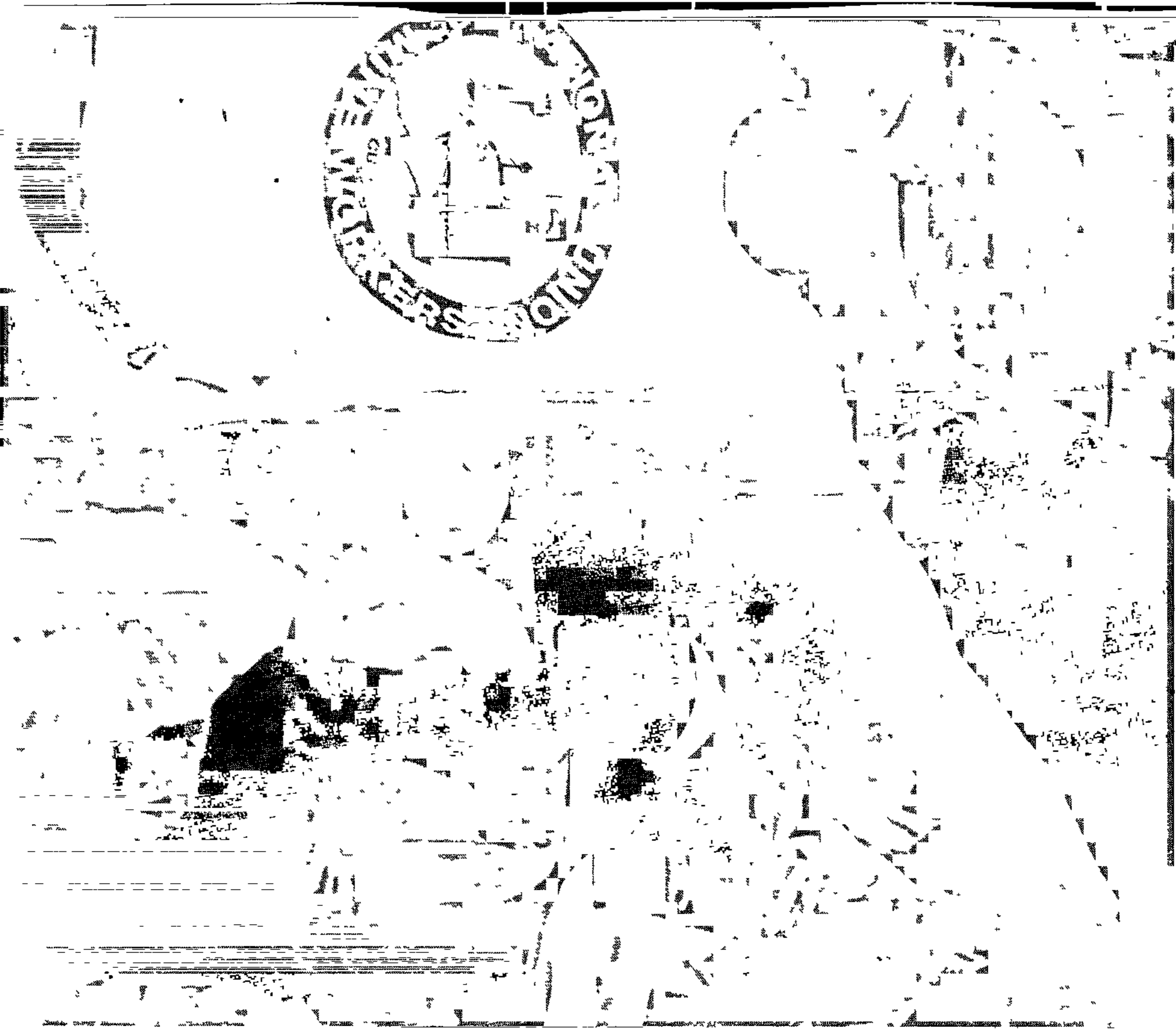
by News 2/12/81

NUM going to Polismoor to instate Mandela as honorary life president

Miners on

the march

14014

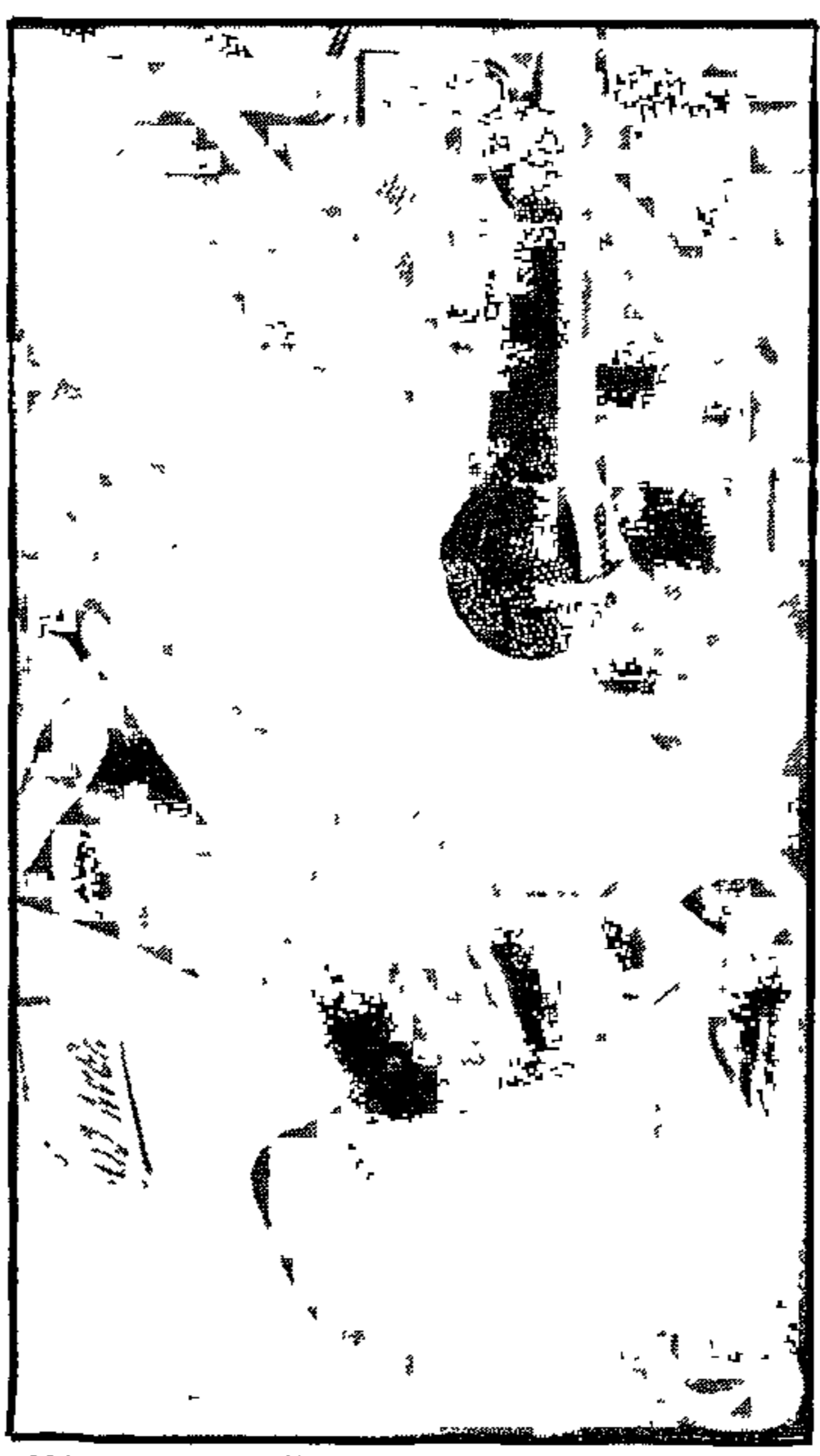


Miners' elected leaders

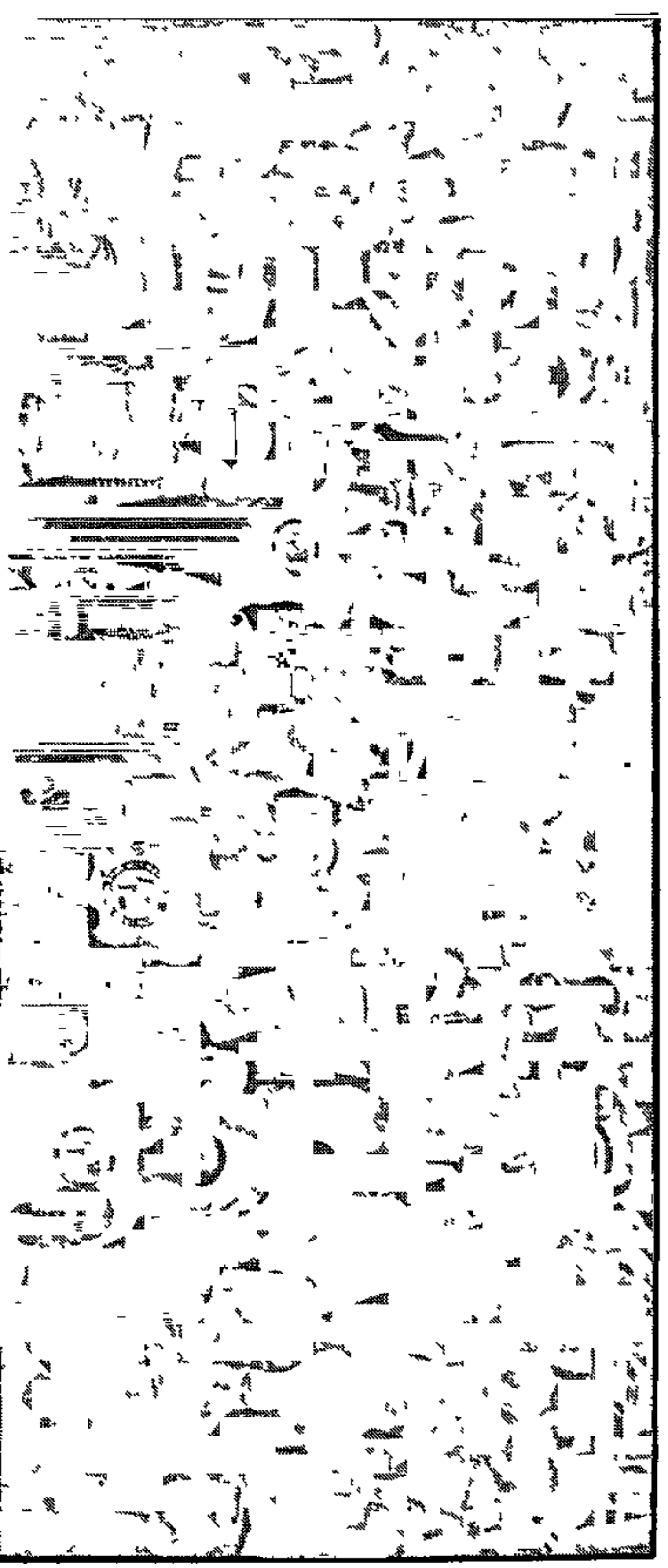
National Union of Mineworkers president James Mollatsi was re-elected, at the weekend congress, to head the country's biggest union. Other officials are: ★ Vice-president: Elijah Barayi (Cosatu president) ★ Secretary-general: Cyril Ramaphosa ★ Treasurer: Sylvia Benjamin With the chairmen of the union's 11 regional committees, these officials form NUM's national leadership.



PRESIDENT MOLLATSI



VICE-PRESIDENT BARAYI



THE 220 000-strong National Union of Mineworkers has honoured jailed African National Congress leader Nelson Mandela by electing him as the its first honorary life president.

And it plans to march to Pollsmoor Prison to personally present Mandela with his membership card.

NUM president James Tlukwana Moflatsi told a mass rally of miners at Soweto's Jabulani Amphitheatre this weekend that Mandela was chosen because he had once worked at Crown Mines.

Mono Badela

Pls: Peter Setuke

This was soon after he had been expelled from Fort Hare University in 1940 for his part in a student strike.

"He fled to Johannesburg and because he could speak English fluently, they gave him a cap and he was made a policeman," the fiery president told a cheering crowd.

He said Mandela was later fired because he refused to "collabo-

rate" with mine bosses. "Had he still been working on the mines he would still be with us in the struggle."

The 10 000-strong crowd cheered Moflatsi when he said 1986 would mark the crossroads for the workers' struggle in South Africa. He warned employers 1986 would be the last year of slavery for black miners.

"1987 will usher in a new era - the start of a socialist regime."

He said NUM's three-day annual national congress in Soweto had decided to urge State President

PW Botha to end job reservation on the mines. Failure to do so, the miners warned, could make them withdraw their "strength."

The mass rally exploded a long-standing myth that only Inkatha president Chief Gatsha Buthelezi could fill the stadium. The miners represented the regions Namaqualand, Natal, Kimberley, Phalaborwa, Carletonville, Westonara, Klerksdorp, Johannesburg, Witbank, Secunda and Free State.

Moflatsi, re-elected to lead the miners, said in a message to PW Botha: "We'll give you a date when job reservation must be buried and

forgotten. If it is not done by that date, we'll withdraw our strength until it is removed."

He warned that the union would fight for a living wage and urged the State and the police not to intervene in industrial disputes. He said whenever there was a deadlock where demands were made by workers, cops and their dogs were the first on the spot. He warned workers would in future defend themselves.

The congress also resolved:

- To fight mass dismissals on the mines. The Gencor group was condemned for dismissing 23 000 min-

ers from Impala Platinum Mines in Bophuthatswana and at Marrevale.

- May 1 is to be a paid holiday for workers. Moflatsi said NUM was not "negotiating" for this. "We are stating for a fact what will happen on May Day this year," he said.

- To work towards the eventual nationalisation of the mines.
- In line with the Congress of SA Trade Unions, NUM decided not to affiliate to any international trade union federation. In particular it decided not to accept financial aid from the International Confederation of Free Trade Unions because it promoted imperialism and capitalism.

Negotiate or we won't pay our rents - Barayi

PRESIDENT PW Botha has until June 30 to negotiate with accepted leaders or "we shall stop paying rent for our matchbox houses".

This ultimatum was given by Cosatu president Elijah Barayi at NUM's mass rally at Soweto's Jabulani

Amphitheatre at the weekend.

"I am giving him six months. We are not going to be told about reforms. Botha must make a categorical statement concerning fundamental change. We want to see it happening," said Barayi, who has also been dubbed by some

as "the workers' Moses".

"If he does not negotiate with the leaders of the workers and people by June 30, he will be heading for a fall," Barayi warned.

"If the Government does not act promptly, blacks will not pay rents for their homes," he said.

He warned Botha that he could not govern South Africa at gunpoint for much longer.

He also called for the unconditional release of all jailed political leaders, the unbanning of the ANC, PAC, the Congress of SA Students and the recall of

all those who have been forced into exile.

Barayi received a standing ovation when he said that Kwazulu leader Chief Gatsha Buthelezi is nothing more than a front for the National Party.

"If he is not a front for the National Party, then he would not say that Cosatu

is a front for the ANC," said Barayi.

He said Buthelezi is on the Government's payroll and whenever he releases a statement, he does so with the support of the Government.

The proposed Inkatha trade union would never be

able to speak on behalf of the workers because Buthelezi supported a capitalist system, he said.

He also urged the Government to build more prisons "because many of those who have been oppressing black people are likely to fill up these jails".

- Like Cosatu, NUM declined to affiliate directly to any political organisation but pledged to cooperate with all progressive forces fighting for the liberation of SA's oppressed. It therefore called for the immediate unbanning of the ANC, the Congress of SA Students and the PAC.

(140A)
Free Mandela
call from (140A)
UDF, Cosatu

UDF, Cosatu

Business Day reporter

THE campaign for the immediate, unconditional release of jailed ANC leader Nelson Mandela is to be intensified by the Congress of SA Trade Unions (Cosatu) and the United Democratic Front (UDF) after a joint meeting this week.

The UDF and Cosatu delegations announced their rejection of President P.W. Botha's attempt to link Mandela's release to that of international spies and Captain Wynand du Toit held in Angola.

The meeting also resolved to co-conduct a joint campaign against the Johannesburg Centenary celebrations, which it saw as a "racist" event.

"To the black majority, the Centenary celebrations express 100 years of exploitation and oppression."

"This year we remember the brutal suppression of the 1980 Johannesburg municipal workers' strike."

THE 500 000-strong Congress of SA Trade Unions is planning a national anti-pass law campaign this year

Union officials told a Press conference, after the Cosatu central executive committee met at the weekend for the first time, that the three-month-old federation was committed to ending passes and all forms of influx control

And Cosatu general secretary Jay Naidoo told reporters the 85 delegates - representing 33 unions - had decided at the weekend meeting in Soweto that the campaign would go ahead despite President PW Botha's "Rubicon II" announcement that, from July 1 black South Africans would not have to carry passes

He said Botha's announcement of a uniform ID document for all races did not change the fact that black people's movements would still be restricted - influx control had been institutionalised through the homeland system and the system of labour bureaux for recruiting workers

"Pass laws, influx control and other apartheid laws are interlinked," he said

Full details of the campaign - first mentioned by Cosatu president Elijah Barayi at the Durban rally marking the federation's launch - will be given as soon as union leaders have had time to discuss it "A specific anti-pass law program of action is to be devised by the executive soon," said Naidoo

Rubicon II: 'No thanks'

A statement released at the Press conference said Botha "cannot be entrusted with the task of dismantling a system of national oppression and economic exploitation", and that "Rubicon II" clearly indicated this "Only a complete and immediate dismantling of apartheid, the release of our authentic leaders and the unbanning of the authentic organisations of the oppressed majority will create the climate for a democratic SA," the statement said

It rejected the proposed national statutory council as a "fraudulent attempt to white minority rule" and said anyone who agreed to serve on the council would be "party to the domination of the majority in SA"

Cosatu and Inkatha

Turning to Natal, and Cosatu's troubled links with Chief Gatsha Buthelezi's Inkatha movement, union officials condemned attacks on Cosatu's Natal leadership, accusing supporters of Inkatha of responsibility

They warned that the use of violence would eventually prove to be counter-productive

Their warning came as Inkatha's Buthelezi strongly denied Inkatha involvement in the attacks

Cosatu also criticised the planned establishment of an alternative union federation by elements in Inkatha - slamming it as "a move designed to undermine the unity of the working class in the face of massive attacks by the apartheid Government, big business and other enemies of the working class who would use tribalism and racism to divide the workers"

Cosatu takes on dompas laws

Feb 1986
140A



Cosatu general secretary Jay Naidoo and president Elijah Barayi

- Remembers June 16
- Warns Inkhatha
- Slams mine sackings

where there will be no starvation and hunger where there will be no malnutrition and kwashiorkor where there is proper housing medical care and free education

They said free enterprise had never given the oppressed people anything and had denied them basic human rights

"So Cosatu demands a society where the wealth that is being created by the working class should be used to benefit all SA

● Buthelezi said at the weekend that he was unaware of any violence against members of Cosatu and took strong exception to allegations that Inkatha was involved in violence against the federation

He warned the Cosatu leadership to be "very careful" when blaming Inkatha for violence against their members "We agree with Cosatu that the Government has had a hand in the mismanagement of the economy in SA," he said

"It is a fact I have repeated, as president of Inkatha, in a number of public speeches."

Farmworkers' union

Cosatu also resolved to work towards setting up a farmworkers union - condemning the Government's continued refusal to allow farmworkers to legally organise themselves into unions and the situation of semi-slavery under which the majority of farmworkers live and work

The federation also committed itself to organising SA's estimated 7-million unemployed - officials have been instructed to make contact with all groups organising the unemployed, and to convene a special meeting of all interested groups to plan the formation of an unemployed workers union

Cosatu believes that the unemployed in South Africa have been used by employers and the Government "as a bulwark against the struggles of organised labour" It believes that setting up of an unemployed workers union would strengthen the unity of all workers

The Soweto meeting also agreed to help establish a union in the building industry, where thousands of workers are not organised

'Free Saawu trialists'

The federation also demanded that treason charges against the SA Allied Workers Union leaders in Maritzburg be dropped

It noted that managers of certain companies are testifying against "our comrades on trial" - a fact which delegates will take back to their membership for discussion

★ On the sacking of 23 000 miners from Gencor

unions set to unite

MERGER talks between three major emergent motor and metal unions are going well a SA Council of International Metal Workers spokesman revealed this week

He said the talks could herald the speedy formation of a single metalworkers' union with strong influence in the engineering, automobile and motor components industry

A combined union would have a potential membership of well over 100 000

The talks are taking place under the SA Council of International Metalworkers' Federation, which involves the National Automobile and Allied Workers Union, the Metal and Allied Workers' Union and the Motor Industry Combined Workers' Union

There seem to be no ideological problems, the spokesman said

Meanwhile reports submitted under the Central Executive Committee meeting in Soweto at the weekend indicated progress was being made in the industrial sector meetings But the CEC felt a clearer program for mergers needed to be worked out

ment in the attacks. Cosatu also criticised the planned establishment of an alternative union federation by elements in Inkatha - slamming it as "a move designed to undermine the unity of the working class in the face of massive attacks by the apartheid Government, big business and other enemies of the working class who would use tribalism and racism to divide the workers."

The CEC endorsed a statement by Natal delegates, saying that since Inkatha first announced its own union federation "several incidents of violence against our membership and leadership had taken place."

"Officials of Cosatu's affiliates in Newcastle and Vryheid have had their houses burnt, offices in Newcastle had been invaded and officials threatened with death."

The federation, with 500 shop stewards representing 75 000 organised and paid up members in Natal, added "We would urge those elements who use violence against Cosatu to take note that Cosatu can and will defend itself and that the use of violence will eventually prove counter-productive for those using it against Cosatu."

Remembers June 16 Warns Inkhatha Slams mine sackings Backs farm workers and unemployed

mandated that treason charges against the SA Allied Workers' Union leaders in Maritzburg be dropped. It noted that managers of certain companies are testifying against "our comrades on trial" - a fact which delegates will take back to their membership for discussion.

Four years of talks

Cosatu, Naidoo told reporters, was formed after four years of painstaking talks between SA unions. The greatest achievement of Cosatu and those unions which uni-

ed to form the federation was, he said, the building of structures for workers to express their views.

On support for free enterprise - the planned Inkatha unions will support both free enterprise and foreign investment - Cosatu officials said they believe workers built the wealth of SA, "but the only reward we receive for our labour has been the starvation wages we earn."

"Even today," they said, "wages of R20 a week are paid in Pieters, Isthabe and other parts of KwaZulu."

The statement added that for black workers the free enterprise system was built on the dispossession of the land from the majority by a minority. "Free enterprise has been based on the denial of political rights to the majority of black people. Does Inkatha want us to support a system that has resulted in the enslavement and poverty of our people?"

"Cosatu wants a society and recommended the strongest possible action, including a boycott of the Sowetan by Cosatu members. It has mandated the Transvaal region of Cosatu to discuss and implement, such a recommendation."

★ Cosatu's decision has been described by Sowetan editor Joe Latakomo as unjustifiable "on the basis of the available information." He said the report in question was carried out factually without "inter-pretation on our part."

complaints from union members and Cosatu officials about the Sowetan's attitude towards the 500 000 strong federation. No members of Cosatu affiliates would "have anything to do with the paper", he said.

The meeting discussed the alleged distortions and specifically the way the Sowetan covered the visit by Naidoo - just a week after Cosatu's launch to address the World Council of Churches' conference in

Harare, which was also attended by ANC officials. He said the front page report had "quoted" union officials who afterwards categorically refuted the Sowetan's interpretation of their statements.

The CEC resolved that this was designed to cause divisions in Cosatu and, more broadly, in the working class. It therefore resolved no Cosatu affiliate would have anything to do with the newspaper

★ Cosatu decided against affiliating to any of the major world labour federations - ICFTU, WCL and WFTU - which, it said, were split along "Cold War" ideological lines. Any affiliation would draw Cosatu into "the web of international politics" and thus cause division and collapse.

Cosatu spokesmen added that, because of "the brutal and violent system of national oppression and racial exploitation", workers here could not participate fully in these organisations.

But the meeting resolved to "build fraternal ties with progressive worker organisations committed to our struggle for freedom" in all countries.

Delegates also decided to limit foreign financial aid to avoid dependence.

★ Cosatu's headquarters will be in Johannesburg, and a committee to set up offices has been established.

★ Cosatu's headquarters will be in Johannesburg, and a committee to set up offices has been established.

Cosatu calls for boycott of the Sowetan

COSATU has recommended that its 200 000 affiliated members in the Transvaal boycott the country's biggest black daily paper, the Sowetan - saying it is "biased and essentially anti-Cosatu."

But any action against the Sowetan must first be discussed by Transvaal workers and officials.

Cosatu general secretary Jay Naidoo said the federation's central executive committee had received several

Cops in 'verbal attack'

THE central committee of the National Union of Mineworkers is to meet soon to discuss the attitude of the Lesotho police towards a NUM

delegation which went to Butha-Buthe to attend a funeral at the weekend of one of its leading members. In a statement in

SOUTHERN AFRICAN JOURNAL 25/2/86
Johannesburg yesterday, a spokesman for the NUM said the meeting would be held "with a view to possibly seeking an audience with King Moshoeshoe II to clarify his government's attitude towards trade unions."

Protest

The spokesman said the NUM delegation of 200 came under "heavy verbal attack" by Lesotho police at the funeral of a "leading union member, Mr Leslie Matela."

He said the delegation spoke to the family of Mr Matela, made a statement condemning the attitude of the police then left the funeral in protest. Sapa

ARGUS 25/2/66
Schoeman
to meet
rail unions

The Argus Correspondent
PRETORIA — The Minister of Transport Affairs, Mr Hendrik Schoeman, and the Federation of Railway Unions are to meet to discuss the growing outcry over salaries

This was confirmed today by a spokesman for Mr Schoeman's office who said the date and place of the meeting will probably be decided within the next two weeks

According to railwaymen there is growing grassroots support for a strike by workers who feel insulted by the 10 per cent increase. This has been aggravated by proposals tabled in Parliament yesterday for increases of 42 per cent to 106 per cent for parliamentarians.

Mr Malcolm Domingo, head of the coloured Public Servants' League, said he hoped parliamentarians would reconsider the 10 per cent increase granted to public servants last week.

MINERS' UNION

The Press officer for one of South Africa's biggest trade unions, the National Union of Mineworkers, Mr Marcel Golding, said today the proposed increases were typical of a government which was not ruled by the consent of the majority.

Although workers would feel outraged, they would not be surprised. "Rulers always see to themselves first," he said.

The president of the Afrikaanse Handelsinstituut, Mr Donald Masson, said the AHI was in favour of reasonable, competitive salaries for parliamentarians and believed the recommendations had been based on sound, scientific studies.

May Day for 2 000 De Beers miners

By Sheryl Raine
and Duncan Guy

The first significant chink in the mining industry's May Day armour appeared yesterday when De Beers Consolidated Mines Ltd granted a paid May 1 holiday to about 2 000 black mineworkers.

The Chamber of Mines is still in dispute with the National Union of Mineworkers concerning May Day negotiations.

In a joint statement De Beers and the National Union of Mineworkers (NUM) said yesterday, "Workers at the Finch, Kimberley and Namaqualand mines will have a day off with full pay on May 1 so they can celebrate the 100th anniversary of May Day."

"In terms of the agreement De Beers and the NUM will recommend to the government the establishment of a commission of inquiry into public holidays in South Africa."

THANKSGIVING

The only other mine to have granted a paid May 1 holiday is Wit Nigel which declared it a day of thanksgiving, adding that it had nothing to do with May Day.

The Rand Supreme Court yesterday refused a temporary interdict to extend to Monday a status quo which had restricted members of the National Union of Mineworkers from striking.

It was made during an urgent application hearing brought by the Chamber of Mines to restrain the union from calling for May Day strikes.

Judgment on the application will be given on Monday.

day

26/2/86 SOWETAN

Disputes will go on - expert

STRIKES and labour disputes will continue to rage in most South African industries as long as managements are not prepared to negotiate in good faith with black trade unions.

This was said by a spokesman for industrial relations consultants Andrew Levy and Associates. The spokesman said unions were prepared to flex their muscles and fight for workers' protection.

The following strikes and disputes had been reported yesterday

- More than 40 members of the Black Health and Allied Workers Union employed at E Merck, a German multinational, yesterday entered their third day of strike in protest against the retrenchment of their colleagues.

Negotiations are continuing

- Workers at Plascon Parthenon in Cape Town were still on strike over wages, according to a spokesman of the South African Chemical Union

SOWETAN Reporter

- More than 900 workers at four plants of Asea Electric Cable company in Pretoria are expected to return to work this week after management had undertaken to negotiate wages and working conditions with the Metal and Allied Workers' Union (Mawu)

A spokesman for Mawu said they were prepared to negotiate with management at all levels

- More than 1 000 workers at Pick 'n Pay outlets yesterday returned to work after a strike. They returned following negotiations between the Retail and Allied Workers Union which ended with the signing of an agreement

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CAPE TOWN 26/2/66

Strike after miners are held

140A

Own Correspondent

JOHANNESBURG — Thousands of miners at Anglo American's Vaal Reefs Gold Mine near Klerksdorp started a wildcat strike yesterday after police detained eight workers in connection with the slaying of four team leaders at one of the mine hostels

In separate developments near Witbank yesterday, about 1 500 workers at Anglo's Goede hoop colliery and more than 600 at Rand Mines' Wolwekrans colliery, also went on strike

All three strikes were illegal because in none of the cases had disputes been brought before a conciliation board, mines spokesmen said yesterday

The situation at Vaal Reefs was "extremely tense" after more than 12 000 workers went on strike in "solidarity action" over the detention by police of eight shaft stewards on Monday, a spokesman for the National Union of Mineworkers said

'Brutal'

An Anglo American spokesman said the detained workers were being held for questioning in connection with the "brutal murder" of four team leaders and serious injury of four others who were attacked in their rooms at Vaal Reefs number five shaft hostel on February 18

A NUM spokesman said the Goedehoop miners were striking over management's dismissal of four shaft stewards

The reason for the Wolwekrans strike could not be established

26/2/86 BUS DAY

DM&M J7208/

THE VITAL VIEWPOINT

Thousands of workers on strike at gold and coal mines

12 000 ON STRIKE VAAL REEFS

ON STRIKE GOEDEHOOP 1 500 WOLWEKRANS

PRETORIA WITBANK

KLEI SPOT / 6

THOUSANDS of miners at Anglo American's Vaal Reefs gold mine near Klerksdorp started a wildcat strike yesterday. The action resulted after police detained eight workers in connection with the slaying of four team leaders at one of the mine hostels recently.

In separate developments near Witbank yesterday, about 1 500 workers at Anglo's Goedehoop colliery and more than 600 at Rand Mines' Wolwekrans colliery also went on strike.

All three strikes were illegal because the disputes had not been brought before

PETER HONEY

a conciliation board, mines spokesmen said yesterday.

The situation at Vaal Reefs was tense after more than 12 000 workers at three of the nine shafts, a gold plant and engineering workshops refused to work yesterday, a spokesman for the National Union of Mineworkers (NUM) said.

Negotiations were under way between Vaal Reefs management and NUM representatives yesterday, but the possibility of the rest of the mine's 40 000 labour

force joining the strike could not be ruled out, the NUM said.

An Anglo spokesman confirmed that detention of the eight workers was the apparent cause of the strike. He said they were being held for questioning in connection with the murder of four team leaders and serious injury of four others.

"Management is talking to the workers and the NUM to bring about a return to work," he said.

The NUM said more than 1 500 workers at Anglo's Goedehoop Colliery near

Witbank were involved in a work stoppage over management's dismissal of four shaft stewards.

It said an undisclosed number of workers at Wolwekrans Colliery, owned by Rand Mines, had also refused to work yesterday. The reasons were not known.

A Rand Mines spokesman said the total Wolwekrans workforce — 400 in the morning shift and 200 in the afternoon shift — had refused to work. The company was waiting yesterday to see if the night shift, of between 100 and 200 workers, would follow suit.

Argus 27/2/86

19 000 miners at Vaal Reefs go back to work

The Argus Correspondent

JOHANNESBURG — About 19 000 striking miners at Vaal Reefs gold mine near Klerksdorp have returned to work

The two-day stoppage cost the Anglo American Corporation about R5-million, a corporation spokesman said today

The strike ended after talks between management and the National Union of Mineworkers yesterday. There was no agreement on the demands.

Miners went on strike after eight colleagues were arrested in connection with the killing of four team leaders at the Shaft 5 hostels last Tuesday

A NUM spokesman said two more workers were taken into custody yesterday

The arrested miners were to appear in Stilfontein Magistrate's Court today on charges of murder

Foshini group to lay off 302 employees

2/12/80 Mercury

140A

140A

Labour Reporter
ABOUT 302 employees from 600 Foshini group stores throughout the country are likely to be retrenched next month, Mr H A L Matthews, managing director of the Cape Town-based company, confirmed yesterday

But, Mr Important Mkize a spokesman for the Commercial, Catering and Allied Workers' Union, said the union had declared a dispute with the Foshini Group after the company allegedly refused to accept the union's proposals as an alternative to the retrenchments

He said the national clothing store had informed the union that it intended retrenching staff from its Pages Markhams

American Seas and Foshini stores throughout the country

'We proposed a scheme which involves reduced working hours or short time, but the company claims that this is unworkable in the retail trade

'Throughout the long drawn negotiations dating from the beginning of the year over alternatives to the retrenchments, the company showed no serious consideration of the union's proposal but to go ahead with retrenchments' he added

Speaking from Cape Town, Mr Matthews told The Mercury that the retrenchments which would be carried by the middle of March, were the result of 'very careful consideration

and negotiation' with the union over the past two months

He said the union's proposals were totally unworkable in a business operation. The company was reluctant to reduce its staff but their posts had become redundant

The number of people made redundant was negligible in a total workforce of 5 200 he added

(1401A)
STAR
27/2/86
PP

Whites quit negotiation conference

A handful of conservative white businessmen walked out of the conference in protest against what the general secretary of the Congress of SA Trade Unions had to say.

Mr Jay Naidoo was putting Cosatu's policies to a conference on "Negotiation — a Way of Life" at the time.

Cosatu, a federation of 33 emergent unions with a combined membership of about 500 000, questioned the role of business in South Africa, Mr Naidoo said. Migrant labour and the compound system were seen as integral agents of apartheid control over the lives of black workers.

"Why have you, as business representatives — especially the mining corporations — developed and used a most brutalising and dehumanising system to facilitate your profitability?" he asked.

He said the root cause of the violence in South Africa was the bankruptcy of the government's economic and political policies. "Why have you not unequivocally condemned them?" he asked.

MINE STRIKE UNRESOLVED

SOWETAN Correspondent

FURTHER negotiations between the National Union of Mineworkers and the management of Anglo American failed to resolve the strike by over 20 000 black miners at Vaal Reefs gold-mine near Klerksdorp yesterday.

The situation was tense at the mine — one of the biggest producers of gold in the world — as the strike continued.

The strike action at Klerksdorp started after police detained nine workers in connection with the killing of four team leaders at one of the mine hostels recently.

The striking workers demand the release of the eight people being questioned by the police about the killings. Mr Pretorius however said management was determined to see the law take its course.

“Those currently in custody will either be

charged or released. Management will do nothing to obstruct the police investigation, nor should the union or employees seek to do so,” Mr Pretorius said.

He added: “Management cannot accept the demand that those held for questioning be released. We will act firmly against all cases of intimidation.”

Meanwhile more than 1 500 workers at Anglo's Goedehoop Colliery near Witbank, who went on strike over the dismissal of colleagues, have returned to work, management announced yesterday.

• In a separate mine — Wolwekraans Colliery near Witbank, more than 600 workers, who went on strike demanding the dismissal of a manager, have returned to work.

Vaal Reefs still tense

• More than 350 members of the South African Chemical Workers Union employed at Plascon Paints in Lui-paardsvlei yesterday went on strike over the dismissal of a co-worker. Management has confirmed the strike.

• About 90 members of SACWU at Polycel Company in Alrode are



CYRIL RAMAPHOSA...
miners' leader.

on strike. They demand the reinstatement of a dismissed co-worker. Management has confirmed the strike.

• About 160 members of the South African Allied Workers Union (Saawu) at Nampak Tissue (Transvaal) were yesterday dismissed after going on an “illegal strike”, according to a statement from the company.

The workers were demanding a wage increase amounting to 53 percent and a deadlock was reached after negotiations were referred to mediation in terms of an agreed procedure, the company said.

2-day mine strike cost Anglo R5-m

Thousands of striking miners at the Vaal Reefs gold mine near Klerksdorp returned to work last night and this morning, ending a two-day work stoppage which cost the Anglo American Corporation an estimated R5 million, a corporation spokesman said today

While the National Union of Mineworkers (NUM) put the number of strikers at 19 000, Anglo American said the figure was about 12 500

The company spokesman said the strike ended after all-day talks yesterday between management and the NUM. He said that although the workers had agreed to return, there was no agreement on the demands of the workers. No ultimatum had been issued to strikers to return to work.

The strike was sparked by the arrest of nine people at Vaal Reefs in connection with the killing of four team leaders at their hostels on February 18. Workers demanded the unconditional release of their colleagues.

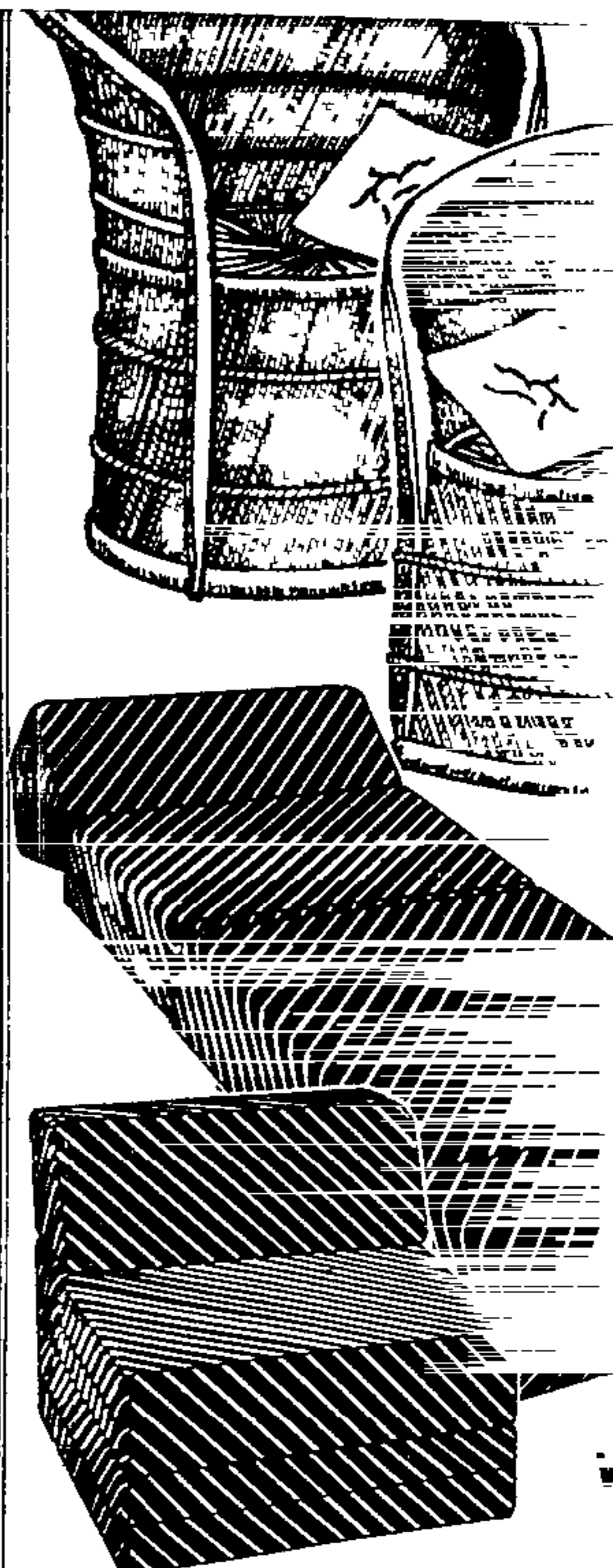
Those arrested were expected to appear in court today.

Vaal Reefs management described the strike action as "an ill-judged and morally indefensible attempt to interfere with the course of justice".

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Cape Times 27/2/86

19 000 miners now on strike over arrests

Own Correspondent

JOHANNESBURG — Production at another two shafts at the Vaal Reefs gold mine near Klerksdorp came to a standstill yesterday as more workers joined the strike which now affects about 19 000 miners

They are demanding the unconditional release of nine colleagues arrested this week in connection with the killing of four team leaders at one of the mine hostels on February 18

The nine will appear today in Orkney Magistrate's Court, the chief public prosecutor, Mr J Swanepoel, said

Workers from five of the mine's nine shafts (numbers 1, 2, 4, 5 and 7) are on strike and this could spread to the remaining shafts to affect 40 000 workers

Yesterday some workers returned to shafts one and two but production has not taken place, according to a National Union of Mineworkers spokesman

He said the NUM had presented the

workers' demand — the release of the arrested workers, now believed to be 10 — to management.

The chief executive officer of Anglo's Gold and Uranium Division, Mr Peter Gush, said at a press conference yesterday that management was determined to see the due course of law followed — that those in custody either be charged or released

Management, he said, had continued to meet the NUM in an attempt to persuade workers to return to work.

The eastern division of the mine (shafts 1, 2 and 5) was responsible for up to 40 percent of the mine's production and in two days Vaal Reefs had lost about R5m, Mr Gush said

● Striking workers at Anglo Goedgehoop and Rand Mines' Wolwekrans collieries near Witbank returned to work yesterday, according to spokesmen for the collieries

The NUM said the return came after the managements agreed to investigate worker grievances

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Plettenberg Bay. Fine and hot weather...

Group to retrench about 300

Own Correspondent

DURBAN. — About 302 workers of the Foschini group's clothing stores throughout the country are likely to be retrenched next month, Mr H A L Matthews, the managing director, confirmed yesterday.

But Mr Important Mkize, a spokesman for the Commercial, Catering and Allied Workers' Union, said the union had declared a dispute with Foschini after the company allegedly refused to accept the union's alternatives to the retrenchment.

Mr Matthews said the retrenchments were the result of "very careful consideration and negotiation" with the union over the past two months.

He said the union's proposals were totally unworkable. The company was reluctant to reduce its staff but their posts had become redundant.

The group will retrench workers from its Pages, Markhams, American Seas and Foschini stores throughout the country.

Mine officials contravened safety rules, says inquiry

26/2/82

By Sheryl Baine

14DA

Seven mining officials employed at Rand Mines Riet spruit colliery near Bethal contravened various regulations in the Mines and Works Act, according to the findings of a recent inquiry into a fatal accident at the opencast mine.

The accident on November 11 last year resulted in the deaths of two black mineworkers who were members of the National Union of Mineworkers (NUM).

NUM safety officer Mr Howard Gabriels said that the two were killed during blasting operations.

Those found to have contravened mining regulations included the acting general manager of the mine, the acting assistant manager, the acting mine overseer, acting production manager, two white miners and a shift boss.

A Rand Mines spokesman said the findings to which the NUM was referring followed an inquiry by the inspector of mines.

The report of the findings was being studied by management at Riet spruit.

In terms of the Mines and Works Act the report would be submitted to the Government mining engineer and then to the Attorney-General of the Transvaal for further action if deemed necessary.

The mine noted that no charges had yet been laid against anyone.

"An internal disciplinary inquiry has already been held on the mine," the spokesman said.

He said the findings of the inquiry were a domestic matter and would not be made public.

The NUM has instructed its attorneys to proceed with claims for increased compensation for the relatives of the dead men.

The attorneys are also waiting for a decision from the Attorney-General's office concerning possible charges against the mining officials.

The regulations contravened were:

● Regulation 8.10.32 in that the miners failed to satisfy themselves that no person remained where they

might be exposed to danger from the firing of charges.

● Regulation 2.10.5 in that the senior management and mine overseer failed to cause all plant material and other things necessary for compliance with the requirements of these regulations to be provided and maintained in good order.

● Regulation 2.15.4 in that the shiftboss failed to take all reasonable precaution to ensure proper observance of the regulations and compliance with any lawful order given in the interests of safety and health by every person employed in his section.

"This finding is an indictment of Riet spruit's claim to adequate safety measures," said Mr Gabriels.

"The losses to the families and the NUM are incalculable. Had Riet spruit taken elementary precautions associated with reasonable safety standards this disaster could have been prevented.

"The NUM will continue its campaign to improve health and safety on the mines."

28/2/76
STAK
140A

SA union backs American workers

About 300 employees of 3M, an American multinational company in Elandsfontein, will hold a two-hour work stoppage today to protest the closure of the company's Freehold, New Jersey plant

The Commercial, Catering and Allied Workers' Union (Ccawusa), to which the workers belong, said the stoppage would be in solidarity with 450 American counterparts who will lose their jobs.

"We do not think it is too late for 3M management to change its stand," said a Ccawusa spokesman

Ccawusa said the first batch of Freehold workers were due to be laid off yesterday

The spokesman said workers wanted management to reconsider its "callous" decision to avoid rendering the Freehold workers unemployed

Ccawusa had taken up the issue after being approached for support by the American workers, who had previously been supportive of the union when it was locked in disputes with the company, said the union spokesman

140 A
BUS DAY
19 000 miners
back at work

28/2/86 THELMA TUCH
THE 19 000 workers on strike at the Vaal Reefs Gold Mine heeded the advice of the National Union of Mineworkers (NUM) and resumed work yesterday, a NUM spokesman said

Striking workers were demanding the unconditional release of nine of their colleagues — arrested earlier this week in connection with the deaths of four Vaal Reefs team leaders.

Workers from five of the mine's nine shafts refused to go underground and the strike was poised to spread to the remaining shafts to affect a workforce of 40 000

NUM had advised workers that the dispute could only be resolved once they returned to work. The return demonstrated the extent to which miners supported the union, said NUM spokesman Marcel Golding

● See Page 6

STAR (1007)
Bid to free unionist
28/2/86

The Metal and Allied Workers Union (Mawu) has launched a campaign for the immediate release from detention of the union's Transvaal branch secretary, Mr Moses Mayekiso, who was detained last week under emergency regulations

A union spokesman said last night Mawu members had decided to take action on Wednesday March 5 to bring his detention to the public's notice

probably not last longer than another six weeks

"It will be broken by the cold when winter comes," said Mr Isak Venter, assistant director of the Directorate for Soil Protection

He said locust eggs were dormant in cold conditions and needed heat and rain to become active

Mr Koos Vermeulen, the chief soil protection officer in the Northern Cape and Free State, said about 70 to 80 grasshopper swarms were being wiped out a day and "we have also killed hundreds of thousands of flying swarms so far"

Big slump in number of immigrants to SA

28/2/86 STAR

In the first 11 months of last year, immigration to South Africa was nearly 39 percent down on the similar period in 1984.

At the same time, according to figures from Central Statistical Services (CSS), the number of people leaving the country permanently rose by nearly 38 percent

Between January and November last year there were 10 265 emigrants — a dramatic increase on the 7 443 who left in the similar period during the previous year.

The number of immigrants dwindled from 26 895 between January and November 1984 to 16 421 in the same 11 months last year

There was a significant increase in the number of professional people who chose to settle elsewhere, with 1 464 leaving in the 11 months as opposed to just over 1 000 in those months in 1984 — Pretoria Bureau



FIN MAIL
MINE LABOUR

Key accord reached

Wage negotiations between the National Union of Mineworkers (Num) and Gencor's Marievale gold mine are to be re-opened. The move comes nearly six months after several hundred Marievale employees were dismissed (and later reinstated) for striking over a wage dispute.

In addition, the mine will permanently reinstate 537 dismissed strikers who made labour law history last year when the Industrial Court ordered their temporary reinstatement. Included in this number are 124 employees who failed to return to work before the November deadline set by the court. They are to receive three months' backpay.

Marievale's decision to settle with the union came after a Supreme Court review of the Industrial Court's judgment went against it. The mine was considering taking the matter to the Appellate Division, but has agreed to drop this. In return, the Num has

agreed to drop contempt of court proceedings against Marievale over the eviction of dismissed workers during the strike.

Marievale is still faced with the problem of how to deal with the workers it employed last September to replace the strikers. Gencor's gold and uranium division CE, Bruce Evans, says that because of the good gold price additional positions have been created for a "fair number" of them. He says he hopes that work can be found for the others, either at Marievale or on other mines.

Assuming that the new round of wage talks leads to further wage increases for Marievale workers, Gencor will also have to decide whether to extend the more favourable rates to other mines. Evans says that any union representations on this "will be considered in good faith."

Another loose end to be tied up concerns the position of Marievale assistant hostel manager Frans Spamer and an induna by the name of Mpinga. In November last year the Supreme Court granted an interdict against the two men preventing them from assaulting or killing Num members who were due to return to the mine in terms of the Industrial Court ruling. Evidence against them included a tape recording of a discussion in which they had allegedly planned to assault senior union members. The evidence was not tested because the interdict was unopposed.

Shortly thereafter, the two were transferred, pending a final hearing which will be held "in due course." If the allegations against Spamer and Mpinga are proven, says Evans, the two will "at least" not be given positions of trust over other people.

The Marievale saga is one of the reasons for the present poor relationship between the Num and Gencor. At its recent conference the Num described Gencor as an "enemy company."

But Evans believes that although "there has been hurt on both sides" the Marievale dispute has had positive effects. He says court rulings in connection with the dispute have produced greater clarity on substantive legal issues. Also, as indicated by the agreement, it has led to more cordial communication and an improved relationship between the mine and the union.

It has become clear to both sides, says Evans, "that they need each other." He adds that the lessons learnt during the dispute will be passed on to other mines in his division.

□ A strike involving at least 10 000 workers at three shafts of Anglo American's Vaal Reefs mine erupted this week. It apparently follows the arrest on Monday night of eight workers in connection with the murder last

week of four team leaders in a mine hostel. As the *FM* went to press, employer and worker representatives were attempting to negotiate the resolution of the strike. Anglo appeared hopeful of resolving the matter, but the Num has demanded the release from custody of the eight miners. ■

~~FINAL 28/2/86~~
~~MINE WAGE TALKS~~ 14011
~~215~~

Thorn of uniformity

Pressures in mining industrial relations have become intense. While some mining houses are still engaged with issues hanging over from last year's black miners' wage strike, all employers are giving serious thought to the forthcoming round of negotiations for 1986.

The resolutions adopted by the National Union of Mineworkers (Num) at its congress a fortnight ago have given employers plenty of food for thought. Of particular interest is Num's insistence that management must make a uniform wage offer, and its threat that Num members will strike if this does not happen.

Clearly, the Num does not want a repeat of last year's events at the Chamber of Mines when employer unity shattered and three of the mining houses put in a higher offer than the other three. The split was precipitated by Anglo American; Johannesburg Consolidated Investments (JCI) and Rand Mines followed suit. Anglovaal and Gold Fields later also raised their offer, but to a lesser level. Gencor, which implemented lower wages than all the other mining houses, was the odd one out.

There are good reasons why the houses made a split offer. Even though Anglo has a more liberal image than the others, it had compelling reasons for wanting to settle for more. The simple fact is that the Num has made the greatest inroads at Anglo, and it therefore stood to lose the most from a strike. Others might argue that Anglo simply has a more far-sighted approach to industrial bargaining.

The union must have experienced some satisfaction at watching the employer's facade of unity crumble. But the split was a two-edged sword. While there were obvious advantages for those Num members who got the higher increments, it is equally obvious that members who did not could well have been disappointed that Num could not do the same for them. Hence, there is a great deal of

cont →

logic underlying the Num's demand for a general improvement in mining industry wages and conditions. The Num also obviously wants to use the threat of a strike to manipulate employers to put pressure on any houses which may not want to go along with the others.

What do employers think of the Num's resolution? The question is somewhat academic as it is impossible to predict what might happen at the chamber later in the year. Nevertheless, the possibility of a split offer cannot be ruled out.

Says Johann Liebenberg, industrial relations adviser to the chamber: "Obviously the chamber would prefer to make one offer to the Num. That is all we need to say."

JCI and Anglovaal both say they don't want to comment at this stage and Gencor referred the *FM* to the chamber. Gold Fields' stance is that the position to date has been uniform bargaining and the company has no wish for it to change. Similarly, a

Rand Mines spokesman says: "Our view is that one offer will be made — not a split offer. We will be striving for just that."

Bobby Godsell, Anglo's industrial relations adviser, tells the *FM*. "We have always believed in unitary bargaining."

The debate on the issue of a possible split offer by employers and the consequences that could result if the Num holds to its strike threat, is moot for the moment. No doubt the issue will have to be addressed again, depending on what emerges from the new round of bargaining. ■

Lay-offs affect Border

Dispatch Reporter

EAST LONDON — The planned retrenchment next month of at least 302 employees from 600 Foschini stores throughout the country would affect employees in the Border area, the regional manager, Mr D Wild, said yesterday

Mr Wild said he could not reveal yet which stores would be affected by the retrenchment as an announcement had not yet been made to employees concerned

This follows an announcement this week by the managing director of the Cape Town-based company, Mr H. A. L. Matthews, who said the national clothing store intended to retrench staff from its Pages, Markhams, American Seas and Foschini stores throughout the country

Mr Matthews said the retrenchments, which would be carried out by mid-March, were the result of "very careful consideration and negotiation" with the Commercial, Catering and Allied Workers' Union over the last two months

The number of people to be made redundant was negligible considering that the more than 600 outlets of the company had a workforce of 5 200, Mr Matthews said

"In effect it will amount to about one or two

people losing their jobs from each outlet."

Meanwhile, a spokesman for the union, Mr Important Mkise, said the union had declared a dispute with the company after it allegedly refused to accept the union's proposals as an alternative to the retrenchment.

"We proposed a scheme which involves reduced working hours or short time, but the company claims that this is unworkable in the retail trade," he said

"Throughout the long drawn out negotiations dating from the beginning of the year over alternatives to the retrenchments, the company showed no serious consideration of the union's proposal, but to go ahead with the retrenchments," he added

Mr Matthews said the union's proposals were unworkable in a business operation and the company was reluctant to reduce staff but their posts had become redundant

Mr Matthews rejected the union's allegations that the company refused to find alternatives to the retrenchments

"We furnished the union with a great deal of information of our plans, but they were unable to come up with a reasonable and acceptable counter proposal," he added

DISPATCH
140A
28/2/86

INDUSTRIAL RELATIONS — WORKERS'
Org. — COSATU (INCLUDES NUM, MAMU etc
1986

MARCH — MAY.

Miners strike over detentions

★ From Page 1

security is patrolling the area," NUM said

"To date mass meetings with workers have been held at shafts No 1, 2 and 5. The union shaft stewards and representatives, acting on the mandate of these meetings, presented the workers' demands to management

"These were, namely,

CUT P: 2/3/86
140A

the release of the workers who were arrested, now believed to be ten. Two more workers were detained on Tuesday.

"There is no intimidation on the part of union members at the mine"

Vaal Reef's management is at the moment talking to workers and NUM to bring about a return to work and expect their full assistance in in-

vestigations

Meanwhile, armed mine security guards manned roadblocks on the road leading to the trouble-torn no 5 shaft.

Local and foreign journalists were escorted to a conference room, but were barred from taking pictures of workers on strike.

Asked whether pro-

duction was affected by the two-day work stoppage the mine spokesman said he did not know if it was as yet affected or not.

Asked whether the mine was prepared to talk to the SAP about releasing the eight workers so as to diffuse the volatile situation, he said the mine had no power to instruct the police

Mawu to go to court over BTR dispute

SPAK (1404)
3/3/86

By Mike Siluma

The Metal and Allied Workers Union (Mawu) is to take its protracted dispute with BTR Sarmcol to the Industrial Court.

This follows the failure last week of a conciliation board to resolve the dispute, caused by the dismissal of almost 1 000 workers last April for striking in support of a demand for the recognition of Mawu.

The workers were fired by the company's factory in Howick, Natal.

A Mawu spokesman said the union would meet early this week to assess its local and international campaigns against BTR.

Actions taken by the union since the dismissals included calling on British unions to pressure the BTR and calling stayaways in the black townships around Howick and Maritzburg.

Several people have died in clashes between strikers and their replacements at Sarmcol.

Repeated attempts to resolve the dispute through negotiation have failed.

'Govt must tell public about fuel'

SPAK 3/3/86

A PFP spokesman has urged the Government to explain to the public how the petrol industry in South Africa functions.

"People are confused and angry that a major chainstore cannot sell petrol at a discount.

"Although the Minister has adopted a reasonable attitude to informing the public on the distribution of petrol, I urge him to spell out how the petrol industry in South Africa functions," said Mr Brian Godall, PFP spokesman on mineral and energy affairs.

"The PFP has made its attitude towards petrol distribution clear on many occasions. We believe that petrol prices should be determined by market forces and not by controls.

"I urge the Government to commit itself to a system whereby petrol prices will eventually be determined not by regulation, but by market forces.

"In the interim I would ask the Minister of Mineral and Energy Affairs to set both a minimum and a maximum price for petrol so that those who wish to sell cheaper petrol can."

STAR 3/3/86
140A

Chamber asks for board to resolve May Day dispute

The Chamber of Mines has applied for the appointment of a conciliation board to resolve a looming confrontation with the National Union of Mineworkers (NUM) over demands that May Day be a paid holiday.

The Chamber has accused the NUM of an unfair labour practice and of deviating from established collective bargaining procedures over the issue. At the time of going to press, the union was not available for comment.

The Chamber's accusations follow indications by the NUM that it will encourage its members not to work on May 1. An ultimatum delivered by the union last week demanded May Day as a paid holiday, effectively giving the Chamber 36 hours to respond.

"The established practice in the mining industry, accepted by the unions, is that issues which have cost implications (wage increases, paid holidays and other changes in conditions of employment) may be negotiated at any time, but are only implemented at the time of the annual wage review," said a Chamber statement.

Because the May Day issue had cost implications for the Chamber's member mines, it could only be negotiated for implementation at the time when annual wage increases were implemented, which by agreement with the NUM was July 1.

"Even if the Chamber were to reach agreement with the union, it could not be implemented until May 1987."

The Chamber has accused the NUM of adopting an "inflexible and high-handed attitude".

The Minister has 30 days to appoint a conciliation board.

3/3/86
BUS DA/ 140A
May Day mining dispute

THE Chamber of Mines has asked for a conciliation board to resolve what it regards as an unfair labour practice by the National Union of Mineworkers (NUM) over its campaign for a paid May Day holiday

The chamber says the NUM is deviating from established collective bargaining by indicating it will encourage its members not to work on May 1 and delivering an ultimatum last week demanding May Day as a paid holiday

The chamber says that established practice in the mining industry, accepted by the unions, was that issues which had cost implications might be negotiat-

Business Day Reporter

ed at any time but were only implemented at the time of the annual wage review

Because the holiday issue had cost implication it could only be negotiated for implementation when annual wage increases were implemented on July 1

Therefore, even if the chamber were to reach agreement with the union it could not be implemented until May next year. The chamber described the NUM's attitude as inflexible and high-handed

Pressure growing for May Day holiday

By Sheryl Raine

The May Day dispute between the National Union of Mine workers (NUM) and the Chamber of Mines is one which could be repeated in many other industries this year with emergent unions pushing for May 1 as a paid holiday.

The chamber has asked the Minister of Manpower to establish a conciliation board to settle its May Day dispute with the NUM, which it has accused of an unfair labour practice and an unreasonable attitude in its methods of demanding the day as a holiday.

May 1 is celebrated throughout the world to honour the labour movement in countries as ideologically distant as America and the Soviet Union.

This year is the 100th anniversary of May Day and the campaign to have May 1 declared as a paid holiday is likely to be more intense.

Mr Cyril Ramaphosa, general secretary of the NUM, reflected the feelings of his union's members recently when he said miners would simply "take" May Day.

After raising the issue with the chamber several times in the past year, the NUM last week gave mining houses 36 hours to agree to May Day as a paid holiday.

JOINT PUSH

The Council of Unions of SA (Cusa) and its affiliates have tabled demands for a May Day holiday and will be organising meetings and celebrations.

Unions affiliated to the new Congress of SA Trade Unions (Cosatu) are making a joint push for the holiday.

At a recent Press conference, Cosatu said it was prepared to fight for May Day and June 16 as paid holidays.

"We should be prepared to sacrifice racist political holidays if necessary (in exchange for May Day and June 16)," said Cosatu general secretary Mr Jay Naidoo.

Cosatu says workers are not interested in Republic Day, Kruger Day, Founder's Day

and the Day of the Vow, and has resolved to organise celebrations on May 1 every year.

This year wage negotiations in some industries have included demands for May Day. The Chemical Workers' Industrial Union (CWIU) won May Day as a paid holiday after a wage strike at the Wadeville multinational, Chesebrough-Ponds.

FIRST STEPS

The union failed to win the holiday in another Wadeville wage strike at Matthey Rustenburg.

The road towards recognition of May Day has so far been hard, but unionists point out that important first steps have been taken.

Last year employers who agreed to grant May Day included Anglo American Property Services, BTR Sarmcol and Pilkington Glass.

The Steel Engineering Industries Federation of SA (Seifsa) last year responded to demands from unions affiliated to the International Metalworkers' Federation (IMF) with a suggestion that, instead of May 1, a labour holiday should be given in August.

Seifsa had no objection to the concept of a Labour Day public holiday but felt there were too many public holidays in the April/May. The suggestion that labour day be celebrated in August was unacceptable to IMF unions. Negotiation stopped.

TOUGHER STAND

This year Seifsa said it would discuss the matter if the unions tabled proposals.

Employers are adopting a variety of May Day policies this year. Many have adopted a "no work, no pay, no disciplinary action" stance. Others have taken a tougher stand.

Still others have adopted a wait-and-see attitude. A spokesman for AECI said the company, which negotiates with 12 unions, had received a few demands for May Day in the past. This year the company would wait and see how the situation developed before formulating its policy.

A senior lecturer at the Wit's Graduate School of Business Administration, Mr Loet Douwes-Dekker, asked businessmen recently

"Why are we fighting May Day? What's wrong with May Day? It is a very important day in the history of labour. Why can't we be gracious about it? We need new national symbols, perhaps a new national anthem and public holidays. Why not be big about it?"

140A

COALMINERS STILL OUT ON STRIKE

MORE than 960 black coal miners at Wolwekraans near Witbank were yesterday still on strike in protest against the actions of a hostel manager.

A spokesman for the company said they were holding discussions with the National Union of Mineworkers.

The strike is in its fourth day.

• MAWU is to take the management of a multinational company, BTR Sarmcol in Howick near Maritzburg, to the In-

Labour briefs

4/3/86

dustrial Court following the sacking of more than 900 workers there last year. **SOKIETAN**

• More than 1 000 members of the South African Chemical Workers Union at several plants of Plascon Paints and related companies, yesterday downed tools in support of dismissed workers at

Plascon Paints in Krugersdorp and Polycel in Alrode

The union's general secretary, Mr Michael Tsoetsi, said they called on the company to reinstate the workers to avoid a national strike. The new strikes are at plants in Johannesburg, Alberton, Cape Town, Alrode and Isando

• The strike by more than 850 members of the Metal and Allied Workers Union (Mawu) at Asea Cables in Pretoria, yesterday entered its

fourth week. Management has complained that workers who intended to go back to work have been intimidated by certain elements. They hope to open negotiations with the union soon.

• Nampak Tissue (Transvaal) is holding discussions with the South African Allied Workers Union (Saawu) concerning the dismissal of about 160 striking workers at the Pretoria West plant.

5/3/86 SOWETAN

1 600 down tools

MORE than 1 600 workers at Haggie Rand in Cleveland yesterday downed tools demanding wage increases and improved working conditions.

The workers, members of the Cosatu-affiliate Metal and Allied Workers' Union (Mawu) and the Cusa-affiliate Steel Engineering and Allied Workers' Union (Seawu), struck following a deadlock in negotiations.

A company spokesman confirmed the strike and said that they were negotiating with the unions.

- About 120 members of the Cosatu-affiliate Sweet Food and Allied Workers' Union (Sfawu) employed at Premier Bakery, a subsidiary of the Premier Group, in Cleveland, yesterday downed tools after making wage demands.

A company spokesman had confirmed the strike.

- More than 80 members of the South African Chemical Workers' Union (Sacwu) yesterday demonstrated and picketed the head office of Plascon Paint in Johannesburg in protest against the dismissal of fellow workers

- Striking workers at Rand Mines-owned Wolwekrans colliery near Witbank went back to work yesterday after the third illegal strike this year, management said.

Mr Allen Cook, deputy head of Rand Mines' coal division, said: "This was the third illegal strike this year at Wolwekrans and on each occasion there has been violence and intimidation to persuade unwilling workers to join the strike."

- The strike at Asea Cable in Pretoria West is continuing.



WORKERS' DIARY - Free unionist - call

TRADE unions, community and students organisations have called for the immediate release from detention of trade unionist Mr Moses Mayekiso and several other people, so that they should be able to attend the mass funeral of 19 Alexandra unrest victims today.

Mr Mayekiso, the Transvaal secretary of the Cosatu-affiliate Metal and Allied Workers Union (Mawu), was detained with several other people under the state of emergency regulations at the height of the unrest on February 18.

A private post mortem is to be carried out today on the body of a member of the Transport and Allied Workers Union (Tawu), Mr Lea Maguta, who was allegedly shot by police during uprisings in Motetema township, near Groblersdal last week.

The Hotel Liquor Catering and Allied Workers Union (Hotelica) took a tough stance when it sacked its Transvaal organiser, Mr Malusi Radebe, after he was found to have allegedly misappropriated funds and on other irregularities. Mr Radebe, who was detained twice under the state of emer-

gency regulations, was also found to have tried to establish his own union while employed by Hotelica, the union's general secretary Mr Hamilton Makedama announced this week.

The Black Allied and General Workers Union is to hold its northern Transvaal general meeting in Pietersburg at the weekend. The meeting will discuss various issues, including the development in the amalgamation of the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu).

The Black Allied Mining and Construction Workers Union (Bamcwu) is to hold its annual congress in Soweto at the weekend. The congress will discuss job reservation in the mines, safety measures, the anti-asbestos campaign and other matters.

Bamcwu has won Industrial Court action against the Trident Rentals over the dismissal of their members. The court ordered that the member be reinstated, paid his basic wages and other benefits. The union's publicity secre-

tary, Mr Motshumi Mokhe, regarded the ruling as "a victory" for the union in the struggle against "intransigent management".

The South African Chemical Workers Union (Sacwu) has launched a boycott of Plascon Paints Company in an attempt to have their over 600

members dismissed at two plants reinstated.

The Minister of Manpower has approved the appointment of a conciliation board to resolve the issues of retrenchment of members of the African Miners and Allied Workers Union (Amawu) at Westonara gold mine.

Members of Food Beverage Workers Union and Saawu employed at Coca-Cola plant in Clayville near Tembisa, have complained of intimidation and assaults following counter-claims of "poaching of members". However FBWU has requested to meet Saawu in order

to resolve the matter.

The National Union of Clothing Workers (NUCW) has lost a member with the death of Mr Elias Mashini, who died last week. He died after suffering from cancer.

The NUCW has won a wage agreement against a clothing company in Johannesburg.

Mrs Lucy Mvubelo, the union's general secretary, said the agreement was a breakthrough, especially during these hard times.

The Black Allied and General Workers Union will hold its annual national congress in Pietersburg on March 22/23

5/3/86 SOWETAN (124) (140A) (109)

Metalworkers strike in Natal, Transvaal

Thousands of metalworkers in the Transvaal and Natal stopped work at noon yesterday in protest at the detention of trade unionist Mr Moses Mayekiso

The workers were heeding a call by their union, the Metal and Allied Workers' Union (Mawu), to demand his release

Mr Mayekiso, Mawu's Transvaal secretary, was detained on February 21 in Alexandra

Mawu said in a statement that it was pleased with the response to the call

Industrial areas affected by the stoppage were Johannesburg, Brits and Rosslyn, Pretoria; Durban, Pinetown and Maritzburg in Natal

The union said the Rosslyn workers were also staying away in response to a stayaway call against the detention of students in Soshanguve township

Workers in the Kew and Wynberg industrial areas stayed away to attend the mass funeral in Alexandra

In Natal workers held lunch-hour demonstrations at factories organised by Mawu

Sapa reports that police fired teargas to disperse the demonstrators. One person was arrested

The union claimed Mr Mayekiso's detention had been extended after his initial 14-day period of detention — in terms of the emergency — had expired

It said the lifting of the emergency would be meaningless if

the State used other security legislation to deal with opposition

● About 600 members of the Chemical Workers' Industrial Union (CWIU) at Dunlop in Benoni, who were on strike over another issue, also demanded that their management put pressure on the Government to release Mr Mayekiso

The CWIU workers are demanding the reinstatement of two cleaners dismissed by a security company servicing Dunlop

Security Guard

A CWIU spokesman said that in solidarity with Mr Mayekiso, the strikers were demanding that Dunlop management telex the Minister of Law and Order, Mr Louis le Grange

The workers want Dunlop to reinstate the two cleaners

They also asked the company to dismiss a security guard accused of escorting the fired cleaners off company premises.

A union spokesman accused management of aggravating the situation by refusing a union organiser access to company grounds while allowing security police to come in.

Dunlop's director of industrial products, Mr BH Beebee, said the union had not followed the stipulations of its recognition agreement with the company when taking up the issue

But all the allegations made by the union were being investi-

gated. As for Mr Mayekiso, Mr Beebee said the company could not interfere in police matters and did not have all the facts concerning Mr Mayekiso's detention

● Several Plascon Evans paint production units are still experiencing strikes organised by the SA Chemical Workers Union (Sacwu) in sympathy with striking workers dismissed from two of the company's factories recently.

According to a statement by Plascon issued yesterday, meetings have been held with Sacwu officials and shop stewards in an attempt to resolve an on-going wage dispute and to discuss the issue of dismissed workers

The company has sent telegrams to shop stewards inviting them to return to the negotiating table to resolve the situation and, hopefully, get workers back to work.

● The Star's Bloemfontein correspondent reports about 160 workers at Unipepe Factory, in the Hamilton industrial area in Bloemfontein, might resume work today after talks between management and local representatives of the South African Allied Workers' Union

The workers have been on strike since Tuesday morning. The manager, Mr J Wolmarans, said the reasons for the stoppage were being investigated

The main concern seemed to be the recognition of the union

The factory manufactures cement pipes

6/3/86 B DAY

Mawu members' clock-out protest

1400A

#1 878

Teargas used to disperse demo

Business Day Reporter

METAL and Allied Workers Union (Mawu) members in the Transvaal and Natal demonstrated yesterday against the continued detention of Mawu's Transvaal branch secretary Moses Mayekiso.

Police fired teargas to break up a lunch-time demonstration by Mawu members outside Dunlop's Sydney Road plant in Durban and confirmed the arrest of one person.

Mayekiso was arrested in Alexandra township, Sandton, on February 21.

Mawu asked members in the Transvaal to clock out in all factories at midday yesterday.

The union said its request had been well supported.

"Preliminary reports show that all Mawu factories in Brits clocked off at midday. Workers marched through the industrial area with placards," the union said yesterday.

More than 1500 workers held a lunchtime demonstration in support of Mayekiso, the union said

In other strike action yesterday,

the strike by 600 workers at Dunlop's Industrial Products plant in Benoni entered its second day, as did the strike by almost 2000 workers at Haggie Rand in Cleveland.

There were stayaways at Rosslyn, Kew and Wynberg in the Transvaal.

Strike action continued at Asea's four Pretoria plants.

Mawu was involved in the strikes at Haggie Rand and Asea.

Meanwhile, the strike at six Plascon Evans factories continued yesterday as workers protested against the dismissal of 400 colleagues at Plascon's Lupaardsvlei and Polycell, Alberton, plants

Plascon management said meetings had been held with officials and shop stewards of the SA Chemical Workers Union "in an attempt to resolve both the dismissal issues and the wage disputes at several business units".

Plascon said it was "hopeful that striking employees at individual operating units will return to the negotiating table".

(140A)
30/1/86
6/3/86

Cosatu men meet Tambo and Kaunda

MICHAEL HARTNACK

HARARE — African National Congress president Oliver Tambo was among ANC leaders who held two lengthy sessions — continuing until late yesterday — with a Congress of SA Trades Unions (Cosatu) delegation visiting Lusaka.

Chief ANC spokesman Tom Sebina declined to comment on the substance of yesterday's morning and afternoon talks. The ANC representatives included information director Thabo Mbeki, and national executive committee members Mac Maharaj and James Stuart.

After arriving in Lusaka on Tuesday, the Cosatu team, led by Cyril Ramaphosa and Jay Naidoo, had dinner with President Kenneth Kaunda and called on him again at State House yesterday.

State House spokesmen said Kaunda gave the visitors a "message of encouragement" and urged them not to see the situation in SA as a struggle of black against white, but as a fight against an unjust system.

The Cosatu team's main purpose in visiting Zambia was to see representatives of the International Labour Organisation-based permanently in Lusaka, a government spokesman said.

Neither Ramaphosa nor Naidoo was available for comment.

Cosatu meets Tambo for 'lengthy' talks

Own Correspondent

HARARE — African National Congress president Mr Oliver Tambo was among ANC leaders who held two lengthy sessions continuing until late yesterday with members of a Congress of South African Trade Union delegation visiting Lusaka

Mr Tom Sebina, chief ANC spokesman, declined to comment on the content of the talks yesterday morning and afternoon

The ANC representatives included its director of information, Mr Thabo Mbeki, and national executive committee members Mr Mac Maharaj and Mr James Stuart

After arriving in Lusaka on Tuesday the Cosatu team, led by Mr Cyril Ramaposa and Mr Jay Naidoo, had dinner with President Kenneth Kaunda and called on him again at State House early yesterday.

State House spokesmen said the president gave the visitors a "message of encouragement" and urged them not to see the situation in their

country as a struggle of black against white, but as a fight against an unjust system

A Cosatu spokesman told our Durban correspondent that the unionists had been invited to Lusaka by the International Labour Organization

Neither Mr Ramaposa nor Mr Naidoo was available for comment

The spokesman said that soon after their arrival in Lusaka, Mr Naidoo lashed out at the reform proposals announced by President P W Botha and called for the lifting of the ban on the ANC

"It is evident from recent events in the country that the ANC does have massive support," he said

South Africans had refused to co-operate with the country's tricameral Parliament, community councils and homelands

Cosatu wanted all political prisoners released, bans on political parties lifted, and the fundamental dismantling of apartheid, he said

Mr Naidoo criticized Western countries for supporting Pretoria

6/3/86 (25) (15) (5)
Mercury 140A

Tear-gas used to disperse 500 workers

Labour Reporter

POLICE fired tear-gas to disperse about 500 Dunlop workers who were demonstrating outside the factory in Durban's Sydney Road at lunch-time yesterday.

Capt Winston Heunis said two people were arrested and would appear in the Durban Magistrate's Court today.

The workers were protesting at the detention of a prominent trade unionist, Mr Moses Mayekiso, Transvaal branch secretary of the Metal and Allied Workers' Union, who was arrested on February 21.

Capt Heunis said the gathering was illegal in terms of the Internal Security Act. The demonstrators

were warned to disperse, some complied but others did not and the police were forced to fire the tear-gas, he said.

Hundreds of Mawu members at a number of factories in Durban, Pinetown, Pietermaritzburg and Ladysmith held lunch-hour demonstrations demanding the release of Mr Mayekiso.

In Pinetown, about 800 workers marched through the industrial area, singing and chanting. They carried banners and posters which demanded 'Release Mayekiso and all detainees'.

A Mawu spokesman said police watched the demonstration closely. The protest, however, went off peacefully.

ANC takes Cosatu talks seriously

By HOWARD BARRELL,
Harare

A SEVEN-person delegation of leaders of the Congress of SA Trade Unions (Cosatu) completed two days of talks on political and union issues with a joint African National Congress and South African Congress of Trade Unions delegation in Lusaka yesterday

An anticipated joint communique had not been released by late yesterday afternoon, and no information was available on the specifics of the talks

It is known, however, that the ANC regards the talks as the most important of the series with organisations working legally inside South Africa which started in September last year

when a groups of businessmen and editors under Anglo-American head Gavin Relly flew to Zambia to see the ANC

Although concerned to build as broad an alliance as possible against apartheid, the ANC holds that the working class is the "leading social force" in the South African struggle

This, together with Cosatu's organised strength and the political positions it has taken since its launching in November last year, has made the ANC extremely keen to hold formal discussions with the massive

union congress

ANC President Oliver Tambo led the outlawed movement's delegation at the talk's opening. Other members of the ANC delegation included some of the outlawed movements top tacticians information and publicity chief Thabo Mbeki, Umkhonto we Sizwe political commissar Chris Hanu, and senior political department official Mac Maharaj

The Cosatu delegation included general secretary Jay Naidoo, his deputy Sydney Mafumadi and National Union of Mineworkers general secretary Cyril Ramaphosa

The delegation of the mainly underground and exiled Sactu was led

by its general secretary John Nkadimeng, who also sits on the ANC National Executive committee

Before the talks, ANC sources said they expected exchanges to be warm. In the traditional new year address from the ANC National executive committee released on January 8, the ANC expressed strong support for Cosatu, and called on unions, not within its ranks to join it

ANC sources have also said they have been highly impressed by some of the political positions taken by the union congress in recent months

On Wednesday morning, the Cosatu delegaton had breakfast at State House in Lusaka with Kenneth Kaunda.

140A

Mawu demo teargassed

CITY P. 9/3/86 (140A)
By ZB MOLEFE

WEDNESDAY was a day of teargas and work stoppages for thousands of workers in Natal and the Transvaal who called for the release of detained unionist Moses Mayekiso

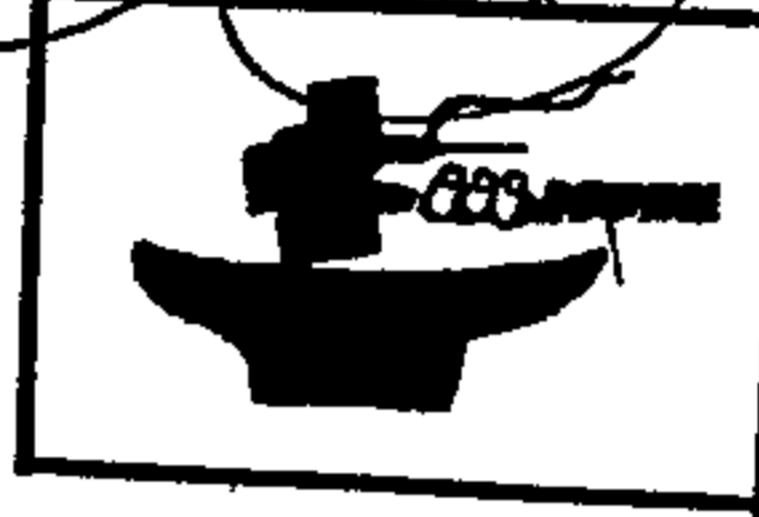
Lunch-time demonstrations were held in the Pine-town and Jacobs industrial areas outside Durban

At Dunlop, hundreds of workers - predominantly Metal and Allied Workers' Union members - were teargassed during a demonstration

Thousands of workers brought factories to a standstill at Brits in the Transvaal

They clocked out at noon on Wednesday and went home

This was in protest against the detention of



Mayekiso, who has been held for more than 14 days under emergency regulations

In another development, workers striking over the dismissal of two cleaners at the East Rand's Dunlop factory demanded that their employer tell Law and Order Minister Louis le Grange to release Mayekiso

The 600 workers - members of the Chemical Industrial Workers' Union - demanded Mayekiso's release in keeping with Mawu's call to mark Wednesday as "a day of action for Mayekiso".

9/3/86. BUS. TIMES

Miners offer to swap Kruger for May Day

By Amrit Manga

MAY 1, celebrated by labour in many parts of the world as May Day, looms as a D-Day for South African labour relations.

More black unions are demanding a May Day holiday and are prepared to strike for it.

One labour expert says May Day could be a "big black bang" for the mining industry.

Conciliation

The National Union of Mineworkers (NUM) has demanded that the Chamber of Mines declare May 1 a paid holiday. The union threatens a dispute involving 250 000 mineworkers if the demand is not met. The chamber ignored the demand last year.

The chamber and the NUM have applied for a conciliation board to arbitrate on the issue. The Minister of Manpower, Pietie du Plessis, has until end of March to appoint a conciliation board.

The chamber says the May Day issue involves costs and can be discussed only at the annual wage negotiations. These are unlikely to start before May 1.

The cost of a day's lost production on the gold and coal mines would run into millions. Anglo American's Vaal Reefs gold mine lost an estimated R5-million a day during the recent strike by 19 000 workers.

It appears, however, that the cost factor could become a non-issue as the union is willing to trade what it calls "racist political holidays" for May Day.

The NUM says: "We are prepared to sacrifice holidays like Kruger Day, Republic Day, Founders' Day and Day of the Covenant if necessary, to initiate celebrations on May 1."

The chamber says the union's holiday was not mentioned in its demands and it cannot comment on it.

Compulsory

Johan Liebenberg, the chamber's industrial relations adviser, says, "We are required to observe some of these holidays as stipulated in the Mines and Works Act and the Public Holidays Act." Mr Liebenberg accuses the NUM of adopting a "high-handed and inflexible" attitude on the issue. "The fact that the union indicated to the chamber that it would observe May Day as a public holiday before making its demands in a letter is an indication that it is not prepared to negotiate in good faith."

The chamber is also upset at the short time in which it is required to respond to the union's demand. The NUM said it should grant the holi-

day demand within 36 hours of its delivery.

The NUM disputes the chamber's claim that the time in which it is required to respond is too short.

Reminder

It says: "The letter simply serves to remind the chamber of the long-standing demand made by our members. It was even raised at last year's negotiations, but was promptly rejected by the chamber."

The chamber also accuses the union of trying to unilaterally alter a labour practice.

NUM general secretary Cyril Ramaphosa says workers will celebrate May Day whether the chamber grant a holiday or not. The chamber refuses to negotiate on the issue before wage talks get under way.

The dispute could embroil workers and employers in other industries.

The 500 000-strong Congress of SA Trade Unions (Cosatu), to which the NUM is affiliated, says it will encourage its affiliates to mark the 100th anniversary of May Day by campaigning for it to be recognised as a paid holiday.

Pessimism

Labour consultant Gavin Brown, of Andrew Levy & Associates, is pessimistic about a resolution of the dispute.

Mr Brown says "The NUM has been looking for an issue on which to stage a major confrontation with the chamber before wage negotiations start. May Day seems to have provided the opportunity."

"It is disappointing that the union's mood has changed from one of pragmatism to confrontation since the launch of Cosatu last year."

"All things said, this year could be the year of the big black bang in the mining industry."

ANC and unions reach accord

Sunday Times Reporter: London

THE banned African National Congress and South Africa's two major nonracial trade unions have reached a "common understanding" on a number of matters after a three-day meeting in Lusaka, Zambia, this week. Afterwards a spokesman described the meeting as an "historic" move in achieving black unity against apartheid

A lengthy joint statement — which the Sunday Times may not print in terms of a law prohibiting the publication of statements which further the aims of banned organisations such as the ANC — indicated a high degree of agreement in several fields

The statement was issued by the ANC, the Congress of South African Trade Unions (Cosas) and the South African Congress of Trade Unions (Sacos)

RED SA EXILE DIES ON VISIT

Sunday Times Reporter: London

THE general secretary of the banned South African Communist Party, Moses Mabhida, 62, died while on a visit to Maputo yesterday

Mr Mabhida joined the SACP in 1942 and at the time of his death was a member of the ANC's National Executive Committee and of the national executive of the South African Congress of Trade Unions (SACTU)

Mr Mabhida, who went into exile in 1960, took part in all the major anti-apartheid campaigns in the '50s, including the Defiance of Unjust Laws Campaign, and was particularly involved in the black trade union movement

He is believed to have died of natural causes

Statement to ...

STAR 10/3/86 230
CBS executive
in SA for talks

A top CBS television network executive, Mr David Buksbaum, arrived at Jan Smuts Airport yesterday and will join three members of his company in talks with the Minister of Home Affairs, Mr Stoffel Botha, today. Mr Bill Mutsehlmann, one of the network's three staff members who, on Friday, were told to leave South Africa, said that Mr Buksbaum, a CBS vice-president in charge of news coverage, "is here to observe or support at our meeting with the Minister".

He said there was no other comment as the matter was sub judice — Sapa

STAR 10/3/86 140A
Pwawu workers
will get rises

The Paper, Wood and Allied Workers' Union (Pwawu) has reached a wage agreement with Nampak's Printpak Gravure, which will see workers getting rises of up to R18,50 a week.

Agreement was reached last week through mediation after the union had declared a dispute in January.

A Pwawu spokesman said the union had asked for R20 a week across-the-board at the time.

The union had also demanded that May 1 and June 16 be recognised as paid holidays for employees. The spokesman said Printpak had indicated a willingness to discuss the issue.

Nine of the 74 detainees released said during a Press conference on Friday they had been tortured, assaulted and deprived of food and exercise.

Mr Sidney Molekane (24), president of the Soweto Youth Congress, who was detained on July 21 last year, alleged he was assaulted during the first three days of his detention.

He said he had been subjected to various forms of torture, including the "helicopter treat-

ted with a back of my head

Senior off

Assaults were prison warders officers, and thrown into Johannesburg.

Colonel Imn the allegation channels exist. quests and

STAR 10/3/86 231
Murder probe
3 offer to testify

CAPE TOWN — Three witnesses to the Guguletu gun battle in which police shot and killed seven suspected urban guerillas last Monday have agreed to come forward and testify publicly at a possible murder hearing.

The murder probe began after the three claimed police had shot and killed a man after he had attempted to give himself up and had shot another man lying on the ground.

A Cape Times crime reporter, Mr Chris Bateman, will tomorrow hand police an affidavit in terms of a Section 205 subpoena served on him after the witnesses' claims were published.

The subpoena requires that Mr Bateman furnish the names and addresses of the three witnesses by Wednesday.

Police have obtained statements from two of the three witnesses, the Cape Times said.

These witnesses released Mr Bateman from his obligation not to furnish their names soon after making affidavits to the police.

A third man, traced by the Cape Times, said he was "quite prepared" to testify.

The police said a special task force was withdrawing from a counter-ambush when the guerillas were inadvertently uncovered.

STAR 10/3/86 231
Alleged petrol-bomber shot dead

A man who allegedly hurled a petrol bomb at a house was shot dead by police in a Cape township last night, police reported today.

A woman passerby was "slightly wounded" in the shooting, they added.

The incident took place at Bongweni, near Cookhouse, where police also found the body of a 15-year-old youth who had been hacked to death.

Police said in their morning unrest-

situation report that it was not known if the boy's death was related to unrest.

At Zwide, near Port Elizabeth, police reported various stonings and petrol-bombings of homes, cars and a school.

Four men were arrested in kwaNdebele after a car was stoned and in Soweto, three people — two men and a woman — were arrested after the stoning and petrol-bombing of a policeman's house — Sapa

THIS FACTORY IS OCCUPIED!

ABOUT 2 000 members of the Metal and Allied Workers Union on strike at two Haggie Rand companies in Johannesburg and Germiston are sleeping on the factory's floor in fear that management will lock them out and call the police.

The workers said they were using this tactic to put pressure on management to accede to their demands and because they did not want their employers to hire scabs

"We are sitting close to our machines and do not want anybody to touch them. We also want to be united during the strike, so that management should not divide us," one worker told. The SOWETAN

New strike tactic

yesterday

The workers downed tools on Monday after demanding wage increases and improvement of working conditions. They said they had worked several hours without overtime pay.

Sit-ins or factory occupations, although on the increase in South Africa are still a new and relatively unexploited tactic used by unions to negotiate with workers' representatives, according to a labour lawyer.

The lawyer said such

actions could prove to be an effective method of defending workers and their jobs during a dispute. Their success will depend on the level of organisation of worker involvement and their preparedness for occupation.

This tactic was also used by Mawu members on strike at four Asea Cables plants in Pretoria

West, although management there later applied for a Supreme Court order evicting them from their premises.

However, the management of Haggie Rand said it was still discussing with union representatives on the issue as well as the strike.

The workers said that during the last two days their families have brought them food, blankets and other supplies.

Cosatu, UDF to decide on Kwa-Natal

THE United Democratic Front and the Congress of South African Trade Unions are not rushing into any quick response to the invitation to attend the "Kwa-Natal indaba".

Their decisions are not expected for about a week.

The African National Congress and the Azanian People's Organisation have indicated that they would not participate.

Meanwhile one of the organisers, Mr Frank Martin, Natal's senior MEC, said yesterday: "Although it is early days, it looks as though there will be sufficient people of good will to get this thing going."

The indaba is scheduled to start in Durban on April 3 to formulate proposals for a legislative body to govern the Natal-KwaZulu region at second-tier level.

The Natal publicity chairman, Mr Lechesa Tsenoli, said an invitation had been received but would have to be considered by the Front's affiliates throughout the country before a decision was made.

A spokesman for Cosatu said a decision would be made at a meeting next Wednesday.

(KWA)

(UDF)

7/3/86 SOWETAN

(S)

107

Saba

Witbank unions
WEEKLY N. 1461A
deny divisions
7/3/86

THE Congress of South African Trade Unions (Cosatu) and the Unemployed Peoples' Congress (Upco) have dismissed as "malicious propaganda" allegations that Upco has called on Witbank firms to repatriate migrant workers and employ township residents instead.

"It was blatantly clear to all democratic forces that agents of the system were attempting to divide our unity," the organisations said in a joint statement this week.

The two organisations also condemned the continuing presence of the SADF in the Witbank townships.

jo 7ap ugnouj 2u1 1e Aumunawon

Mphephu warning to Lutherans

7/3/86 WEEKLY M. (25)

PATRICK MPHEPHU'S quasi-independent state of Venda has threatened to establish its own independent Venda Lutheran Church.

According to an impeccable source in the Lutheran Church, Mphephu loyalists in the Venda regime have written to the Bishop S E Serote of the Evangelical Lutheran Church, demanding the recall of three top Lutheran pastors in Venda Dean T S Farasani, Pastor M P Phosiwa and Pastor Z C Nceductanu.

Mphephu's men — understood to be top civil servants — have given Bishop Serote until March 31 to recall

By PATRICK LAURENCE

the clergymen, failing which they have threatened to establish an independent Venda Lutheran Church.

Two of the three clergymen, Farasani and Phosiwa, were detained in Venda following an attack on a police station in Venda in 1981 and the death in detention of a prominent member of the Lutheran Church, Tshifiwa Muofhe.

The UDI threat against the Lutheran Church follows the detention in Venda of nine men in Venda. All were members of a steering committee of

the proposed Northern Transvaal Action Committee and all are said to be members of the Lutheran Church.

Former Transkei President Kaiser Matanzima set a precedent for the establishment of independent churches in the "homelands" when he banned the Methodist Church of SA in 1978 in Transkei and established the Methodist Church of Transkei in its place.

7/3/86 WEEKLY M. (1404) (327)

Big row brews over Mayekiso detention

By PHILLIP VAN NIEKERK

THE continued detention of Moses Mayekiso, Transvaal secretary of the Metal and Allied Workers Union (Mawu), is growing into a major national and international issue.

Mayekiso was arrested in Alexandra township more than two weeks ago and has been held ever since in terms of the Emergency regulations.

On Wednesday, thousands of Mawu members throughout the country clocked out at 12am or demonstrated at their factories to protest the detention.

The Executive Director of the Steel and Engineering Industries Federation (Seifsa), Sam van Coller, said the sympathy stoppages were "reasonably widespread".

Meanwhile, a large number of international union groups, including the International Metalworkers Federation, have pledged support for Mawu and demanded Mayekiso's release.

7/3/86 WEEKLY M. (350)

Deported Kraatz agrees to leave

By ADIL BRADLOW, Cape Town

PASSTOR Godfried Kraatz, a Lutheran priest from Mitchells Plain, failed yesterday to have an order for his deportation set aside and agreed to leave the country.

Kraatz withdrew his case on the advice of his attorney because, he said, the state no longer based its case on the allegation that he had not complied with the conditions of his work permit.

The Minister of Home Affairs has now refused to renew his work permit because of his "political activities, which according to him (the Minister) have no connection with my pastoral duties."

Kraatz also noted that the state demanded a deposit of R20 000 as security for court costs, should his case fail. Although the court reduced this sum to R9 000, Kraatz's lawyers advised him to withdraw the case.



7 000 stage
go-slow at
Vaal Reefs
gold mine

By Sheryl Rain

Anglo American's Vaal Reefs gold mine near Orkney was the scene of further industrial action yesterday when more than 7 000 workers staged a go-slow.

Last week between 12 500 and 19 000 black mineworkers went on strike for two days in protest at the arrest of nine co-workers. Four of those held appeared in court on charges of public violence relating to the death of four team leaders and five were released.

ATTEMPT

An Anglo statement yesterday said a work stoppage started at Vaal Reefs on Wednesday when the night shift at shafts one, five, six and seven returned to surface after only four hours underground. The normal shift is eight hours.

"The cause of the stoppage is not yet known and management is in contact with the National Union of Mineworkers in an attempt to bring about a return to work," said the statement.

"The disruption of normal work continued yesterday morning when workers at shafts, one, five, six and seven only worked the four-hour half shift. At number three shaft only workers at the 62 level returned to surface after half a shift."

The east and west gold plants, as well as the engineering workshops and office employees were also involved in the half-shift stoppage yesterday morning.

"About 7 140 workers are involved in the go-slow. Of those, 1 105 are surface workers," said the company.

Four hurt near Warmbaths

Unrest breaks out again in Bela Bela

By McKeed Kotlolo and Sue Leeman, Pretoria Bureau

Unrest broke out again in Bela Bela near Warmbaths last night, leaving two travellers injured and two township residents wounded.

Bela Bela residents say the calm that had returned to the small township after last weekend's violence was shattered at about 3 pm yesterday when a youth began collecting money from residents "in the name of the comrades". He was apprehended by members of the township's disciplinary committee and taken to the local recreational hall, where he was questioned.

The police arrived and allegedly began firing teargas and live ammunition, according to residents. Two unidentified men were injured when police used R-1 and shotgun fire. The two were arrested.

Set up barricades

Residents then set up barricades around the township. Mr F B Smith (78) of Sandton and Mr D van der Merwe of Forbes Avenue, Randburg, were injured when their vehicle was stoned.

In a third incident, police arrested 10 men at an illegal gathering in the township. The home of a policeman in the township is also believed to have been petrol-bombed.

● Black workers are continuing with the stayaway which has hamstrung many white businesses in Warmbaths since Saturday

Mine applies for interdict

8/3/86 STRIKE 140A
Vaal Reefs management yesterday applied to the Rand Supreme Court to stop workers from engaging in go-slows which have led to the shutdown of four of the mine's nine shafts

The mine closed the shafts yesterday following stoppages by 15 500 workers

Late last night the NUM was unavailable for comment on the court action being brought by the mine. But the union earlier indicated that it was committed to resolving the dispute.

The Vaal Reefs gold mine has been a scene of labour turmoil for the past year

Last week between 12 500 and 19 000 black workers went on a two-day strike demanding the release of nine arrested colleagues



ANC's
Tambo

Cosatu's
Naidoo

9/3/86 140A
Cosatu
talks to
ANC &
Sactu

CP Correspondent

JOINT talks between the ANC, Sactu and the 500 000-strong Congress of SA Trade Unions entered their second day in Lusaka yesterday

The talks covered a wide range of trade union and political issues, but no details of the discussions had been made available to journalists at the time of going to press.

It is known that the ANC regards the talks as the most important since various legal SA organisations started holding talks with the outlawed movement last September

The ANC holds that the working class is the "leading social force" in the South African struggle

ANC President Oliver Tambo led the ANC-Sactu delegation - which included Sactu general secretary John Nkadimeng, ANC publicity secretary Thabo Mbeki, ANC deputy army commander and Umkhonto we Sizwe political commissar Chris Han, and National Executive Committee members Mac Maharaj, Joe Jele and James Stuart

The Cosatu delegation included general secretary Jay Naidoo, deputy general secretary Sydney Mufamadi and mineworkers' leader Cyril Ramaphosa

On Wednesday morning, the Cosatu delegation had breakfast at the State House in Lusaka with Zambian President Kenneth Kaunda, before moving into their first day of talks with the ANC/Sactu delegation



Homeland residents tell Press of assaults

By Mike Siluma

The Metal and Allied Workers Union (Mawu) has blamed the Government for alleged assaults on Garankuwa residents by Bophuthatswana police

The union's Transvaal secretary, Mr Moses Mayekiso, told a Press conference at Mawu's Johannesburg headquarters last night that the union viewed the arrest and assault of people in Garankuwa and other parts of Bophuthatswana as a product of South Africa's homeland system.

He said: "We regard as very serious the situation where the

Bophuthatswana authorities are opposed to any union activity and the mere wearing of a union T-shirt can lead to assault and even death"

Union member Mr Andrew Molepyane spent two weeks in hospital after an attack

Mawu has many members living in Bophuthatswana but working in the border industries. A member, Mr Jeremiah Moropa, was one of three people on whose behalf a habeas corpus order was successfully

Left An alleged victim of assaults by Bophuthatswana police shows scars left by beatings Top: Mr Andrew Molepyane (right) was one of the applicants who successfully applied to the Bophuthatswana Supreme Court for an interdict restraining the territory's police from unlawfully assaulting and arresting Garankuwa residents. Bottom. The Catholic Archbishop of Pretoria, the Most Rev George Daniel (right) and unionists at a Press conference where applicants described their ordeals allegedly at the hands of homeland police.

● Pictures by Kevin Carter.

Metal union accuses Govt

applied for at the weekend.

The conference came only hours after the Bophuthatswana Supreme Court granted an order prohibiting police from unlawfully detaining and assaulting residents

The Catholic Archbishop of Pretoria, the Most Reverend George Daniel, who was the first applicant, was at the conference. Other applicants were union officials and assault victims

It was alleged that most of

those assaulted or arrested were Mawu members, parishioners of the Roman Catholic Church or students

Archbishop Daniel claimed that police entered church premises in Garankuwa and beat up church members. On hearing of the outcome of the court application, he said he was "very glad"

Union officials claimed, however, that Mr Moropa had been released only briefly then re-arrested for a court appear-

ance tomorrow on a charge of obstructing justice

The union warned it would not accept his continued deflection and would consider civil action against the Bophuthatswana police

Reiterating Mawu's (and other emergent unions') opposition to removals, they condemned alleged police assaults at Brits location where residents are resisting being removed to Bophuthatswana

The union officials said what was happening in Bophuthatswana was experienced in other homelands in different forms

Asea Electric gives deadline to 900 strikers

By Mike Smit

Strike-bound Asea Electric Ltd has declared a dispute with almost 900 workers and given them an ultimatum to return to work on Wednesday.

The managing director of Asea's electric division, Mr Clive Jandrell, said yesterday the company had declared the dispute with the Metal and Allied Workers' Union at Asea Electric's Pretoria West and Rosslyn plants because of alleged unfair labour practices by the union.

About 900 workers at Asea's four plants in Pretoria have been on strike for about four weeks, demanding to negotiate wages at plant level.

Mr Jandrell said the company viewed the strike as illegal because it had reached agreement with the union on the issue of plant-level negotiations — the main reason for the strike. He said it was unfair that the workers should go on strike when negotiations over the issue were still in progress between unions and employers.

INFLATION

However, a union spokesman said the dispute at Asea was essentially one of wages.

He said for the past few years wage increases granted by the employer body, the Steel Engineering Industries Federation, had been eight to nine percent below the inflation rate.

The union spokesman said a strike by about 2 000 workers at two Haggie Rand factories entered its fifth day yesterday.

The workers' demands include better wages and the recognition of May 1 as a paid holiday. The workers have demanded a meeting with the company's shareholders.

Release staves off bid to jail Mangope

1401A

11/3/86 By Jo-Anne Collinge *STP/11*
The late-night release of a Garankuwa trade unionist, who was rearrested yesterday after the Mmabatho Supreme Court had ordered his freedom, staved off a second bid to jail Bophuthatswana's President Lucas Mangope — in his secondary role as Minister of Law and Order.

Metal and Allied Workers' Union (Mawu) shop-steward Mr Jeremiah Moropa was set free at about 10 pm yesterday as lawyers were preparing to leave for Mmabatho to launch a contempt action, a union spokesman said.

Earlier in the day, at the Mmabatho Supreme Court, lawyers had agreed to delay

an application for the jailing of President Mangope, the Commissioner of Police, the Garankuwa Divisional Commissioner and the Garankuwa Station Commander when they received an undertaking that three detainees including Mr Moropa would be released. This undertaking was later made a court order. While the other two detainees are believed to have been released, Mr Moropa was rearrested.

The initial contempt of court was allegedly committed by the Minister and his three fellow respondents when police refused to comply with an order issued in the Mmabatho Supreme Court on Saturday.

This provided that lawyers be given "im-

mediate" access to Mr Moropa and two schoolboy detainees, Edwin Matseke and Jeremiah Moropa. Access to Mr Moropa was allegedly denied.

All three detainees had been party to an application for an urgent interdict restraining the Minister of Law and Order and 10 others from unlawfully detaining, assaulting and threatening residents of Garankuwa.

The court will decide whether the interdict will be made a permanent order, on May 26. The contempt action against President Mangope will be heard on the same day.

●See Page 15.

Metal firms opt for 'no work, no pay' policy

B. DAY 12/3/86

MOST employers in the Transvaal metal industry avoided disciplinary action and adopted a policy of "no work, no pay" during SA's first co-ordinated industrial action over the detention of a worker leader on March 5.

This was the finding of the Labour Monitoring Group at Wits University, which monitored a stoppage called by the Metal and Allied Workers' Union (Mawu) to protest the detention of Mawu's Transvaal organising secretary Moses Mayekiso.

In the past, stoppages were called over the deaths in detention of trade union leaders Neil Aggett and Andries Raditsela.

The group saw the latest action as an index of the "growing commitment of organised labour to act over political issues".

The monitoring group found over 58% of Mawu's Transvaal members stopped work at noon on March 5 — some for 30 minutes, others for a whole day. Many other metalworkers who were not Mawu members responded to the call.

In Kempton Park and Johannesburg, metal factories reported an almost 100% stoppage and in Brits 80%.

One company gave workers the afternoon off with pay.

Significantly, many employers responded to Mawu's request to them to contact Law and Order Minister Louis Le Grange to call for Mayekiso's release. Mayekiso was released last Friday, along with other state of emergency detainees.

CLAIRE PICKARD-CAMBRIDGE

The survey found most metal employers were hostile to the use of industrial action for non-factory ends, but pragmatically recognised the power of organised labour and its involvement in political issues.

The monitoring group isolated two general attitudes among employers to political strikes.

□ There were those hostile to political strikes, who refused to give workers any time off,

□ Then there was a small but significant number who were becoming openly sympathetic to political demands of organised labour.

The survey was based on interviews with 130 Transvaal employers. There was a 20% non-response rate. Pretoria, the Vaal and Witbank were excluded and percentages were calculated on the basis of Mawu membership in the regions concerned.

The employers' position of "no work, no pay" during political strikes is fast becoming the norm in most industries.

A recent survey conducted by *Labour Bulletin* found only six of 66 firms affected by a stayaway in Maritzburg last year planned to pay workers who were away. None said they would be taking further action against absentee workers.

Labour consultant Gavin Brown said the policy of "no-work, no pay" and no disciplinary action would probably be adopted by most employers in response to employees who refused to work on May Day.

Order granted against police

From THELMA TUCH

JOHANNESBURG — The Supreme Court in Bophuthatswana has ordered the Garankuwa police to stop detaining and assaulting people — in particular members of the Metal and Allied Workers Union (Mawu) and the Roman Catholic Church

It also ordered the release of three detainees arrested on Thursday last week and set a return date for a contempt of court order brought against the Minister of Law and Order — President Lucas Mangope — and the Commissioner of Police in Bophuthatswana

In the main action, allegations of an unbridled campaign of terror by Garankuwa police against schoolchildren, trade union supporters and Catholic Church members were presented to court.

An interim order was granted putting a stop to further Garankuwa police detentions until May 26 when the Minister of Law and Order and top Garankuwa police officials are to state their case. That day the contempt of court case will also be heard

Senior counsel is asking that President Mangope and the Commissioner of Police be put in jail following the Garankuwa police's blatant disregard of a Supreme Court habeas corpus order

The order — granted on Saturday — authorized attorney Mr Peter Harris to see three of his clients in police custody. All were applicants in the main action seeking an interdict to stop Garankuwa police arresting and assaulting people

However, despite the habeas corpus order, both Mr Harris and advocate Mr Martin Luitingh were refused access to their clients. Instead they were detained for about an hour, Mr Harris said on Sunday

Meanwhile the court ordered that the three detainees — Mawu member Mr Jerry Moropa, Mr Edwin Matseke and Mr Lazarus Mandlazi — be set free. Minutes after their release, however, Mr Moropa was rearrested and is expected to appear in Odi Magistrate's Court in Bophuthatswana on charges of obstructing justice

STAR 12/3/66

Unionists ^{140A} say Lebowa police kicked and hit them

By Sheryl Raine

Four trade unionists were detained, kicked, sjambokked and assaulted by Lebowa police at the weekend, according to claims made by the Commercial, Catering and Allied Workers Union of SA (Ccawusa).

Ccawusa said a union official and three shop stewards were detained at Seshego outside Pietersburg on Saturday. The unionists were in the area to attend a meeting on Sunday.

"At about 6 30 pm, about six cars from the Lebowa police arrived at the house where the delegation was staying and police ordered them out of the house," according to the union.

"The police then kicked and beat them with sjamboks. All four, including a woman, were booted and sjambokked repeatedly," the union said.

They were then taken to the Seshego police station where they saw high-ranking police officers and Lebowa Government officials.

'DOCTOR NOT CALLED'

The detainees were made to line up outside the police station where they were again sjambokked. One of the detainees said he had a "terrible headache and could not see".

Police allegedly refused to call a doctor when one of the detainees requested one.

"They were then taken to the Matlala Police Station about 80 km away and locked up for the night. They were given no food, drink or blankets and had to sleep on the floor. No toilet facilities were provided."

The detainees were released at about 5 pm on Monday and transported back to Seshego, according to the union.

Dirk Nel reports from Pietersburg that Brigadier WG Beetge, Commissioner of Police in Lebowa, said that if anyone had reason for complaint about any police action, those concerned should lay charges or complaint to the Lebowa or South African Police.

Although Brigadier Beetge had no comment on the union's allegations he did say that sjamboks were used by his men in certain situations.

С.П.П.П.

SS

NUM claims

harassment

STP-12/3/84
Staff Reporter

The National Union of Mineworkers (NUM) says three of its top officials were detained by police for two hours on Saturday.

It has condemned alleged police harassment of unionists. In a statement yesterday it said the "continued intervention of the SAP in legitimate trade union activity would only increase confrontation and resistance".

The union claimed police had detained Congress of South African Trade Unions president Mr Ehjeh Barayi (who is also vice-president of the NUM), NUM president Mr James Motlatsi, and NUM legal officer Mr David Dlahi.

The union alleged the men were questioned, and union documents confiscated, before they were released.

Black miners want assurance on guns

By Sheryl Raine

STAR 12/3/86

140A

The National Union of Mineworkers (NUM) has passed a resolution calling on mining houses to clarify their position on the issue of white miners in the Witbank area who have threatened to arm themselves for protection.

Referring to the miners' threats, the NUM said in a statement released yesterday that a resolution was adopted at a weekend meeting of 600 delegates in Witbank, calling on the mining houses to clarify their position within seven days.

Rand Mines is already on record as saying that it recently re-issued a long-standing instruction that no unauthorised firearms might be carried at the workplace.

According to a NUM spokesman, the Witbank region of the NUM has also delivered an ultimatum to mining houses to put pressure on the white Mine Workers Union general secretary, Mr Arrie Paulus, to withdraw certain statements he has made concerning the carrying of firearms.

The NUM said that, should mine managements permit the carrying of firearms, labour relations on the mines were likely to deteriorate.

"Workers are adamant that white racism and 'kraggdadigheid' will not be tolerated and demand that managements state their position," the NUM statement said.

The Star reported last week that white miners at Witbank collieries were threatening to carry firearms to protect themselves after weeks of black unrest and labour troubles. Rand Mines Wolwekrans colliery and Anglo American's Goedehoop collieries have both experienced strikes by black workers in recent weeks.

White mine unions met managements of both mines to discuss members' considerable fears for their safety. Interviews conducted by The Star with white miners in the region revealed that some had been caught in what they believed were life-threatening situations during labour unrest and they wished to carry firearms to protect themselves.

Mr. Paulus said at the time that, in the circumstances, he could not blame white miners for wanting to protect themselves. The MWU has also expressed concern about what it considers to be management's "soft attitude" to handling black labour issues.

B-DAY 12/3/86

Chamber

140A

gets arms

deadline

CLAIRE PICKARD-CAMBRIDGE

WORKERS have given the mining houses seven days in which to clarify their position regarding threats by white miners in Witbank to arm themselves.

The National Union of Mineworkers said this followed a resolution adopted by 600 NUM delegates and Congress of SA Trade Unions (Cosatu) representatives at a recent meeting in Witbank.

"Should management permit (white) miners to arm themselves, labour relations on the mines are likely to be detrimentally affected," the NUM said.

The union added that it had given mining houses 14 days to force the white Mine Workers' Union (MWU) general secretary Arrie Paulus to retract a statement he made over a week ago.

Paulus claimed white miners in Witbank were forced to arm themselves due to management's failure to deal firmly with black labour.

A Chamber of Mines spokesman said the chamber would not comment until today.

A Rand Mines spokesman said there was a standing instruction that people could not carry arms at work unless authorised to do so.

Deputy chairman of Rand Mines' coal division, Allen Cooke, said only managers could authorise the carrying of arms. This was limited to a few cases — which included the handling of money.

Cooke said it was "ridiculous" to ex-

● To Page 2 →

Miners want arms clarity

pect management to pressure Paulus into retracting a statement, saying it was an affair between NUM and the MWU.

□ An underground sit-in strike which began among 7 000 workers over production bonuses at Rand Mines' Blyvooruitzicht gold mine near Carletonville on Sunday, continued yesterday.

The union said it was counselling workers on ways to resolve the dispute on a mutually acceptable basis.

Rand Mines said the company had heard workers wanted a bonus system — being practised experimentally on two sections — extended throughout the mine. But formal meetings had not yet been held with workers

140A

12/3/86

● From Page 1

B-DAY

Rand Mines said it had met with three NUM officials, including union vice-president Elijah Barayi, who said the NUM had "nothing to do with the strike and disapproved of it".

This meeting seemed to indicate the NUM did not wield the authority it claimed to, management said.

The NUM dismissed this allegation, saying it was a democratic organisation and the strike had been spontaneous on the part of workers affected by the "unfair implementation of a bonus system".

1 200 strikers go without food for 36 hours

140A

Miners in underground sit-in

STAR 13/3/86

By Sheryl Raine

About 1 200 black mineworkers staging an underground sit-in strike at Blyvooruitzicht Gold Mine have been without food for more than 36 hours.

The miners, who have an unlimited supply of water, have defied all efforts by the management to get them to return to the surface.

Blyvooruitzicht is one of the Rand Mines group.

Strikes and shut-downs in the mining industry recently have cost at least R15 million in lost gold revenue. By yesterday, loss of production at Blyvooruitzicht alone was 20 000 tons — R2,8 million in revenue.

Deadlock

"We are concerned that they have had nothing to eat since Tuesday night.

"Meals have been laid on for them in the hostels for the moment they return to surface"

A meeting yesterday with the NUM ended in deadlock. Though the NUM does not condone the strike action, it has been counselling strikers on how to resolve the situation to the satisfaction of all.

The NUM has accused Rand Mines of intransigence by refusing to address the workers en masse at the No 1 hostel. Management agreed to meet 25 elected worker representatives at the mine's training centre.

Mr Forbes said a Pretoria Supreme Court interdict had been served on the strikers, but had so far not been enforced. It restrains workers from interfering with production.

"The strikers are now in breach of the law and could face legal and disciplinary action. But management is striving to talk to worker representatives to persuade strikers to follow normal grievance procedures and provide an undertaking that they will go back to work."

He said the alleged dissatisfaction with the experimental production bonus system had surprised management because the bonus system was introduced at the request of the workers. It was introduced in January and is still on trial.

The mine has been shut temporarily. It is the second major gold mine on the West Rand to close in a week because of wild-cat strike action.

Anglo American's Vaal Reefs mine, the scene of a two-day strike two weeks ago, was forced to shut four of its nine shafts and other works last week because of walkouts by miners half way through shifts.

Mr Paul Forbes, deputy chairman of Rand Mines' gold division, attributes the labour unrest in the region to deep-seated black frustration related to general political upheavals in the country.

He said tension over the scrapping of statutory job reservation on mines was another contributory factor.

He has noted a deterioration in the relationship between black and white employees at Blyvooruitzicht since the advent of the National Union of Mineworkers (NUM).

Frustrations

He believed mine managements were bearing the brunt of black workers' frustrations in the form of industrial action which was not entirely related strictly to work issues.

Problems began at Blyvooruitzicht, near Carletonville, on Sunday night. Sporadic sit-ins followed.

Yesterday 9 000 black miners were involved in industrial action.

According to the NUM, the strike centres on an experimental production bonus system at two shafts. Workers are demanding the system be introduced at all sections.

Mr Forbes said management had been going underground every half-hour to try to persuade the strikers to return to the surface.

Management must talk to unions ^{STAR} expert

By Michael Chester 13/3/86 KOF

A dramatic increase in the size of trade unions has been forecast and employers have been advised, by Professor P L Bonner of the History Department at Wits, to widen dialogue with them to embrace social and political issues

While addressing a Sandton convention on new industrial strategies he predicted the Congress of SA Trade Unions (Cosatu), already half-a-million strong, would grow "by leaps and bounds" in the next few months. It was forming a nationwide network of affiliate unions and would next turn to construction and farm workers.

"We can expect Cosatu in particular to forge a firm and powerful structure over the next several months."

He expected the unions to become even more deeply enmeshed in politics and advised business to follow suit rather than stand back and wait to be forced to do so on local encounters over

community issues that led to stayaways and consumer boycotts.

"The unions have already seen organised business use its muscle to find mutually acceptable solutions to local political issues," he said. "Business, in turn, has discovered how community problems can creep into the factories."

"There is room for a lot more dialogue — perhaps to everyone's advantage."

"Labour is likely to remain highly suspicious of business talk about the free-market system and items such as deregulation of business activities until there are signs of more open discussion and negotiation on industrial affairs."

"There are also suspicions about profit motives and long-term management planning that need to be cleared by dialogue."

Professor Bonner, asked later for his views on growing conflict between Cosatu and Inkatha, said he saw little prospect of a settlement in the short term.

"A direct confrontation looks inevitable," he said

no took his tors. did not ask the troops to nor did we

Chamber in firm stand on weapons

5 DMK
13/3/86
140A

By Sheryl Raine

The Chamber of Mines says disciplinary action will be taken against any employee, whether white or black, found carrying unauthorised weapons of any nature on mine property.

In a statement released yesterday the Chamber responded to a resolution adopted by the National Union of Mineworkers (NUM), which called on the Chamber to clarify its position regarding threats by white mineworkers in Witbank to arm themselves.

The union also adopted a resolution giving the mining houses 14 days in which to force Mr Arrie Paulus, General Secretary of the Mineworkers' Union, to retract statements he allegedly made regarding white miners in Witbank being forced to arm themselves after black unrest.

"The Chamber expects the NUM to take immediate steps to discourage violence. Mine managements will not permit employees to carry weapons of any nature at work unless specifically authorised to do so," the statement said.

The statement said the Chamber deplored comments allegedly made by Mr Paulus and asked him to retract the statement attributed to him. Mr Paulus could not be contacted for comment.

Detained sisters still being questioned

Sisters Marion and Debbie Sparg, arrested this week in connection with limpet mine attacks on three police stations, are still being questioned.

Police have not excluded the possibility of further arrests.

It is not known when the sisters will appear in court. Both are being held under section 29 of the Internal Security Act and they do not have to appear in court within any stipulated time.

In addition to questions about the alleged attacks on Cambridge police station in East London, John Vorster Square police headquarters and the Hillbrow police station, Miss Marion Sparg is also being interrogated about the 1981 bombings of PFP offices in Johannesburg.

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Deadlock on De Jonge, say Dutch sources

STAR
13/3/86

The Star's Foreign News Service

THE HAGUE — Negotiations over the future of Mr Klaas de Jonge, still in the sanctuary of the Dutch Embassy in Pretoria, have reached deadlock, according to sources close to the Dutch Foreign Ministry.

This was due to South Africa's decision to charge Mr de Jonge under the Terrorism Act, said sources.

The Dutch ministry had hoped Mr de Jonge would be charged with illegal possession of arms, which would have resulted in an acceptably light sentence.

The charge under the Terrorism Act had ruled out this solution, said the sources.

Return-to-work order is lifted

STAR
13/3/86

By Mike Siluma

Three strikes involving about 3 000 metalworkers in Pretoria and the East Rand continued yesterday with one of the affected companies suspending a return-to-work ultimatum.

The electric division of Asea Electric Ltd said yesterday it had shelved the ultimatum to about 580 workers, pending urgent negotiations today.

About 900 workers at Asea's electric and cable divisions in Pretoria have been on strike since February 10. The union wants plant-level bargaining.

On the East Rand, the strike by 2 000 workers at two Haggie Rand plants entered its sixth day yesterday. Workers want wages talks and the recognition of May 1 as a paid holiday.

At G B Engineering and Pan African Shopfitters, also on the East Rand, 300 workers are still occupying two factories despite a weekend Supreme Court order. The workers oppose plans to retrench 150 men.

New trade union to be launched

STAR ~~1/3/86~~ Own Correspondent 14/3/86

CAPE TOWN - A large new union which will represent about 25 000 workers in the electrical and allied trades throughout South Africa will be launched at the Maryland Centre, Hanover Park, Cape Town, this weekend

Talks on the formation of the union started in 1983 between the Electrical and Allied Workers' Union and the Electrical and Allied Trades Union.

At a closed session on Saturday morning, the inaugural congress will discuss affiliation to one of the larger trade union groups such as the Congress of South African Trade Unions or the Council of Unions of South Africa. It will also elect a national executive and outline the union's policy in the South African situation

(140A)
MINE LABOUR 14/3/86
FIN MAIL
More strikes
The past week has seen industrial action involving more than 20 000 workers on two of SA's gold mines — a second action at Anglo American's Vaal Reefs and a fresh dispute at Rand Mines' Blyvooruitzicht

According to an Anglo American spokesman, about 15 500 black workers at the Vaal Reefs mine returned to work on Tuesday, following a "go-slow" strike in which workers began working only half shifts.

The stoppages began last Wednesday. On Friday, the mine closed the affected four shafts as well as the gold and uranium plants and workshops on its east and west divisions. And over the weekend, it was granted an urgent court interdict restraining workers from "promoting or participating in disruptive work practices"

According to National Union of Mineworkers (NUM) spokesman Marcel Golding, several grievances precipitated the action. They include unhappiness that seven people arrested in connection with the deaths of four team leaders three weeks ago are still being held in custody.

A further demand was that several hundred workers not taken back after a strike last year should be rehired. The union spokesman says there are also a number of longstanding grievances relating to hostel conditions, the induna system and discriminatory work practices, which the company has failed to address.

An Anglo spokesman says the only demand management received was for the release of those in custody. The company's response was that "it could not influence the normal course of justice"

The Blyvooruitzicht mine near Carleton-

ville was hit by strike action on Monday, apparently because of dissatisfaction over an experimental production bonus system currently being applied on two sections of the mine.

A management statement says that 8 800 workers are involved. Paul Forbes, deputy head of Rand Mines' gold division, says he had talks with three NUM officials who denied having anything to do with the strike and said that they did not approve of it. At the time of going to press, the strike was continuing. Forbes concludes that the NUM "does not wield the authority and control that it claims."

More than 100 000 miners have, in fact, participated in "wildcat" strikes so far this year. Golding says NUM policy is that grievance and conciliation procedures should be exhausted before strike action is taken. Officials can, and have, counselled members on these issues. However, he adds, the union is a democratic organisation and members decisions are final

Two officials plot for centrist union

WEEKLY N. ● From PAGE 1

Representatives of the NUM and Rand Mines were locked in discussions yesterday aimed at breaking the deadlock at the mine.

Early yesterday about 1 200 hungry miners ended their 36 hour sit-in at the sixth level of shaft four and returned to the surface, where they went straight to the hostel canteen.

Rand Mines was the second mining house in a week to lock out its staff. Last week Friday Anglo American closed four of its nine shafts at Vaal Reefs, ending a go-slow strike by more than 4000 miners.

Meanwhile, the personnel director of Rand Mines, Don King, confirmed yesterday that two officials of Rand Mines had toured Europe and the States in September, 1980, on a "trade union fact-finding" tour.

He said, however, the implication that the company would covertly channel money to set up a union was "devoid of truth."

"The officials concerned were relatively junior personnel people and were not at the level where they could suggest that this company could put its money into anything," King said.

The visit took place two years before the emergence of a black union on the mines, the National Union of Mineworkers, and at a time of growing worker militancy in other industries.

According to the documents, the officials made contact with representatives of the International Metalworkers Federation (IMF) and the United Steelworkers of America through a Canadian employer delegate to the International Labour Organisation.

The offer was turned down by the IMF, which is based in Geneva.

The correspondence, which is between union officials and not with Rand Mines, says:

"We (the unionists) made it clear that the employer would have to be prepared to spend a great deal of the profits from their mining activity, which the officials then said were fantastic lately, on worker education and the financing of unionisation.

"The official said that money was in fact no problem but we made it clear that the money could not come directly from the corporation to workers' representatives identified by the company."

A letter to Herman Rebhan, general secretary of the IMF, says: "The officials concerned professed great conviction in the desirability of unionisation and spent much of their time here telling us that they were for progress, it was just the Nationalist government which was standing in the way.

"They emphasised that they want to see unions emerge in the mines but they don't want to leave a vacuum which could be filled by political agitators, nor do they want to create sham unions led by stooges."

King said the officials were merely trying to get a "feel" for the development of trade unionism and the visit was a "fact-finding, learning experience."

"To implicate the company in something like this is a very serious allegation and devoid of truth," King said. "It is also very unfair and a serious allegation to say the officials criticised the Nationalist government in that way."

Sacked workers launch co-op projects

METAL and Allied Workers Union members, fired nearly a year ago from a British multinational company after a legal strike, have launched a string of co-operatives to sustain themselves and their families in their Natal township.

The co-operatives are the latest initiative in a bitter struggle between the workers and the British Tyre and Rubber subsidiary Sarmcol. The company fired its entire 1 000-strong workforce 11 months ago when the workers went on a legal strike in protest against the company's consistent refusal to deal with their union.

most basic food parcels. Although it has applied to the Industrial Court for a *status quo* order to reinstate the workers, no-one is hazarding guesses about when the strike will end.

Sarmcol is the only major employer in the Howick area. About 27 000 people live in Mpophomeni — where most of the strikers come from — and in the surrounding districts.

About 3 500 people have been retrenched from Sarmcol in the past 10 years, aggravating the already high unemployment rate in the Vuhndlela district where Mpophomeni is situated. Sarmcol's answer to demands for union recognition — mass dismissal — meant that an entire community lost its major breadwinners.

By PIPPA GREEN

The co-operative venture, which Mawu has described as "unprecedented", has projects in various stages of development: a buying co-op, a T-shirt co-op, a cultural co-op, a health committee and an agricultural co-op.

The aim is twofold. On the one hand, the union hopes to be able to foot the monthly food parcel bill within four years. On the other, it is seen as an educative venture, a means of exploring alternative methods of production and social organisation.

"One of the motivations for this project was that people were not just sitting around waiting, but were actively exploring alternatives and

looking at different ways of organising production. This is the direction the workers' movement should be going in. Even if we didn't make any money, it would still be worthwhile as an educational undertaking," said a Pietermaritzburg union organiser.

The Sarmcol Workers Co-operative (Sawco) is run by a controlling committee which has representation in the local union branch. The chairman of the Sarmcol shop stewards committee, Phineas Sibuya, is also chairman of Sawco. It has made a conscious attempt to reach out to other members of the community, by including in its structures members of the local youth and women's groups. A project already established is the

T-shirt project. It employs about 15 people and prints T-shirts for various organisations, among them the newly-formed Congress of South African Trade Unions (Cosatu).

The agricultural project will start with a donation by the Catholic Church of eight arable hectares and 40ha of grazing land near Cedara. Sawco is also considering setting up sandal-making, wire-meshing, carpentry and even coffin manufacturing projects.

Although the co-operatives will, at most, provide jobs, at less than a living wage for only about 100 of the 1 000 workers, the union argues its value will lie in developing a self-supporting economy in an underdeveloped region.

140R

14/3/86

Thousands strike at Blyvooruitzicht

Between 7 000 and 10 000 miners at the Rand Mines Blyvooruitzicht gold mine are on strike over the mine's bonus system, according to the National Union of Mineworkers (NUM).

Management warned strikers to return to work "as this is an illegal strike".

Talks were held yesterday with NUM officials but the union denied "having anything to do with the strike", according to a Rand Mines statement.

"We will put out a notice to all employees telling them that they must return to work and follow the mine grievance procedure," said Mr Paul Forbes, the deputy head of the gold division of Rand Mines.

Under present circumstances the Unemployment Insurance Fund (UIF) did not have a

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FIN MAIL 143/16
COSATU/ANC (143) (1401A)

Recognition talks

Last week's talks in Lusaka between the Congress of SA Trade Unions (Cosatu), and the African National Congress (ANC) appear to have led to a closer relationship between the newly-formed labour federation and the banned political movement. Also party to the talks, whose outcome seems to mirror the ANC-Inyandza indaba a week earlier, was the exiled SA Congress of Trade Unions (Sactu).

After the meeting, Cosatu came out in recognition of the ANC as the leading force in the "national liberation movement." However, Cosatu reserves its right of independence, both as a labour movement and as part of the broad movement towards democracy in SA. In his opening address to Cosatu's inaugural conference last November, National Union of Mineworkers general secretary Cyril Ramaphosa said it is one of Cosatu's major tasks to ensure that unions become the "leading force". It was important to work in alliance with other organisations, he said, but this must be done "on terms favourable to us as workers".

Whether the budding relationship between Cosatu and organisations like the United Democratic Front and the ANC meet these criteria will, no doubt, become a hotly-debated issue within the organisation. There is vagueness on Cosatu's future relationship with Sactu, the federation which was forced into exile in the mid-Sixties. Cosatu apparently sees no contradiction arising from their separate existences.

Two campaigning issues have now been identified by Cosatu — the elimination of Bantu education and its replacement by non-racial, free and compulsory education for all children; and the destruction of the influx control system. ■

May Day deadline on mine demands

By HERMAN LETSIE

BLYVOORUITZICHT Gold Mine workers have given management until May Day to meet their demands - or they will "take action".

Workers claim management have ignored two letters - one sent in January and one on February 2 - stating their demands.

Fierce unrest broke out at the mine on March 14 - because management had not responded, a National Union of Mineworkers spokesman on the mine told *City Press*.

Seven miners were shot dead and over 100 were injured.

The NUM spokesman said in January a letter was sent to management demanding

- That three-monthly increases, stopped by management, be continued

- That the existing liaison committee, consisting of tribal indunas, be abolished and true representatives elected by workers be recognised

- That NUM be recognised as the workers' only representing body

- That whites stop assaulting blacks underground

"Management ignored the letter and another one was sent on February 2," said the NUM spokesman.

"Management were given six days to reply. When they did not, all hell broke loose on the mine from March 9 to March 16

"Now the workers are losing patience and have given the bosses until May 1 to reply - or else action will be taken" he said

He said miners regarded May Day as a workers' holiday. "We won't be working on that day"

- A Rand Mines spokesman said there was no trace of the letter dated February 2 which gave management six days to respond.

He said there was only one shaft steward from NUM recognised by the Blyvooruitzicht mine

CAPL 7mH
15/3/86

Timber strike over

Staff Reporter

SEVENTY-FOUR workers at the Airton Timbers factory in Retreat returned to work yesterday after a two-day strike, while 250 workers at two PG Glass factories in Epping downed tools over the threatened retrenchment of 26 colleagues

A spokesperson for the Paper, Wood and Allied Workers' Union said the 75 returned to work after Airton management refused to negotiate with the union unless workers agreed not to go on strike again

The workers, in consultation with the union, had already decided to return to work yesterday "in the interests of further negotiations", the spokesperson said

The strike was called when management initially offered to raise the minimum hourly wage from R1.43 to R1.54 — later to R1.62 an hour. The workers are demanding that it be increased to R1.93

At PG Glass, 250 workers downed tools when negotiations over the retrenchment of 26 workers broke down

A spokesperson for the Chemical Workers' Industrial Union said workers had agreed to rather accept lower wages by working short-time than see the 26 retrenched

Negotiations on the retrenchments continue on Monday.

CAPL TINT
15/3/81

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Negotiations on the retrenchments continue on Monday.

STAR 1401A
5/2/80

Top union leader quits

Veteran trade unionist and general-secretary of the Commercial Catering and Allied Workers Union (Ccawusa), Mrs Emma Mashinini, is understood to have resigned.

A source close to the union said she quit yesterday, but Ccawusa has not yet received her official letter. Asked to comment, Mrs Mashinini said she would be releasing a statement later.

Last year she was nominated as a candidate for "The Star Woman of the Year" award.

Ccawusa is to hold its Transvaal annual meeting tomorrow. There have been tensions in its ranks recently between Mrs Mashinini and younger more radical unionists.

Mrs Mashinini has been general secretary for 10 years and has pushed for improved working conditions, wages and maternity benefits for women.

15 die in gold mine clashes

JOHANNESBURG — At least 15 mineworkers were killed over the weekend as labour unrest hit two gold mines in the Transvaal as well as the Employment Bureau of South Africa (Teba) depot in Johannesburg.

At the Blyvooruitzicht mine near Carletonville, shut down by a week-long wildcat strike, 160 strikers were dismissed after management asked each member of the mine's nightshift to sign a document saying they wished to go back to work.

According to Mr Greg Kukard, a spokesman for the mine, those that refused to sign the prepared document were dismissed. The day shift has also been given an ultimatum.

Shot dead

Mr Kukard said the balance of 1 000 workers have indicated that they wish to go back to work and he expected the mine to begin operating again today.

At least seven people were killed at the mine over the weekend after police were called in to quell worker unrest. According to Mr Kukard, four miners were shot dead by the police and a further two were killed in their hostels. A security guard was also killed in the fighting.

There were still 58 people in hospital and 158 had been discharged after treatment.

At the Yaal Reef's mine near Orkney eight workers were killed and 68 injured as clashes broke out between Sotho and Xhosa miners at the mine's east division.

A spokesman for the mine said ruining battles between the warring No 3 shaft hostel on Saturday night and again in the early hours of yesterday morning.

Canteens

Management reported that seven workers had died in the clashes and an injured man died yesterday evening in hospital.

Meanwhile the National Union of Mineworkers (NUM) reports that workers have launched a boycott of the bars and canteens at the Teba depot in Johannesburg in protest at discriminatory practices, dissatisfaction with the food and hampering of the bureau's activities at the bureau.

A spokesman for Teba was not available for comment. — Sapa

Crucial
140 SIM
word not
18/3/86
on tape

MARITZBURG — The Judge President of Natal, Mr Justice John Milne, said in the treason trial of four union leaders yesterday that it was extraordinary that a transcript of a speech contained a "crucial" word that did not exist on the original tape-recording. The defence claims that the State relied on the missing word "ngowethu" to link the South African Allied Workers Union (Saawu) with the self-exiled South African Congress of Trade Unions (Sactu).

Mr. Marino Moerane, for the defence, also said words in the indictment quoting one accused, Mr Thozamile Gqweta, as saying of Sactu "It is ours" do not appear in either the tapes or the transcripts.

Warrant-Officer B Hattingh of the Security Police agreed that the word "ngowethu" was not on tape, and said he had made a mistake by not telling the court about the missing word.

The hearing continues today — Sapa.

Bitter rivalry in by-election

Bitter political rivalry has marked the run-up to tomorrow's municipal by-election to fill a Phalaborwa Town Council vacancy.

Mr Jan Grobbelaar is fighting the election on a Conservative Party ticket. The CP has a declared policy of trying to gain control of town councils and school committees in the region.

Mr Grobbelaar said "By adopting a particular political stance, you indicate which way you want to go."

And he is against all forms of integration.

His National Party opponent, Mr Faan Venter, says a town councillor can only serve his community "if he stands impartially as a person in his own right". — Northern Transvaal Bureau.

For Easter eggheads

Spend your Easter holidays away from your family with your head buried in our giant Easter crossword puzzle. The crossword grid will fill two pages of *Weekend* magazine in this week's *Saturday Star*.

Management behind faction fighting: NUM

By Chris Morey

Miners at Vaal Reefs Gold Mine yesterday alleged that mine management was behind the tribal faction fighting that left at least eight dead and about 70 injured at the weekend.

And yesterday about 120 miners from Transkei left for home, claiming their lives were no longer safe on the mine.

Another miner apparently died outside mine property and the miners included him in the number of those killed in the fighting, claiming a death toll of nine.

Several shaft stewards alleged that management had used Basotho team leaders to start what would be perceived by outsiders as a tribal conflict when, in fact, the aim was to break the unity of miners belonging to the National Union of Mineworkers (NUM).

'ALLOWED TO ENTER HOSTELS'

The shaft stewards said the so-called Basothos who started the fight were not employed at Vaal Reefs but arrived in three buses at about 11 pm on Saturday and management allowed them to enter the hostels.

A spokesman for Anglo American Corporation, Mr Errol Symons, denied the allegations that management was in any way involved in the faction fighting.

He said Vaal Reefs management promoted constructive engagement with the union as a matter of policy.

Mr Symons said that, throughout the incidents of unrest at the mine in recent weeks, management had been in communication with the NUM and had invited union representatives to have discussions with the managers concerned.

"At each affected hostel, mine management has attempted to get the factions together in an effort to resolve their differences," Mr Symons said.

Haggie fires 1 900 strikers

HAGGIE RAND yesterday dismissed nearly 2 000 workers who had staged a sit-in strike for nearly two weeks in a demand for company-level bargaining at its Germiston and Jupiter plants

Metal and Allied Workers' Union (Mawu) organiser Bernie Fanaroff said the firings were a "bad omen for the future of the metal industry".

Haggie's group personnel manager Dave Thompson said 60 workers returned to work yesterday, but that a further 1 900 were fired after ignoring a midday ultimatum. About 250 workers were still sitting-in, he said.

Thompson said Haggie Rand was still considering whether to apply for

14:04
18/3/83 BDA
~~18/3/83~~
~~SETA~~
CLAIRE PICKARD-CAMBRIDGE

a court interdict to evict workers from the premises

□ The National Union of Mineworkers (NUM) yesterday "strongly condemned" the actions of management at the Blyvooruitzicht gold mine near Carletonville, where seven men were killed in clashes with police and mine security guards on Friday night, reports Sapa

NUM Press officer Marcel Golding said the 1 000 workers, who had been on strike since last Sunday, were "intending to go to work on Friday night"

L
The epic battle between the Metal and Allied Workers' Union (Mawu) and British subsidiary BTR Sarmcol appears likely to continue — and the next round of the fight will take place in the Industrial Court.

S
Mawu says it is taking the dispute to the court under section 46 (9) of the Labour Relations Act. It will ask the court to find Sarmcol guilty of unfair labour practice.

The dispute began last April after the dismissal of 1 000 workers who went on strike, demanding the recognition of the union.

At the time, the union had been fighting for more than eight years for recognition at Sarmcol, and the dispute erupted just when it looked as if an agreement was about to be reached.

Sarmcol claimed then that the strike was illegal and that it had acted correctly in firing the workers — a claim rejected by Mawu.

The company then replaced the strikers with workers from nearby townships around Howick and Maritzburg. It declared that it would no longer negotiate the matter with

Epic Mawu-Sarmcol fight heads for court

3722 (8/3/86) (165)

The long-standing dispute between the Metal and Allied Workers' Union and BTR Sarmcol has raged for so long that some of the issues may have become blurred in the public mind. MIKE SILUMA takes a look at the background to the dispute which is now being referred to the Industrial Court.

Mawu because the union did not represent its new workforce.

However, negotiations for the reinstatement of the fired workers — which repeatedly broke down — continued between the parties.

At the same time, the issue overflowed into the local communities of Howick and Maritzburg, drawing in virtually all sectors of the local population.

Over the past few months, actions taken by Mawu in an effort to win reinstatement of the workers included

- Appealing for help from international worker organisations such as the Metalworkers' Federation

- Calling for a work stayaway in Howick and Maritzburg

- Raising the matter with the European Parliament

However, the struggle has not all been peaceful.

Numerous clashes, which claimed several lives, occurred between strikers and their replacements, leading to the arrest of some workers. The houses of some of Sarmcol's new workers were burnt.

Mawu said it saw the arrest of the strikers as harassment by the State.

The decision by the union to take the dispute to the Industrial Court came only days after a conciliation board called by the Minister of Manpower had failed to resolve the case.

Mawu said it would evaluate past strategies to conduct its campaign.

1401A

BDAF
11/13/86

LETTERS

NUM replies

140A

Dear Sir,
REGARDING editorial ("Gencor's Impala
Stew," *Business Day*, January 9, 1986).

Editorials directed at South Africa's decision makers should at the very least uphold elementary accepted principles of journalism, namely, factual accuracy and informed comment. To have permitted such trite to pass as an editorial is an utter disgrace to the noble intentions you have as a newspaper and the audience you wish to serve. Two issues are most disturbing and deserve clarifying.

You allege the union has been "growing like Topsy (and some might say has been lead by Topsy)". You provide no substantial evidence for your claim except spurious anecdotes and vague generalisations. In fact your remarks are contrary to the general opinion forwarded by respectable and authoritative analysts on labour. Among these views are the following:

1. That the union has been growing steadily in the mining industry and is certainly the most representative voice for black mineworkers.
2. The union leadership is responsible, democratic and renown for pursuing, to the letter of the law, the channels of collective bargaining.

If anything, the judgement in the Marievale case (if you have read it) is adequate testimony of the union's reasonableness, and can certainly not be accused of being "Topsy".

To allege that the NUM has suffered two bloody noses is nonsense. If anything, it is Gencor who has suffered a bloody nose in the Marievale case.

On the Impala strike, it is said the "reasons are vague, to say the least, long working hours, wages, etc... many of them minor... nothing is easily verifiable."

To suggest the reasons are vague is to ignore historical and long standing grievances of black mineworkers which the mineowners have yet to address. If the grievances were so minor why were they not remedied when workers brought them forward. And lastly, if you suggest that "nothing is easily verifiable", it is absurd to comment with such authority without ascertaining the facts.

One can only deduce that on the subject of labour and industrial relations you are out of your depth and have no inkling of what is at stake. Consequently it can only be presumed that your editorial is based on ignorance. If that is the case, it is wise to refrain, lest the reputation of your newspaper declines even further than it has as a "sensitive" commentator for the nation's decision makers.

MARCEL GOLDING

National Union of Mineworkers' Press Officer

□ AT THE NUM's request, this letter is undated. — Editor.

Haggie may seek eviction order

By Sheryl Raine

The management of Haggie Rand Limited may seek a Supreme Court interdict to forcibly evict 2100 workers who have been staging a sit-in strike for almost two weeks at their Jupiter and Germiston factories.

The workers were dismissed at noon yesterday after failing to respond to a management ultimatum to return to work. They refused to leave the factory.

STALEMATE

Mr Dave Thompson, group personnel manager for Haggie Rand, said a meeting had been held with members of the Metal and Allied Workers' Union (Mawu), "but negotiations reached a stalemate".

Mr Bernie Fanaroff, national organising secretary for Mawu, said the union had briefed lawyers to respond to any court action to have the workers evicted.

DEMANDS

The workers have made several demands, including an across-the-board wage increase, leave pay, a 40-hour week, a paid holiday and compassionate leave. As Haggie Rand is a member of the Steel, Engineering, Industries Federation (Seifsa), it has declined to bargain with the union on substantive issues covered in the main agreement of the metal industry industrial council.

● A strike by about 850 Mawu members which lasted more than five weeks at Asea Electric SA (Pty) Ltd in Pretoria, has ended in settlement and workers are back at work. Negotiations are continuing with the union over a strike at Asea Cables in Pretoria.

CAPE TOWN
19/3/86
Rival for
Cosatu

Third Mamelodi policeman killed

CAPE TOWN 19/3/86

Own Correspondent

JOHANNESBURG — Rivalry for the support of Natal workers is expected to escalate from May 1 when a union backed by the one million-strong Inkatha movement is launched in opposition to the new Congress of SA Trade Unions (Cosatu)

The impending launch of the United Workers Union of SA (Uwusa) in Durban was announced by Inkatha spokesman Mr Simon Conco in Johannesburg's Carlton Hotel yesterday

Mr Conco said the "theme" of Uwusa's drive was to question the motives of the Congress of SA Trade Unions (Cosatu) in calling for disinvestment

Uwusa supported the free enterprise system and believed that without a healthy economy there would be no jobs, no unions, and therefore no pressure for peaceful change in SA, he said.

Mr Conco said Uwusa's attitude to Cosatu was not intended to be confrontational, but Uwusa would adopt different tactics because it believed Cosatu's standpoints on various socio-political and economic issues were counterproductive

Own Correspondent

JOHANNESBURG — A third Mamelodi policeman has been killed by an unidentified assassin using an AK-47 rifle as the township's residents entered the second day of their stayaway from work.

The almost total stayaway was called in protest at the police disruption of a meeting to launch the Mamelodi Civic Association in which 10 people were injured. No organization has been associated with the stayaway call.

The SAP constable, Joseph Vuma, 27, of the Mamelodi police station, was assassinated with an AK-47 rifle in his Mamelodi home at the weekend. His body was found late on Monday.

He was attached to the uniform branch but was recently involved in special investigations.

His death follows those of two other policemen in the township.

Sergeant Zenzile Makhudu was killed when two hand-grenades were hurled at his home on January 23 and Constable Morris Ndlalane's mutilated and charred body was found in open veld in Mamelodi on De-

ember 3. A police spokesman in Pretoria declined to comment on the stayaway and the shooting.

Mamelodi workers and pupils are expected to go back to work and school tomorrow.

It was also reported yesterday that a Mamelodi town councillor, Mr J B Kekana, who took over as councillor early this year, resigned as a consumer boycott of his shop began to bite.

In other unrest

● A man was killed in Soweto, Port Elizabeth, when police opened fire on a crowd stoning police vehicles. A youth was killed in Seisoville, in the Free State, when a councillor fired at a crowd stoning his car.

● Two alleged gangsters were killed and then set alight as pupils went on the rampage in Diepkloof's Zone Four, Soweto, yesterday.

The men, believed to have been members of a gang known as the "Makabasa", were hacked with pangas and stabbed with knives before petrol was poured over their bodies and set alight.

The house in which the two men allegedly lived and three luxury cars were also set on fire after the owner, known as "Mkharas", was removed to safety by police. A haul of dagga claimed to have been found in the house was also set alight by the crowd.

● A child was burned and two homes were damaged in two petrol-bombing incidents in Mpumalanga township near Hammarsdale on Monday night, police reported yesterday.

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GERMAN ENGINEERING

Cosatu to launch Wits region on Saturday

By Mike Siluma

The 500 000-strong Congress of South African Trade Unions (Cosatu) is to formally launch its Witwatersrand region on Saturday, its fourth since the organisation was formed three months ago.

A Cosatu spokesman said this week that the region would include thousands of workers from the East Rand, the West Rand and the Johannesburg area.

About 640 delegates were expected at the region's launching congress.

The congress, to be followed by a mass rally on Sunday, will probably be held in Germiston. The rally will be addressed by the newly elected regional leaders and the union federation's national office-bearers.

The spokesman said since the establishment of Cosatu last December, three regions — Northern Natal, Southern Natal

and the Western Cape — had been formed.

Other Cosatu regions which are yet to be launched formally are Northern Transvaal, Western Transvaal, Orange Free State, Northern Cape, Eastern Cape and the Highveld.

● A press conference is to be held today on the recent establishment of the United Workers' Union of South Africa (Uwusa).

Uwusa was formed last month to cater for workers who were allegedly dissatisfied with Cosatu's opposition to the homelands, including kwaZulu.

Its formation came after kwaZulu homeland leader, Chief Mangosuthu Buthelezi, had threatened to enter the labour field to counter Cosatu's attacks on him.

Although Uwusa has denied being a front for Inkatha, invitations to today's Press conference were signed by Mr S Z Conco, of Inkatha's labour sub-committee.

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Budget 'fails to meet' needs of black pupils

Sapoa see signs of hope

JANE STRACHAN

CLAIRE PICKARD-CAMBRIDGE

THE Congress of SA Trade Unions (Cosatu) said yesterday Budget proposals on education made "no step towards meeting basic demands made by millions of black students".

Cosatu general secretary Jay Naidoo said only one-sixth of the total education budget would go to black education this year. Cosatu believed nothing short of an alternative education system designed by the majority would be acceptable.

He added that reduction in the bread subsidy came as a shock to poorly paid workers and would cause a dramatic increase in the price of an already expensive staple food.

He said the proposed increase in the defence budget convinced Cosatu that government was not committed to finding a peaceful solution to SA's crisis.

"The diversion of vital resources to bolstering repressive organs of the apartheid regime will not create the peace our country needs," he said.

Instead of stockpiling more arms, government should redirect resources to developing technological and human potential.

Cosatu believed job-creation plans would not solve the unemployment problem. Fundamental change was needed.

THE Budget should have an encouraging effect on the property market in the third quarter of the year, say property owners.

However, they fear the benefits of privatisation have not yet been sufficiently recognised.

They say it is significant that no comment has been made on real rates of return — the difference between the inflation rate and interest rates — as this has an enormous impact on the industry.

SA Property Owners' Association (Sapoa) executive director Peter Erasmus says there is no reason why large sums of money should not start flowing into state coffers by selling the majority of government buildings to the private sector, which could be done on a straightforward lease-back arrangement.

A discouraging aspect of the Budget for Sapoa is increased tax — the 0,1% establishment levy is no less than an additional transfer duty for the property industry, he says.

The organisation says while it may be argued that the rate is minimal, the total sum to be paid by the industry will be large.

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 225 cents per share**

1986, the Committee of The granted a listing for the (the letters of allocation") in of 2,5 cents each in Rand Leases 000 new ordinary shares to be offer to members to raise

have been approved by the

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for : Friday 21 March

MAS HOLDINGS LIMITED

140A
Mawu
1931
campaign
SOWJETAN

THE Metal and Allied Workers' Union (Mawu) is to campaign for an international boycott of Haggie Rand's products.

Mawu is involved in a dispute with Haggie Rand, which has fired 2 000 workers who staged a sit-in at the company's Jupiter and Germiston factories. Most of the workers at these factories are members of the union

Mr Bernie Fanaroff, national organising secretary of Mawu, said his union had contacted the International Metalworkers' Federation to inform them about the boycott

Workers at Haggie Rand have made several demands, including an across-the-board wage increase, leave pay, a 40-hour week, a paid holiday and compassionate leave

Management,
union discuss
stricken mine

Management at the troubled Vaal Reefs gold mine yesterday held seven hours of talks with the National Union of Mineworkers (NUM) in efforts to ensure peace at the mine

In the past week 17 people have died and 99 have been injured in fighting at the mine, some of which has been referred to as faction fighting between Xhosa and Sotho employees

A request from *The Star* to visit the mine has been turned down

● Five Vaal Reefs employees are scheduled to appear in the Silfontein Magistrate's Court again later today to face charges of public violence

The charges relate to an incident on the mine on February 18 when four team leaders died

Stayaway marks Langa shootings

OWN Correspondent

PORT ELIZABETH — Businesses in Port Elizabeth and Uitenhage are preparing for a stayaway by black workers tomorrow to mark the fatal shooting of 21 people by police at Langa township outside Uitenhage a year ago.

Organised industry has urged employers to be "understanding" and to give workers time off.

The Congress of South African Trade Unions (Cosatu) has backed a stayaway call, which it says was initiated by workers to mark the anniversary.

Cosatu said March 21, also the anniversary of the Sharpeville shootings in 1960, would be called Freedom Day in honour of those killed.

A commemoration service has been planned at kwaNobuhle Stadium, with other services at the site in Maduna Road where the 21 were shot while marching to a funeral.

Organisers said the proposed work stoppage would affect all black workers except doctors, nurses and hospital kitchen staff who have been asked to avoid using buses and to wear uniforms and black armbands while travelling to and from work.

Split looming FIN MAIL

A threatened split in the 50 000-strong Commercial, Catering and Allied Workers' Union (Cawusa) has been averted — for the moment at least. This follows a ceasefire negotiated between two factions in the union's Johannesburg branch.

These developments come after the shock move by Emma Mashinini last Friday, when she gave verbal notice of her intention to resign as Cawusa general secretary and local branch secretary. And following a rowdy and inconclusive branch meeting in Soweto on Sunday, dissidents remained behind and elected an unofficial committee which they hoped would run the branch's affairs.

However, at a meeting on Monday morning, representatives of the two groups reached a truce in an attempt to resolve the dispute and avoid the disintegration of the union. Part of the truce agreement is that neither side should talk to the press, and details are difficult to come by. The *FM* understands, however, that the tensions do not have any ideological content, but are rather a result of serious disagreements over internal administrative matters.

Mashinini and the local branch executive committee are opposed by a group of younger organisers in the Johannesburg office, and this conflict has filtered down to the rank-and-file membership. Her resignation is a direct consequence of the continuing infighting.

Cawusa is the second largest affiliate of the Congress of South African Trade Unions (Cosatu). Its Johannesburg branch, which encompasses the whole Witwatersrand and some small eastern Transvaal towns, comprises more than half of the union's membership.

There have been rumblings in the union for some time. But the first official indication that something was seriously amiss came with Mashinini's announcement. A highly esteemed unionist, both in SA and overseas, Mashinini (56) has been Cawusa's general secretary since its formation more than 10 years ago. Some time back she announced her intention to retire from the general secretaryship later this year, but planned to continue working for a while in the Johannesburg branch.

It is too early to say what effect these developments will have on industrial relations in the commercial sector, where Cawusa is by far the largest union and is recognised by every major chainstore group. But some employers have expressed fears that the conflict could spill over to the shop-floor and lead to a period of strife in the industry. ■

FINAL
COLLECTIVE BARGAINING 3/86

Court casts the die

The Industrial Court has delivered its full judgment in the reinstatement case against Pinetown company Natal Die Casting (NDC). The company was ordered to reinstate permanently over 100 legal strikers dismissed last year.

When the court's reinstatement order was handed down in early February, NDC quickly announced that it would take the case on review to the Supreme Court. The workers would not be reinstated until this process was complete, said NDC. Now that the reasons are available, NDC must have even greater motivation, for the Industrial Court makes some highly critical observations about its conduct in the dispute.

The strike occurred on May 1 last year after drawn-out negotiations with the Metal and Allied Workers' Union (Mawu). It was called over the NDC's refusal to bargain in good faith over production and long-service bonuses and a travel allowance. The court ruled that NDC committed unfair labour practices by dismissing the workers; and refusing, or failing, to negotiate in good faith with Mawu before and after the strike.

The court found that while the evidence presented by most of the witnesses was acceptable, NDC MD Graham Wilson did not make a favourable impression "His whole attitude and appearance was one of insincerity," it said.

Further, said the court, Mawu had not breached the provisions on strike balloting set out in the Labour Relations Act, as alleged by NDC. The strike was therefore legal.

According to the court, NDC had agreed in principle to implement a productivity bonus. But, while "purporting to negotiate," it "merely went through the motions without any real intent to arrive at an agreement." Certain conditions imposed by the company were "so unreasonable that it could scarcely be said that they were made in the genuine belief that they would result in agreement." For example, a proposed production target set by NDC exceeded anything that had been achieved between August 1980 and February 1984. NDC also refused to furnish a Mawu-appointed accountant with realistic financial information.

Dealing with whether the company was justified in sacking the workers or not, the court referred to the well-known case between the Council of Mining Unions and the Chamber of Mines. This held that dismissals could, in certain circumstances, constitute an unfair labour practice even if sackings are lawful.

What carried most weight with the court

Continued on page 62

in this regard was whether NDC had tried to enter into bona fide negotiations. Further, it notes that NDC had refused to refer the dispute to an independent arbitrator. The union's conduct during and after the strike, said the court, "was not such as would infringe the rules of 'fair fight'." Cumulatively, these factors led the court to conclude that the manner in which the dismissals were effected amounted to an unfair labour practice.

The Supreme Court will now have to decide on the merits of the Industrial Court's judgment when it comes up for review.

Meanwhile, it is clear that the NDC case does not overturn a previous judgment in a case between Mawu and another Natal company, Hart Ltd. In it, Mawu tried unsuccessfully to get the court to rule that Hart's refusal to bargain on wages above the metal industry industrial council minimums and a funeral benefit scheme was an unfair labour practice.

According to a leading labour lawyer, the court has been consistent in the two judgments. In the Hart case, he says, there was no agreement between the company and union to negotiate on matters covered by the industrial council agreement. The court held that it would not compel Hart to bargain in the particular circumstances. In the NDC case, there was agreement to bargain; the court therefore could rule that the company had deviated from its commitment.

Getting behind all those ANC talk sessions

Is there much more to all the peace talks with the ANC than wishful thinking?
HOWARD BARRELL reports

Now a Lusaka
no to UK talks

By HOWARD BARRELL

TALKING to the African National Congress (ANC) has become such old hat of late that it is possible to miss the considerable significance of the important realignments taking place in South African politics.

The basis of this realignment was stated in the joint communique issued on Friday last week after two days of talks between the 500 000-strong Congress of South African Trade Unions (Cosatu), the ANC, and its ally, the South African Congress of Trade Unions (Sactu).

The three, said the communique, shared a "common understanding that the Pretoria regime and the ruling class of South Africa are powerless to provide any real and meaningful solutions to (South Africa's) general crisis".

Mere wishful rhetoric?

Hardly. An ability temporarily to crush resistance and manoeuvre around the peripheral features of apartheid — which hitherto is all the government and its more liberal supporters have shown themselves (even potentially) capable of — constitutes no capacity to solve the crisis.

A less direct, reluctant, though implicit understanding of this very incapacity has lain behind all the open (as well as unpublicised) talks which businessmen, politicians and others from the white ruling group have held with the ANC over the past year.

Hence the groping realignment taking place.

The Cosatu-ANC-Sactu communique asserted forthrightly that "lasting solutions can only emerge from the national liberation movement, headed by the ANC, and the entire democratic forces of our country of which Cosatu is an important and integral part".

Many of the ANC's white talking partners have not yet reached so startling a conclusion. Rather, a good deal of their motivation in talking with the ANC has, understandably, been to secure for themselves some determining role in an uncertain future.

The ANC appears aware that it is now walking a very tricky patch of ground indeed as it moves, on the one hand, to build and consolidate under its aegis an alliance and, on the other, to isolate thoroughly the diehard supporters of apartheid.

The dangers for the ANC are substantial.

Can its intention to restructure the economy survive the highly diffuse alliance which now emerges as a possibility for the future? Will its top leadership in exile become so bogged down in endless talks that they hardly have the time to do their "operational" work directed to what they call the "home front"? And there are other similar questions being asked both inside and outside the outlawed movement.

From recent discussions with ANC sources, it seems the ANC envisages a two-tier alignment around itself, based on a distinction between "revolutionary forces" and "forces for change".

The "revolutionary forces" it talks of comprise not only itself, the South African Communist Party (SACP) and Sactu, but also, it is clear, a large number of other organisations inside the country.

These forces, in its view, constitute the engine of the current revolt against apartheid. And, importantly, it is these "revolutionary forces" who are the custodians of the political and economic objectives of the new, post-

THE African National Congress has turned down an invitation to attend three days of talks in Britain next week which have been labelled a "final National Convention" for South Africa.

Only yesterday, South African officials refused to attend the talks if the ANC was involved.

The ANC was invited to the talks along with, among others, the UDF, Inkatha, Azapo, the Progressive Federal Party, the National Party and government representatives.

The talks, which are due to be held at the Wilton Park Centre in Sussex, are thought to have the backing of the Thatcher government.

An ANC spokesman in Lusaka said yesterday the outlawed movement was too busy to attend the talks.

"We are not attending these talks due to the fact that we are attending to various serious matters concerning our liberation struggle", he said.

The ANC has laid down strict conditions for a National Convention. The central one is that apartheid must have been completely dismantled before it can be held — if the South African majority conclude at that stage they still want or need a National Convention.

The ANC holds that conditions now differ substantially from those in the 1950s when, in its view, there was still sufficient legality to hold the perspective of a National Convention at which the country's disparate groups and interests could hope to map out a model for a democratic future.

apartheid society.

On the other hand, the "forces for change" comprise those people and organisations (mainly white) beginning to overcome the classical South African liberal dilemma. They denounce apartheid but attempt to steer a middle course between that denunciation and direct identification with, or involvement in, mass mobilisation against apartheid.

These "forces for change" must, in the ANC's view, be weaned away from any residual confidence in the current government and state system, and be drawn into as close an alliance as possible with the primary grouping, the "revolutionary forces".

It is in this atmosphere that the ANC found Dr Frederick van Zyl Slabbert's withdrawal from parliamentary politics so hopeful and praiseworthy. Slabbert, in the ANC's view, showed he was probably overcoming the liberal dilemma.

Slabbert's apparent dumping of this dilemma may well also explain why he attracted such vituperation from some liberal commentators.

But Slabbert has yet to show his full hand and to state clearly his political objectives. Is he merely biding his time, to emerge as perhaps the least sullied of white "interlocuteurs valables" with the ANC at some stage in the future who might be able to extract serious compromises to political and economic objectives because of his value? Or might he really cross the liberal's Rubicon?

There is a feeling in the ANC that government intelligence officials may now see some advantage in, ironically, keeping up an endless stream of visitors to the ANC parlour in Lusaka. The motivation may be to keep key ANC officials tied down in endless talks. For this reason, it may well happen that the ANC designates a special secretariat for the purpose of talks.

FIN MAIL 329
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be exempt from gst along with other staple foods. The suggestion was accepted by government.

Unlike other joint standing committees where, if consensus can't be reached, a Bill can't proceed before the deadlock is broken, the finance standing committee only makes recommendations concerning the Budget if all members agree. If not, the proposals are dropped.

Simkin says a key function of the committee is to call in senior civil servants to explain and justify the demands made by their departments on the Treasury. Du Plessis himself, as political chief of financial affairs, is likely to be called before the committee to defend the Budget's underlying policy.

"It is both an exercise in understanding the Budget better and keeping civil servants on their toes," he says. This year, Simkin hopes to have greater private sector input. He has appealed to interested individuals and institutions — particularly Assocom, the Federated Chamber of Industries and the Afrikaanse Handelsinstituut — to submit memoranda on the Budget, and he hopes to call in their representatives to give further evidence.

Last year, when the committee system was used for the first time, Simkin believes that too many State departments were called in and the private sector neglected. This year he hopes to make amends

"The first two days of sittings are devoted to evidence from the Department of Finance and the Reserve Bank. We try to get clarity on various issues," he says "Then we call in the various departments and after that we hope to have private sector input."

Though the committee's proceedings are in camera, the evidence is taped and eventually published, so the likelihood of "secret deals" is slim. But Simkin says he believes the committee works far better out of the public eye. Discussions are franker and more is achieved.

"It's not as if we are hiding anything. The evidence is published and most of the issues raised in the committee usually come out again anyway during the debates in the Houses," he says.

He is generally impressed by the grasp committee members have of financial matters, many of which are highly technical. Though it's unlikely that the Nationalist members on the committee will want major changes, the likes of the Progressive Federal Party's Harry Schwarz ensure thorough scrutiny of all measures even if Du Plessis' proposals can't be redrafted.

Simkin has been in Parliament for 11 years. Before that he was an OFS provincial councillor for 11 years. His Smithfield constituency covers the whole south-eastern Free State region and borders on Bophuthatswana, Lesotho and Transkei. Though he describes himself as a farmer and owns a farm in the Dewetsdorp area, he also has an MSc in mathematics from Stellenbosch University and at one time lectured in statistics at the university.

MOSES MAYEKISO

Street manager

Moses Mayekiso is a leading trade unionist who is also an influential community activist. He is chairman of the Alexandra Action Committee (AAC) and Transvaal secretary of the Metal and Allied Workers' Union (Mawu).

When he was detained during the Alexandra unrest last month, Mawu called for a work stoppage in protest. According to the Labour Monitoring Group, 58% of its Transvaal members responded and many employers heeded the union's call to contact Law and Order Minister Louis le Grange to call for Mayekiso's release.

the fighting Mayekiso denies this accusation. He claims police provoked spontaneous anger by teargassing mourners at the vigil before the funeral.

His aim, on both labour and township fronts, is "to organise people massively so that they will be able to solve the economic, political and social problems facing them."

The AAC intends to tackle Alexandra's educational and unemployment problems, Mayekiso says. Its relations with other groupings like the Alexandra Civic Association, the Alexandra Youth Congress and the Alexandra Students congress are friendly — indeed, much of the street committee organisation is being done by the youth.

"We're building the AAC up at the moment, and will undertake specific projects



Mayekiso ... tackling labour and community problems

He is said to be enormously popular with Mawu membership. And leading employers in the industry say that along with that of Mawu national organiser Bernie Fanaroff, Mayekiso's personal contribution to unionising the industry has been substantial.

Released when the State of Emergency ended, Mayekiso (37) was one of the detainees who alleged that he had been tortured while in detention. "They were interrogating me about the street committees the AAC is organising in Alexandra. The police felt this was an instance of the African National Congress's M-plan being put into practice, so they believed I must be working for the ANC and tried to force me to say I was."

He alleges that because he spoke at the vigil and the funeral at which the Alexandra violence began, police suspected that he had used the street committee network to plan

when that is done. We started it as a unifying force, because there are so many organisations in the township and people were divided. That's why we're organising street by street," he explains.

Whether or not the AAC will affiliate to the United Democratic Front has not yet been discussed, Mayekiso adds, but the issue will be addressed soon.

How did he come to be active both in labour and in the community? "In organising for the union, I found workers had many problems that did not originate in the workplace, which could only be solved in the community. You can't divide the issues facing workers and say that factory organisation should stay separate," Mayekiso responds.

Organising both where people live and where they work is the only way to mobilise

broadly enough to end apartheid. "It's not a battle that can be won on the shop floor. If the community is not organised properly, we could lose. That's why the AAC helps community organisation and wants to forge unity between workers and the township youth."

Mayekiso moved to Alexandra during the Seventies with his wife, who also works for Mawu, and their six children. He grew up in Cala in the Transkei, and started work as a labourer in the Welkom mines after he matriculated in 1972.

Exploitation

"The exploitation was severe, as there were no black unions on the mines then. I could see no prospect of the brutal conditions changing, so I left before my contract ended to come to Johannesburg," he remembers.

He had jobs here and there until he began work for Toyota Marketing. "We believed we were being exploited. There were no workers' rights, so we got together and contacted Mawu in 1977. An organiser came and recruited us. I was elected a shop steward and in 1979, became a Mawu executive member."

Shortly afterwards, during the battle for union recognition at Toyota, Mayekiso was dismissed. "Mawu took me on to organise on the East Rand, where a major drive to organise and build effective structures was starting."

He soon proved himself an exceptionally talented and respected organiser, and in 1980 became the union's Transvaal secretary.

"Since my time on the East Rand, I've been taken in once or twice a year for interrogation; then there are minor things like threatening phone calls." When he was detained along with other unionists following the November 1984 worker stayaway, organised commerce and industry protested to government — indicating an awareness that the State still lacks the clout that a natural leader like Mayekiso wields. ■

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apartheid society

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4 arrested over pamphlets

CAPE TIMES 22/3/86 Staff Reporter ~~HP~~ (140A) ~~HP~~

FOUR students were detained for most of yesterday by Railways Police after handing out pamphlets advertising the Western Cape public launch of the new trade union giant, the 600 000-member Congress of South African Trade Unions (Cosatu)

A spokesman for the Railways Police confirmed last night that four young people, three minors who may not be named and Mr Theo Mettler, 20, had been released and warned to appear in court on Monday on charges of "illegally distributing pamphlets on Railways property".

Thousands of workers and students are expected to attend tomorrow's launch

The main speaker at the rally, which starts at 1.30pm tomorrow at the UWC sports stadium, will be Cosatu president Mr Elijah Barayi.

Mines urge union accountability

24/3/86 BDA

140A

Business Day Reporter

THE National Union of Mineworkers will have to address the question of accountability for the action of its members if its credibility is not to be damaged, says Chamber of Mines president Clive Knobbs.

A chamber Press statement said a "disturbing trend" had emerged whereby the NUM was distancing itself from some types of industrial action taken by members. Knobbs described this trend as unacceptable to mine managements.

He said the high incidence of labour unrest in the mining industry since the beginning of the year — sometimes involving union shaft stewards — had served to focus on the question of the

NUM's accountability for its members' actions

Knobbs said the NUM was responsible for leading its members along the path of legality with laid-down procedures for resolving grievances and disputes.

The NUM could not be contacted yesterday

Knobbs said there was also a responsibility on the union's part, through its shaft stewards and members "to desist from threatening or committing acts of violence on fellow workers".

Intimidation by union men of other employees who did not wish to take part in stoppages would not be tolerated by

mine managements, he said.

Progress achieved in industrial relations was often overshadowed by irresponsible actions by some unionists. This tended to cast doubt on the union's commitment to orderly collective bargaining, Knobbs said.

Despite "teething problems" associated with emerging unions, there have also been promising signs of a proper and realistic relationship developing between employers and the NUM.

Knobbs said it was noteworthy that the union's commitment to the legal process had been reaffirmed by its application for registration — a step the NUM refused to take when it first emerged.

PRICE MOVES AT A GLANCE

REUTERS

140A

~~132~~

BUSINESS DAY, Monday, March 24 1986

Black one-day stayaway almost total

THE work stayaway by blacks in Port Elizabeth and Uitenhage on Friday was almost total. Support was weaker among coloured workers.

About 99% of blacks and almost all workers in Congress of SA Trade Unions-organised factories failed to turn up for work.

These are the joint findings of the University of PE's Institute for Industrial Relations and the Labour Monitoring Group.

The stayaway was called by community organisations and Cosatu to commemorate the anniversaries of the Sharpeville and Langa police shootings on March 21 in 1960 and 1985 respectively.

Researchers perceived a marked

CLAIRE PICKARD-CAMBRIDGE

difference between coloured and black support for the stayaway. While 99% of black workers in PE and Uitenhage responded, 82% of coloured workers in Uitenhage and 28% of coloureds in PE heeded the call.

They found that coloured workers in Cosatu-organised undertakings stayed away, whereas most coloureds in non-unionised or Trade Union Council of SA-organised factories were not drawn out

The survey also found that coloured participation in the March 1985 stayaway in PE and Uitenhage was much lower.

The survey covered 65%-70% of PE's and Uitenhage's manufacturing sector and included some commercial, municipal and service undertakings.

In most cases, discussions between managements and shop stewards were held at factory level before the stayaway. The general policy taken by companies was one of "no work, no pay", and many companies pursued a policy of authorised unpaid absence.

The general attitude expressed by managers was that workers heeded the stayaway because of intimidation. A few managers accepted that the stayaway was in genuine solidarity with the memorial services.

Haggie workers end strike

By Sheryl Raine

The 2 000 Haggie Rand workers at the company's Jupiter and Germiston plants have returned to work after staging a sit-in strike for 17 days. The return to work followed lengthy talks between attorneys for the Metal and Allied Workers Union (Mawu) and the company. The strike centred on workers' demands to negotiate substantive issues like wages at company level.

The company, which is a member of the Steel Engineering Industries Federation of SA (Seifsa), declined to bargain at company level, choosing rather to stick to a Seifsa recommendation that wages be negotiated at the metal industry industrial council.

Mawu and Haggie Rand said in a joint state-

ment all strikers fired last week had been reinstated. Workers would not receive pay for the days they were on strike.

The company agreed not to penalise any worker solely for striking, refusing to work or for trespassing.

It was also agreed to begin negotiations on workers' demands for long-service bonuses and long-service allowances before April 15.

The parties failed to reach agreement on the level at which negotiations would take place on other worker demands.

"The union will make formal proposals to the company and the parties undertake to negotiate on them and other counter proposals by the company, at company level, at a time and place to be mutually agreed not later than April 30," the statement said.

Militant Cape launch for union federation

By TONY WEAVER

BETWEEN 8 000 and 10 000 people turned out in at times pouring rain yesterday to hear militant calls for unity and action at the official Western Cape launch of the giant 600 000-strong Congress of South African Trade Unions

In one of the more militant speeches heard in the Western Cape recently, Cosatu president Mr Elijah Barayi called on workers and students to unite to bring down the South African Government

'Battle'

Workers would do battle with the security forces if necessary, but "we also say let us sit down and talk"

"The time has come for the government to sit down and talk to the workers, because this land will be ruled by the workers"

He said "from today" workers should refuse to pay taxes "to buy more Casspirs, more bullets" and must cease paying rent on their "matchbox township houses"

At the official launch of Cosatu in Durban in December, he said, the federation gave the government six months in which to scrap the pass laws

"If the government does not listen, we will burn our passes because it is through these books that we are made slaves"

He and other speakers launched a campaign for the release from prison of 76-year-old Cape unionist Mr Oscar Mpetha — whom Mr Barayi described as "the father of the trade union movement"

A message of support said to come from Mr Mpetha — a diabetic who had a leg amputated and who is serving a five-year term in Pollsmoor Prison — was read out which lauded the launch of Cosatu as leading South Africa "forward to socialism through the struggle of the working class"

Appealing to workers to support the youth of South Africa in their battles, Mr Barayi said that "our message to the South African Government is that you shoot our youth, but freedom

is on the way The government must know that the tree of freedom is watered with blood"

Mr Barayi and northern Natal executive member Mr Jerry Ntombela launched stinging attacks on Chief Mangosuthu Buthelezi and Inkatha, which recently launched the United Workers' Union of South Africa in opposition to Cosatu

The rally was marked by repeated calls for the release from prison of the leaders of the African National Congress and the unbanning of the ANC, and praise for the movement's leadership

When a large group of youths bearing the ANC flag ran into the stadium, a roar went up from the crowd, who began chanting "Viva, viva"

Mr Noel Williams, Cosatu Western Cape vice-chairperson, said that "today Cape history is being made, the workers' revolution has begun The factories and the land of South Africa belong to us

"We have seen that the students have become militant, they do not want to be educated to be slaves in South Africa, the students are building a new South Africa We as workers must support that action of the students because an injury to one is an injury to all"



Cosatu president Mr Elijah Barayi speaking at yesterday's rally Picture Tony Weaver

Struggle 'not only student prerogative'

Staff Reporter

THE struggle for alternative education in South Africa was not the sole prerogative of the students because of contradictions between the oppressed and "the racists" which could not be resolved, Mr Chris Dlamini, national vice-president of Cosatu, the Congress of South African Trade Unions, said on Saturday

He spoke at a meeting in the Athlone Civic Centre called jointly by the Athlone Students' Action Committee, the Athlone Education Crisis Committee, the Parents'

Action Committee and the joint SRCs It was attended by about 1 200 people

Mr Dlamini said Cosatu was not a political organization but had political aspirations

"Education has been and is still used to perpetuate economic exploitation," he said "The students have embarked on a programme that will change this"

The banning of the Congress of South African Students (Cosas) left a terrible vacuum but the students had remained militant and had continued to confront the exploiters, he said

Cosatu challenges Govt over taxes and rents

*REC-15
24/3/86
KON*

Labour Reporter

COSATU hardened its stand against the Government at a rally marking its inauguration in the Western Cape

About 8 000 people at the University of the Western Cape's sports stadium yesterday heard the president of the Congress of South African Trade Unions, Mr Elijah Barayi, challenge the payment of taxes "which are used to buy guns and bullets to shoot our young leaders" and the payment of rent on "matchbox houses"

"We must all stand up and say to hell with taxes. From today workers must stand together and refuse to pay rent on these houses," said Mr Barayi

Apartheid

Cosatu was prepared to talk to the Government but it would have to dismantle apartheid first, he said

The union of two organisations, the United Women's Organisation and the Women's Front, into the United Women's Congress was also announced at the rally

Speakers reiterated Cosatu's stand on disinvestment, the freeing of all political prisoners and its willingness to "work towards liberation with all progressive organisations"

Calls for the release of jailed trade unionist, 76-year-old Oscar Mpepha, founder member of the Food and Canning Workers' Union (FCWU) and former president of the United Democratic Front, added emphasis to the demand for the release of political prisoners and the return of exiles

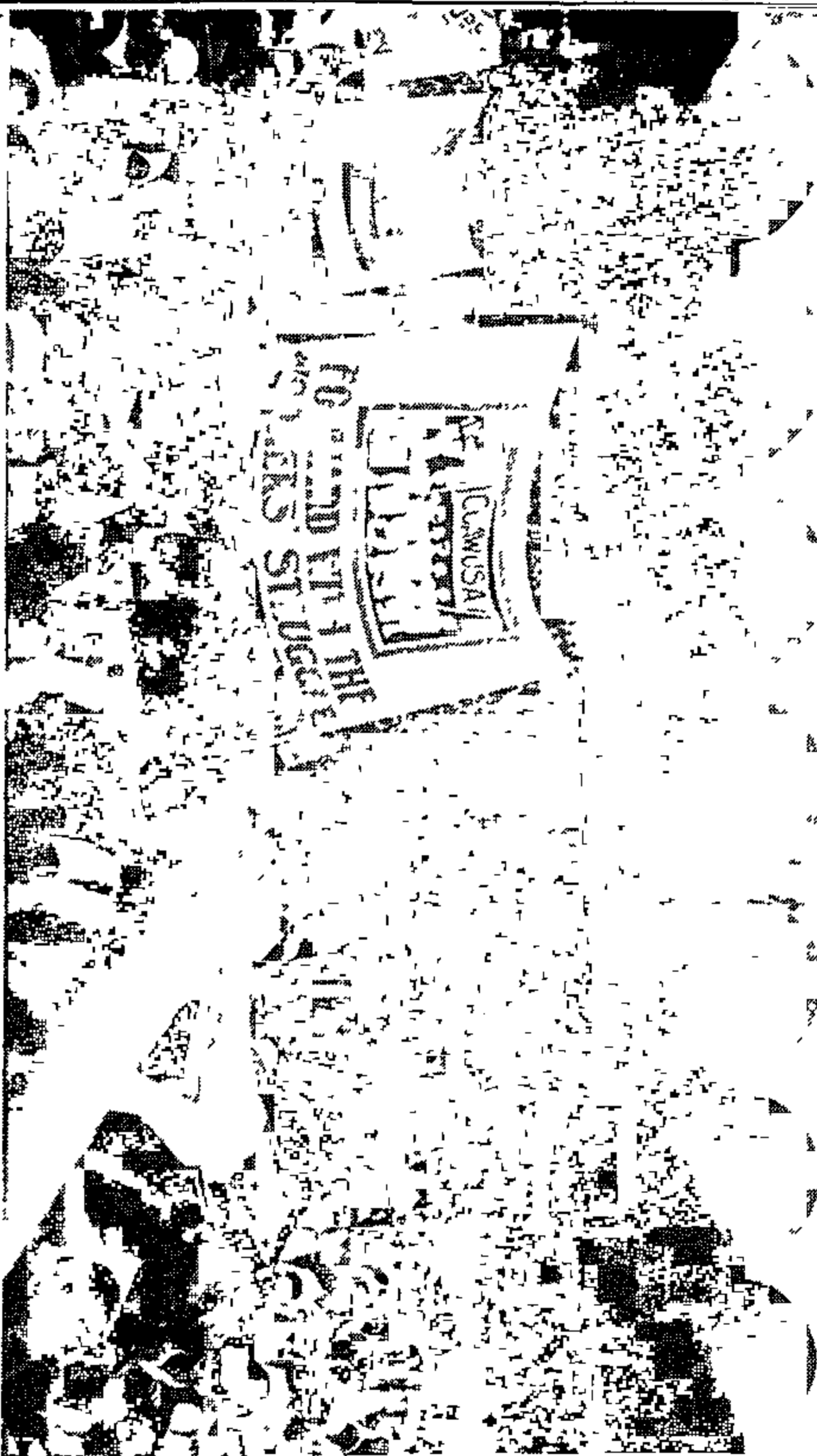
"University"

A message from Mpepha, from "Pollsmoor university", was read to the rally by regional secretary of Cosatu Mr Nick Henwood

Mrs Lizzie Phike, national executive committee member and FCWU organiser from Paarl, told of Mpepha's role in the trade union movement

Cosatu condemned the move by into the trade union field by the Inkatha movement of KwaZulu's Chief Mangosuthu Buthelezi, saying it divided the working class and was creating organisations which were not real trade unions

Cosatu also invited all unions outside the congress to join it



Picture WILLIE DE KLERK, The Argus

Thousands of workers and supporters turned out for the rally marking the public launch of the Congress of South African Trade Unions at the UWC sports stadium yesterday.

Cosatu threatens action to back student demands

By Mike Siluma

The Congress of South African Trade Unions (Cosatu) is likely to take industrial action if the Government fails to resolve the education crisis and heed the demands of black students.

This was said yesterday by the chairman of Cosatu's Witwatersrand region, Mr Paul Nkuna, when he addressed a Press conference in Johannesburg.

The region, which has 200 000 members from 18 affiliate unions, was launched formally at a weekend congress in Katlehong, Germiston.

Mr Nkuna said opinion among workers in the region was that industrial action would be taken if the Government did not "respond favourably to the education crisis". He accused the Government of turning a deaf ear to the students' grievances.

These include the call for the unbanning of the Congress of South African Students, the establishment of democratically-elected students' representative councils, and the release of detained students and teachers.

The opinion among affiliate unions was that workers should take a day off to celebrate May 1 and that the Johannesburg centenary celebrations should be spurned.

He said many companies were prepared to spend millions of rands on the celebrations "while their employees were starving".

The region's acting general secretary, Mr Bangi Solo, said workers viewed the intervention of police in labour issues — such as happened last week when police broke up a sit-in by Cosatu members at an East Rand firm — in a serious light. Cosatu demanded the withdrawal of charges against workers arrested in the incident.

Cosatu forms Reef region

28/3/86 (40A)
SOWETAN

THE Confederation of South African Trade Unions (Cosatu) established its Witwatersrand region at a conference at the weekend.

The new region becomes the grouping of trade unions' second largest operation in the country

The congress was held in Katlehong on Saturday and was followed by a rally on Sunday attended by between 3 000 and 4 000 people.

The new region encompasses 18 trade unions in the Witwatersrand area and the congress was attended by 640 delegates.

Mr Paul Nkuna, a member of the National Union of Mineworkers, was elected as the regional chairman.

Mr Mamood Fadel was elected as the vice chairman, while Mr Ronald Mofokeng was

voted in as treasurer.

Mr Bangi Solo was "elected as the region's acting secretary.

At a news conference in Johannesburg yesterday, Mr Nkuna said that apart from the establishment of the Witwatersrand region and the election of office bearers, little progress was made at the congress as time would not permit any resolutions to be passed

Mr Nkuna did say, however, that informal discussions were held on a number of issues such as the national education crisis and the establishment of May 1 as a paid holiday. — Sapa



The crowd at the initial Cosatu rally in Durban

Trade union battleground?

By DICK USHER, Labour Reporter

THE emergence of Uwusa has brought a new acronym to the South African union lexicon and the probability of turbulent times on the labour front

The United Workers Union of South Africa was launched last week as Chief Mangosutho Buthelezi's Inkatha movement's response to the 500 000-strong Congress of South African Trade Unions (Cosatu).

Formal war has yet to be declared, but insults are flying and there have been several violent incidents in Natal

Chief Buthelezi, who called Cosatu an ANC front shortly after the federation was formed, has called it "a pariah sweeping down on society to take the pickings of black frustration". At several meetings last weekend Cosatu spokesmen said he was on Pretoria's payroll and could never be a legitimate leader

The main battlefield is likely to be Natal, birthplace of Inkatha and stronghold of several unions in the Cosatu fold, but it is likely to have repercussions throughout South Africa if Cosatu unions under attack apply their slogan "an injury to one is an injury to all" in their defence.

Uwusa has several things going for it.

- It has the Government.

Although Inkatha is opposed to the Government, the Government is not opposed to unions, especially those which are against disinvestment and for free enterprise and capitalism

- It has Chief Buthelezi.

There are very few Natal pies in which Chief Buthelezi — backed by Inkatha and with strong support in the province — does not have a finger. Almost any dealings on any front would eventually involve the Kwazulu government, and Chief Buthelezi is indisputable boss.

- It has Inkatha

Now claiming a million members, membership of Inkatha is practically a prerequisite for advancement in any field touched by the Kwazulu administration. It can also call up plenty of disciplined muscle to defend its own interests as it has demonstrated on many occasions

Given those three factors, it is probable that Uwusa will find favour with many businessmen. Rarely pro-union, the business community, if it is going to have to deal with unions, is likely to prefer dealing with those which favour investment in South Africa and free enterprise, rather than unions committed to disinvestment, worker control of industry and dictatorship of the proletariat.

They will also see it as advantageous to deal with three wings of the same dynamic — the Kwazulu govern-

THE United Workers Union of South Africa was launched last week as Chief Mangosutho Buthelezi's Inkatha movement's response to the 500 000-strong Congress of South African Trade Unions (Cosatu). What is it all about?

ment, Inkatha and Uwusa — than with organisations diametrically opposed to each other

This could lead to business giving Uwusa affiliates preferential treatment on matters such as access to workers, stop order benefits and closed-shop agreements. It was only after bitter struggles that older Cosatu unions such as the National Union of Textile Workers and the Chemical Workers Industrial Union won any recognition

The organisation has also acted swiftly to snatch a piece of the high ground from Cosatu

A rally has been planned for Durban on May 1, the traditional workers' solidarity day, and with Inkatha's ability to turn out the masses it is sure to be an impressive demonstration of the organisation's potential numerical strength

But Natal is also the home base of several of Cosatu's best organised unions formed after the Durban strikes in 1973, merging into the Federation of South African Trade Unions and then entering Cosatu

Preferential treatment is already said to be given to Inkatha members in vital matters such as jobs and housing, and the emergence of Uwusa could pose a serious dilemma for many of their members.

Added to this, Cosatu is at a vulnerable stage in its development.

It is committed to the establishment of one national affiliate in each industry. This is a delicate and laborious process involving the transfer and amalgamation of members. Officials of the Cosatu unions are generally hard pressed to keep up with day-to-day issues such as grievances and disputes, let alone negotiate national amalgamations and the process does not appear to be going as quickly as hoped in December when the congress set a six-month deadline.

Cosatu, however, committed to political action and invoking the tradition of the ANC, has a strong organisational base and a vision of a worker-controlled South Africa, neither of which it will abandon without a struggle

And it is here that the ripples of any disturbances in Natal are likely to spread round South African industrial relations — and beyond

An injury to one is an injury to all, and any company "sweethearting" of Uwusa unions in disputes with Cosatu members could lead to national action against them

This is unlikely to be confined to industrial action as Cosatu has strong

links with the UDF, is committed to community/worker interaction and has already begun working towards a worker/student alliance

In addition, it has made it clear that Cosatu is still open to all "progressive union formations, including the Council of Unions of South Africa (160 000 members) and the Azanian Confederation of Trade Unions which late last year eventually opted out of the unity

movement. They both have unions with branches in Natal and will feel the effects of Inkatha muscling in on the trade union front.

Cosatu will also be able to marshal international support through various affiliations and sympathisers to pressure companies against Uwusa

The Chinese have a curse. May you live in interesting times. It appears times may get very interesting indeed



Chief Mangosutho Buthelezi — at the forefront.

REF

5

140A

BUSINESS DAY, Tuesday, March 25 1986

THE newly-launched Witwatersrand region of the Congress of SA Trade Unions (Cosatu) has warned it will consider industrial and other concerted action if government does not act to resolve the black education crisis.

Cosatu spokesmen said at a Press conference yesterday that key resolutions adopted at a regional congress on Saturday were.

□ To confront educational problems;

□ To organise worker rallies on May Day on the Witwatersrand.

This year is the 100th anniversary of International Labour

Cosatu threatens to act over crisis in education

CLAIRE PICKARD-CAMBRIDGE

Day. Union spokesmen said the feeling at a Cosatu rally, attended by 4 000 workers in Katlehong on Sunday, was that workers had the right to take the day off.

Spokesmen said Cosatu would not sit back when its members were detained by police and said it would hold management responsible for police actions in

the event of management resorting to police assistance.

Workers would not take part in Johannesburg's centenary celebrations because they had not benefited from the city's development

"To crown it all, most companies are prepared to pour millions of rands into the celebrations while their employees are starving," a Cosatu spokesman

said.

Instead, events commemorating workers in the region who had died as a result of political and economic conditions would be held, spokesmen said.

The Cosatu executive council for the Witwatersrand region was elected on Saturday.

Paul Nkuna of the National Union of Mineworkers (NUM) is chairman.

Mahmood Fadal of the Commercial, Catering and Allied Workers' Union of SA (Ccaawusa) is vice-chairman and Ronald Mafokeng of the Chemical Workers' Industrial Union (CWIU) is treasurer

Firm takes back 2 000 workers

HAGGIE Rand has reinstated the 2 000 workers dismissed after staging a sit-in strike at the company's Jupiter and Germiston factories.

Mr Dave Thompson, group personnel manager for Haggie Rand, told the *Sowetan* yesterday that the workforce resumed work last Friday after talks between the management and the Metal and Allied workers' Union (Mawu).

The workers at Haggie had made several demands, including an

across-the-board wage increase, leave pay, a 40-hour week, a paid holiday and compassionate leave.

• Meanwhile the food boycott at the Employment Bureau of Africa (Teba) is still on. About 450 members of the National Union of Mineworkers (NUM) are involved in a boycott of canteens and bars at the company.

The workers' grievances include complaints of "discriminatory practices" at Teba.

The South African Workers' Union (Sacwu) indicated yesterday that it was willing to begin talks with Adcock Ingram management on worker grievances which led to a strike by 350 workers at the Industria plant of the company in Johannesburg.

Adcock managing director Mr Donald Bodley said his company was keen to talk to Sacwu, whose members are involved in the strike.

The workers at Adcock are demanding — among other things — wage increases.

Natal venue for

Appeal Court reserves judgment

BLOEMFONTEIN — Judgment was yesterday reserved by the Appeal Court in Bloemfontein on whether the court has the power to consider a point of law reserved by the Industrial Court.

The question of law was reserved by Mr Justice Mostert in the Industrial Court in December last year in a dispute between the National Union of Mine-workers (NUM), several individual workers and the Hartebeesfontein Gold Mining Co Ltd.

The question of law was reserved under section 17 (21) of the Labour Relations Act, No 28 of 1956. The points for resolution are:

- Can the Industrial Court reinstate an employee even though the employee's common law contract of employment has been validly terminated?
- Can an employer's dismissal of workers engaged in a strike or failure to re-employ them after dismissal constitute an unfair labour practice?
- Does the dismissal of the workers in this particular case constitute an unfair labour practice?

The case came before the Industrial Court when workers were dismissed at the mine after the union had told the Chamber of Mines it rejected an offer by the mine's holding company, Anglo Vaal, to increase the holiday allowance of employees by 10 percent.

A number of employees at Hartebeesfontein went on strike on September 1 1985. There were dismissals on September 2 and 3. The strike was suspended by the union on September 3 — Sapa

CAPL TIMES . 25/3/86

Cosatu warning on black education crisis

1401k (50) Own Correspondent

JOHANNESBURG — The newly launched Witwatersrand region of the Congress of South African Trade Unions (Cosatu) has warned that it will consider industrial and other concerted action if the government does not act to resolve the black education crisis

Cosatu spokesmen said at a press conference yesterday that two key resolutions adopted at a regional congress on Saturday were to confront educational problems and to organize worker rallies on May Day on the Witwatersrand

This year is the 100th anniversary of International Labour Day and union spokesmen said the feeling at the Cosatu rally attended by 4 000 workers in Katlehong on Sunday was that workers saw it as their right to take the day off

Spokesmen said Cosatu would hold management responsible for police actions in the event of management resorting to police assistance Management should resolve labour problems through negotiation

Workers would not participate in Johannesburg's centenary celebrations because they had not benefited from the city's development Events commemorating workers in the area who had died as a result of political and economic conditions would be held

Cosatu president issues challenge

TAXES, RENT UNDER FIRE

140A
SOWKETA
28/3/86

COSATU hardened its defiant stand against the Government at a rally marking its inauguration in the Western Cape.

About 8 000 people at the University of the Western Cape's sports stadium braved Sunday's autumnal weather to hear the president of the Congress of South African Trade Unions, Mr Elijah Barayi, challenge the payment of taxes "which are used to buy guns and bullets to shoot our young leaders" and the payment of rent on "matchbox houses."

"We must all stand up and say to hell with taxes, from today workers must stand together and refuse to pay rent on these houses," said Mr Barayi.

Cosatu was prepared to talk to the Government, but it would have to dismantle apartheid first, he said.

The union of two women's organisations, the United Women's Organisation and the Women's Front, into the United Women's Congress was also announced at the rally.



COSATU president Barayi.

executive committee member and FCWU organiser from Paarl, outlined Mpetha's role in the trade union movement.

Cosatu condemned the move of Chief Mangosothu Buthelezi's Inkatha movement into the trade union field,

saying it divided the working class and was creating organisations which were not real trade unions. Cosatu also invited all unions outside the congress to join it.

The relationship between students and workers was examined

by Mr Noel Williams, regional vice-chairman of Cosatu, who said workers and students had the common goal of a new South Africa, students were no longer prepared to be educated to be slaves and that both groups had common aims.

Speakers reiterated Cosatu's stand on disinvestment, freeing of all political prisoners and its willingness to work towards liberation with all "progressive" organisations.

Calls for the release of jailed veteran trade unionist, 76-year-old Oscar Mpetha, founder member of the Food and Canning Workers Union and former president of the UDF, added emphasis to the demand for the release of political prisoners and the return of exiles.

A message from Mpetha, from "Pollsmoor University," was read to the rally by regional secretary of Cosatu, Mr Nick Henwood, and Mrs Lizzie Phike, national

Longest-ever sit-in to end today

By PHILLIP VAN NIEKERK

HAGGIE RAND workers are likely to end their almost three week sit-in at the company premises today — the longest sit-in in recent South African labour history.

Members of the Metal and Allied Workers Union (Mawu) have made increased use of this tactic since the beginning of the year. The union has been involved in 10 sit-ins in company premises.

Sit-ins are an attempt to counter the management weapon of firing strikers en masse, not allowing them back into the factory, and replacing them with

fresh recruits.

Signs of a harsh response to the tactic were seen on Tuesday with the forced removal by police of some 300 members of Mawu and the Paper, Wood and Allied Workers' Union (Pwawu) from Pan African Shopfitters in Germiston.

They had been occupying the factory for more than two weeks, and since Saturday in defiance of a court order evicting them from the premises

Teargas and police dogs were used to disperse the strikers and a total of 71 have been arrested and jailed. Six workers have been hospitalised, several of them with severe injuries.

The workers were granted bail of R500 each, along with restrictions, after they appeared in court on Tuesday afternoon. Charges have not been formulated but the union's lawyers have been told they are likely to include arson and damage to company property.

Meanwhile, workers at Haggie Rand were due to decide yesterday whether

or not to end their sit-in of the company premises which began on March 4. Management was meeting representatives of the union yesterday.

The Haggie workers have been fed and looked after during the strike by support committees set up by their wives and families.

Workers have been demanding that management negotiate wages and working conditions with the union. They are demanding an increase of R3,50 an hour minimum wage, a 50c across-the-board increase and a public holiday on May Day.

140A

Employers asked to help as unions fight to stop community's removal

The battle to save 'Oukasie'

Major employer organisations and individual employers have been asked to intervene to save the old "location" at Brits in the Northern Transvaal from demolition and its people from removal.

The removal of the township, known affectionately as "Oukasie" by its inhabitants, comes a year after the Government declared a moratorium on forced removals.

While the authorities deny that this is a forced removal, the local action committee is adamant that people are effectively being forced to move. The action committee is demanding that people be allowed to stay if they want to and that the old township be upgraded.

At a meeting held in Brits this week, two trade unions — the Metal and Allied Workers' Union and the National Automobile and Allied Workers Union — and the action committee, asked employers to help save Oukasie.

Representatives of the Federated Chamber of Industries,

Trade unions and local community leaders have joined forces to fight against the demolition of the Brits black location and the removal of its people to a new township 20 km away. Now employers also are being asked to help save "Oukasie". SHERYL RAINE reports

The Steel Engineering Industries Federation of SA, the Northern Transvaal Chamber of Industries and a number of Brits employers were at the meeting.

The involvement of the trade unions in this issue illustrates the increasing role of the labour movement in community matters which affect workers. Oukasie, which is 4 km from the town's industrial zone and a stone's throw from the posh white suburb of Elandstrand, houses 16 000 predominantly black residents and a few coloured families.

The location was established about 55 years ago and today is in a shocking state of disrepair. It has a bucket-lathrine system, only 54 taps to serve the entire community, no drainage, no electricity and no tarred roads.

Sturdy brick houses are surrounded by shacks.

No money has been allocated for improvements since Oukasie became the target of a government "slum-clearance" project more than 10 years ago.

About R3 million has been set aside to compensate Oukasie residents and to pay for the move — money the local action committee would rather see used on upgrading the community.

A fleet of government trucks marked with the customary black cross in a broken circle, rumbles through Oukasie daily, taking families and their possessions 20 km away to a new "model township" called Lethlabia.

A government bus runs free tours to Lethlabia daily to show

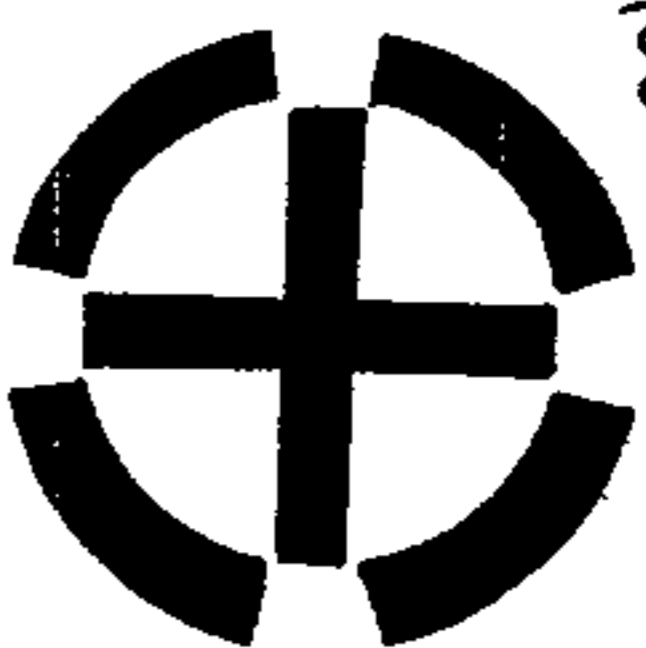
Oukasie residents where they will live. The contrast between the two areas is absolute, their one similarity being the police/denforce force roadblock at the entrance to both.

Only a barbed-wire fence separates Lethlabia from Bophuthatswana. Residents fear they will be incorporated into Bophuthatswana or that one day, despite repeated government assurances, the town will be administered by that "state".

The Government has built about 175 brick houses, complete with electricity, and which sell for R4 000 each. More than 800 sites, each with a tap and a flushing toilet, have been allocated. Electricity can be supplied for R250.

Those who buy sites have to build a home within two years. In the interim, they are supplied with a corrugated iron hut and one or two green government tents, depending on the size of the family.

The silver huts, interspersed with thorn trees, gleam in the sun — perhaps like a symbol of



This logo appears on all Government trucks used to resettle people in Lethlabia.

a community having to start again in a foreign environment. Bus fare from Lethlabia to town and back is R1,40, adding an extra financial burden to the employed and an impossible burden to the unemployed who use public transport to look for work.

While Lethlabia continues to grow, Oukasie is dying. The remaining families go about their daily business while the neighbourhood is demolished around them.

There is no official indication what the land will be used for once it is vacant. There is a rumour that the land has been earmarked for white development.

The authorities, guided by the local community council — which, questionably, enjoys community support — are adamant that the people are moving voluntarily and that no deadline has been set for the removal. More than 700 families have already moved to Lethlabia.

The local action committee, chaired by a former trade union member who was employed by Firestone. Mr. Marshall Buys, is resisting the relocation and alleges residents are being forced to move.

"Once a landlord agrees to move, his tenants have no choice but to go too. There are about 1 000 landlords upon whom tenants depend for a place to live," he explains.

Once a property has been vacated, the site is frozen against future use and demolishers move in.



A Government-supplied tin shack and a makeshift shed are the new beginnings of life in Lethlabia for this young mother. Inset: The Government has built 175 houses complete with electricity in Lethlabia. They have been sold for R4 000 each.



JOSHUA DOORREI

OPEN EASTER SATURDAY!

SPECIALS GALORE!

SAVE 33% ON THESE ITEMS



Probing the nerve-ends of history

PROFESSOR WEBSTER'S study of the labour process in South African foundries may strike the man, or woman, in the proverbial Yeoville bus as a rather obtuse subject, but it touches the nerve-ends of the country's socio-economic history.

The plot is what that man in the Father Christmas beard said all history is about. class struggle.

This particular struggle takes place within South Africa's developing foundries and involves a chiefly white craft union, the Iron Moulder's Society (IMS), from 1896, and a chiefly black emerging union, the Metal and Allied Workers Union (Mawu), from 1973

Webster examines worker resistance in the context of technological change, the reorganisation of work and the struggle for control in the workplace, and the overall political framework of a racist society.

In so doing he adds a valuable contribution to the debate on working class politics — a subject high on the list since the formation of the Congress of South African Trade Unions (Cosatu) last year.

It is due to factors outside the workplace, such as the country's colonial origins and the struggles of the working class in Britain, that one sees the emergence in South Africa at the end of the 19th century of two working classes — a well-organised, immigrant white labour aristocracy and a weak, poorly paid black workforce.

Webster shows that by protecting his craft within a racist society, the white labour aristocrat found himself in a contradictory position. He occupied a privileged position within a racially discriminatory society, yet was vulnerable to the "cheap, unorganised black labour force" ever ready to undercut the white worker.

27/3/86
140A
WEEKLY
CAST IN A RACIAL MOULD by
Eddie Webster (Ravan)

Crucially, the IMS stood between the capitalist and his restructuring of the labour process into mass production — and where it was best organised, the society was in the best position to protect its members, its trade, and its control

From World War I the process of de-skilling started as machines began to replace the skilled white workers. Between 1932 and 1950 there was massive investment in new technology, following the technological innovations in Europe and the United States

Throughout this shift to mass production and, later, monopoly capitalism, the IMS was forced to make concessions to defend its privileges and protect its jobs — opening membership to coloureds in 1937, and accepting mechanisation and increasing craft dilution

The last line of defence for a union which was becoming increasingly a benefit society was racial job reservation.

"The process of mechanisation and job fragmentation since 1944 had turned the vast bulk of white wage earners into either supervisory and white collar workers or semi-skilled machine operators with no other bargaining power than their colour. The very necessity of formalising their protection by resorting to the colour bar was a measure of their defeat," says Webster.

In the end, it was the new methods of production which not only destroyed the position of the craft worker, and thus an essential component of worker control over production, but opened up new contradictions — a breach into which Mawu stepped in a new battle for control in the foundries.

The new "crisis of control" was two-sided. At

the workplace, attempts at more sophisticated means of control of black workers were met with resistance from emerging unions.

In the society as a whole, resistance in the townships forced the state to look at means of restructuring the overall labour strategy through, for instance, the Wiehahn and Riekert reports and the subsequent labour reforms.

Yet, says Webster, "attempts at deracialising in the workplace, unless they are accompanied by deracialisation in the society at large, will lead to a widening, and not a narrowing of demands in the workplace ...

"... The transformation of the labour process has created the potential for mass-based industrial unions while failing to provide the conditions for their political incorporation."

This is the contradiction which Webster holds, in what is the crucial thesis in his book, provides the basis of a working class politics. Now, says Webster, all that is required is finding a form and content for that politics. It is precisely this process that Cosatu has been actively engaged in since its formation.

"Cast In a Racial Mould" provides an important new perspective on unionisation in the seventies and eighties; and, despite the seemingly colourless (excuse the pun) subject and the theoretically foreboding introduction, is a good read for non-industrial sociologists.

It might not grab the man in the Yeoville bus, but the man in the Putco bus might well find it a worthwhile addition to his library.

Phillip van Niekerk

BOBBY GODSELL

FIN MAIL

140A

FACE TO FACE

At the rockface

28/3/86



Bobby Godsell is industrial relations adviser to the Anglo American Corporation.

FM: Vaal Reefs has recently seen a strike, a go-slow and faction fighting. What is it about the mine that makes it particularly prone to labour problems?

Godsell: I don't accept the premise of your question. You have to realise that Vaal Reefs is the largest mining complex in the world, employing over 50 000 workers. In the last year, we have had a fair measure of labour-management tension and, more recently, inter-employee violence. This is certainly not unique in the mining industry, or in SA. Turbulence in the workplace has to be seen against the turbulence in SA in general. Black schools in the surrounding areas — Klerksdorp, Orkney and Stilfontein — have just been closed down.

Vaal Reefs is in some respects still in the process of fully formalising its relationship with the National Union of Mineworkers (NUM). NUM-management relations have matured somewhat more slowly at the mine than at some of the other Anglo mines. I don't think there is any special significance in that — it has to do with the size of the mine. Effectively, the mine has 10 shafts. By European standards each would be a mine in its own right. Some shafts have formalised their relationship with the NUM to a greater degree than others.

Faction fighting again appears to have

emerged as a major problem on the mines. Can you explain this?

There are many sources of conflict on the mines. I would single out the migrant labour system as the major one, and the fact that black miners live in single-sex hostels. But these are not adequate explanations of why ethnicity has raised its ugly head again.

In 1975, there was serious faction fighting on several mines belonging to different mining groups. Anglo commissioned a major study into the problem and, acting on its recommendations, decided to de-ethnicise accommodation.

Anglo hostels are divided into blocks according to which mine captains the miners work for. Within the blocks you do find rooms in which the workers all speak the same language. I see nothing wrong with people electing to live in language-homogenous rooms. Ethnicity is a factor in South African society. But does that mean we have to manage our affairs in that way? I think not.

Managements increasingly appear to be turning to the courts for answers to industrial disputes. What do you make of this?

Employers are making greater use of the courts. I think they are doing this with reluctance because the best way to solve conflict is through direct negotiations.

However, the courts are by no means the worst way of solving conflicts. The unions started using the courts to define and defend worker interests. Managements are now beginning to do the same.

In the short term, the benefit is that we will get greater clarity in our labour law. But, until the status of the Industrial Court is addressed and greater clarity is achieved about the definition of unfair labour prac-

tice, we are not going to see as much progress with labour law as we should.

In the longer term, both parties will realise that recourse to the law is time consuming, very costly, and doesn't build constructive relationships. I think people will eventually turn back to collective bargaining and away from the courts.

Political unrest is affecting shopfloor relationships. How are managements reacting to this?

Managements are reacting in the only way they can. That is, to do their best to settle workplace conflict through industrial relations processes while they wait for the politicians to create adequate political machinery for all SA's people.

Obviously, loading the workplace with community and political issues makes the lives of both management and union leaders much more difficult.

However, there is a positive side to this spillover process because the influence works both ways. If politics is affecting the workplace agenda and the issues that managers and workers have to address, then I think industrial relations processes are beginning to influence the strategies which citizens are beginning to employ to pursue their political agendas.

To me, the emergence of bodies like parents' associations, education crisis committees and consumer committees, and the fact that these bodies are increasingly linking the use of power such as stayaways and boycotts to realistic demands, is an indication of the spread of negotiation in our society. Historians will view 1985 as the year in which negotiation strategies emerged prominently in the more generalised struggle of black groups for equality in society as a whole.

We'll strike, says Ccawusa

THE Commercial, Catering and Allied Workers' Union has threatened to call its 5 200 members at Pick 'n Pay out on strike this Friday unless the chain's management agreed to its wage demands.

Ccawusa is demanding a R90-a-month pay increase Pick 'n Pay management is offering R50 a month backdated to March 1 and a further R40 a month from October 1

The union has also threatened to call a boycott of Pick 'n Pay stores if the group failed to resolve the dispute

Mr Rene de Wet, personnel director, said Ccawusa's boycott threat was unreasonable because management did not believe that the negotiating procedure had been exhausted

"Ccawusa has 5 000 members from 38 Pick 'n Pay stores. This number could increase depending on how much sympathy action they will receive from other stores in the group," Mr de Wet said

Mr de Wet said he has appealed to the union not to go on strike on Friday, but to resume negotiations Any strike before Tuesday, when the 30 days conciliation period expires, would be illegal.

Ccawusa said mass meetings had been organised throughout the country. Union members had rejected the

yesterday by a NUM spokesman who said the union would decide on the next step if the Chamber of Mines implemented its principle of "no work no pay"

NUM would call out its members tomorrow This is likely to affect 20 gold mines

The strike by 250 Soweto City Council workers was still unresolved yesterday. The striking workers are demanding wage increases

The workers' rep-

resentatives, the National Union of Public Service Workers, was due to meet council officials late yesterday

• One big domestic workers' union may soon be formed

At the weekend representatives of eight domestic workers' unions agreed on the formation of the South African Domestic Workers' Union

About 20 000 domestic workers were represented at the talks

By LEN MASEKO

management's offer

Meanwhile the strike by several hundred Foschini workers at 55 stores throughout the country, is still on These Ccawusa members are protesting against the retrenchment of 301 colleagues. Management says 235 workers were retrenched

Talks between Foschini management and the union have deadlocked

Ccawusa has accused management of retrenching workers unilaterally, and of failing to use recognised dispute-resolving methods such as mediation and the Industrial Court

• The National Union of Mineworkers may meet on Friday to review the May Day issue following the Supreme Court ruling which entitled its 200 000 members to strike in support of the commemoration

This was disclosed

140A
Soweto 20/1/86



Cosatu expands

A NEW region encompassing 18 trade unions in the Witwatersrand area was established by the Congress of SA Trade Unions at the weekend.

The new region - the Witwatersrand region - becomes the grouping of Cosatu's second largest operation in the country.

The launching was held in Katlehong on Saturday and the mass rally on Sunday was attended by about 4 000 people.

About 640 delegates attended the launching.

Paul Nkuna - a member of the National Union of Mineworkers - was elected region-

al chairman.

Mamood Fadel was elected vice-chairman and Ronald Mofokeng treasurer.

Bangi Solo was elected acting-secretary.

Nkuna said at a Press conference this week that apart from the establishment of the Witwatersrand region and the election of office-bearers, little progress was made at the congress because there was not enough time to pass any resolutions.

Informal discussions were held on a number of issues such as the National Education Crisis and the establishment of May 1 as a paid holiday, Nkuna said. - Sapa.

140/11

CME Times 2/4/86
600 miners
1401
on strike

Own Correspondent

JOHANNESBURG — More than 600 employees went on strike at the Rand Mines-administered Rietspruit colliery near Bethal yesterday amid conflicting reports over its cause

Management said employees wanted the conduct of a colleague investigated because he allegedly threatened and assaulted employees

A National Union of Mineworkers' spokesman said workers were demanding the re-opening of an appeal hearing for another colleague who they say was unfairly dismissed

● The 950 workers who have been on strike at Rand Mines' Duvha colliery, near Witbank, for more than a week returned to work on Monday after a management ultimatum

Workers were demanding the dismissal of a white miner who allegedly assaulted a black worker. Management said the evidence did not warrant dismissal

2/4/86 Business Day (140A)

Wage negotiations start

ANNUAL wage talks affecting more than 300 000 metalworkers are to begin in Alberton on April 15.

The employers' federation Seifsa has already received demands from some unions.

Seifsa director Sam van Colter said employers had received demands from the Confederation of Metal and Building Unions, the white Mineworkers' Union and the Yster en Staal en Verwante Nywerhede Unie.

However, Seifsa has not yet received demands from the International Metalworkers' Federation, of which the Metal and Allied Workers' Union is a member.

Mawu has called its nationwide shop-steward councils to meet in Germiston, Maritzburg and Durban on Sunday to discuss its demands for the pending negotiations.

Business Day Reporter

The union said demands submitted by Mawu members included a minimum wage of R3.50/hour, an across-the-board increase of 50c/hour, a 40-hour week without loss of pay, the right to strike without dismissal, six months' paid maternity leave and an undertaking from employers not to involve the police or defence force in labour matters.

Mawu has called for a mass rally to be held in each region on April 12.

Last year the wage talks resulted in deadlock and a period during which the industry was without an agreement after the existing agreement expired on June 30.

An agreement was reached finally, but, for the third consecutive year, Mawu refused to sign.

Vertical text on the right margin, possibly from a newspaper's internal routing or a list of names. Visible words include 'In', 'in', 'day', and 'Den'.

Large, bold, partially obscured text at the bottom of the page, possibly a section header or a very large headline.

Black Unions are

The signs are that 1986 will be the year in which South Africa's black trade unions will move to the forefront of the struggle for black political and social emancipation, according to Tony Robinson of the *Financial Times*, London.

Robinson, surveying the labour scene in the newspaper's supplement on South Africa, says the most significant development on the trade union front has been the formation of Cosatu (Congress of South African Trade Unions).

"It remains to be seen whether Cosatu will use the combined

muscle of its members in key sectors — mining, metals and engineering, motor industry, food and catering, textiles, transport, and others — to call a general strike, or whether, in the beginning at least, it will concentrate on the difficult task of creating industry-based unions out of the old patchwork of general and industrial ones.

"Experience has shown that the unions have preferred to use the legal channels open to them through conciliation boards and the Industrial Courts to gain significant legal and other gains without damaging industrial

confrontation (COW) ~~line~~ that in June anniversaries, like that in June of the Soweto rising 10 years ago, and of increasing militancy, the signs point to growing labour conflict, both over workplace and pay issues and in support of symbolic gains — like securing May 1 as a public holiday, to be traded if necessary against existing 'white' holidays such as Republic Day and Kruger Day."

Robinson also refers to significant changes taking place in the white trade unions. For example, "the Mineworkers' Union

headed by Mr Arrie Paulus is still fighting a last-ditch battle against the last racial job restrictions on the mines."

He says the recession, which has led to major lay-offs in industry, has also badly affected white artisans and led to a re-emergence of "poor whites", unemployed and embittered.

"Hitherto, thousands have found sheltered employment in the great Afrikaner-dominated bureaucracies and para-statal like the railways and post office. But these, too, have been shedding labour, while the State has sought to keep pay rises below

the rate of inflation."

A consequence has been the growth of right-wing elements in the white unions, resentful at what they see as erosion of pay differentials and growing competition for skilled and semi-skilled jobs from increasingly self-assertive and well organised black workers.

Robinson concludes "As South Africa moves away from the politics of colour and seeks to re-organise the economy on market principles, the class divisions look like becoming more prominent. The growth of trade unions is part of this process."

Major obstacle to growth is raising of overseas capital

South Africa urgently needs a steady inflow of capital to achieve the level of growth required if the called-for political reforms in the country are to produce higher living standards and employment levels, the *Financial Times* said yesterday in its SA survey.

Anthony Robinson says the Leutweiler February agreement on repayment of loans to South Africa is onerous and falls far short of the hoped-for debt-re-scheduling agreement.

"The provision for half-yearly reviews essentially puts South Africa on parole and under notice that normalisation of relations with the international banks, and a resumption of normal financial flows, is dependent upon tangible progress along the path of political and social reform.

The irony is that financing reform is made doubly difficult by the cut-off in new funds and the obligation to re-pay existing debt on such a heavy scale."

Robinson says it is only the severe recession in South Africa that has generated such large payment surpluses, and these have been used to pay back debt or

finance ~~full~~ money capital outflows.

"The latter increased dramatically after introduction of the debt standstill, partly through manipulating trade leads and lags which kept the rand under strong pressure."

But Robinson says there has been a perceptible improvement in the economic and financial climate since early December, the turning point being December 9 when the authorities obliged the gold mines to sell all their gold to the Reserve Bank for rands, and forced traders to reduce their payment leads and lags.

Robinson predicts that the latest SA budget will provide additional stimulation. But there is little risk of overheating, due to high unemployment and high levels of plant under-utilisation.

But, "if consumer demand and employment prospects remain problematical, external factors look much more positive. Lower oil prices could reduce the import bill by up to R2 billion, while ensuring a steady but unspectacular growth in mineral exports, the star

Gold remains unpredictable, but looks like reaching higher overall levels than 1985, barring massive distress sales by the Soviet Union, the Middle East and others hit by lower oil prices. The prospect of tough labour negotiations and rising labour militancy does cast a shadow over the sector, however.

Prospects for the farming sector also look reasonably good, says Robinson. The main problems there are a disappointing maize crop and the consumer boycott movements.

"The main external obstacle to future growth and stability remains, however, the difficulty of raising fresh overseas capital. Even so, the monetary authorities expect that South Africa will receive more in the form of export credits than it will disburse over the next two years or so, when foreign manufacturers and export credit bodies will be competing for large orders from traditional buyers like Escom, Iscor and Sackor, which is currently drawing up plans for the R4,8-billion natural gas project off Mossel Bay."

By ZB MOLEFE
THOUSANDS of black metal workers are expected to hold countrywide mass rallies tomorrow in the biggest campaign the SA industry has ever seen. 140A

The rallies - which will be concentrated in Port Elizabeth, Witbank, Germiston and the Vaal - will take place on the eve of the industry's Industrial Council wage negotiations on Tuesday. 3/9/86

The IC will negotiate with metal workers' unions over wages and working conditions.

In a tense atmosphere in the industry, the Metal and Allied Workers' Union has become the moving force behind tomorrow's rallies.

Mawu national organiser Bernie Fanaroff briefly mapped out a broad outline of the metal workers' struggle - which has been highlighted by a seven-point action program.

The IC negotiations - which will see the unions challenging the Steel and Engineering Industries' Federation of SA - will centre on six main demands

These are

- A R3,50c per hour minimum wage.
- A 40-hour week without loss of pay.
- May Day (May 1) to be a paid holiday
- The right to strike without dismissal.
- Six months maternity leave with a job guarantee.
- No Seifsa factory to make products for sale to the police and army. Instead products should be made for the benefit of all people

"Seifsa, this year we fight!" said a Mawu pamphlet publicising the demands

Confident

A confident Mawu believes its hand will be strengthened because high-level talks have been going on between itself and other metal workers' unions.

These are the National Automobile and Allied Workers' Union, the Motor Industry Combined Workers' Union and the SA council of the International Metalworkers' Federation.

Explaining the campaign in detail, Fanaroff said the metal workers' fight is not with the IC as such - but with the six or so giant corporations which control the industry in SA.

These include Anglo American, Barlow Rand, Gencor, Haggie Rand, Samancor, Dorbyl and Highveld Steel, which dominate the industry.

"After our campaign last year there was misunderstanding. Many, including newspapers, believed we were fighting for plant-level bargaining," said Fanaroff.

All levels

"But it is our belief that we must bargain at all levels. We will go for areas such as sectoral bargaining."

"There will also be geographical bargaining. Some coastal employers claim they can't pay inland wages," said Fanaroff.

This, he said, raised the question of employers' ability to pay better wages in the industry. According to world standards, the SA metal industry - in which wages amount to 9-14% of total costs - still pays little, said Fanaroff.

"Our negotiations are going to be tough," he promised.

"Even with the 18% inflation hitting the country, we still maintain that the bigger companies have the ability to pay," he said.

To back his argument, Fanaroff cited Gencor - which last year improved its earnings by 25% to R79-million - and Samancor, the largest producer of ferrochrome, which last year improved its before-tax earnings from R15-million to R99-million.

On Wednesday, April 16, Mawu will report back on the IC negotiations to all metal workers.

April 17 will see the "first day of action" of Mawu's campaign - but, for the moment, the union declined to discuss the precise form it would take.

Mawu to discuss wages

By LEN MASEKO

THE Metal and Allied Workers' Union (Mawu) has asked its shop steward councils to meet tomorrow to discuss annual wage negotiations for the metal industry.

A Mawu spokesman said yesterday that shop steward councils would meet in Germiston, Maritzburg and Durban.

The meetings will focus on Mawu's demands which include a minimum wage of R3,50 an hour and 40-hour week without loss of pay, the spokesman said.

The union is due to meet the metal industry for wage negotiations in Alberton on April 15.

Rally (40A)

Mawu has also called for a mass rally to be held in each region on April 12. Metalworkers are invited to attend these rallies, called to discuss the forthcoming negotiations.

4/4/80
Meanwhile the Pretoria branch of the Steel Engineering and Allied Workers Union meets in the city tomorrow, to discuss, among other things, preparations for Labour Day (May 1).

The meeting will be held at the Willie Theron Building, 4th Floor, from 8 am.

PERSIAN AND ORIENTAL CARPETS AND RUGS

SEIZURE NOTE NO. 1/12/3/2/3/497

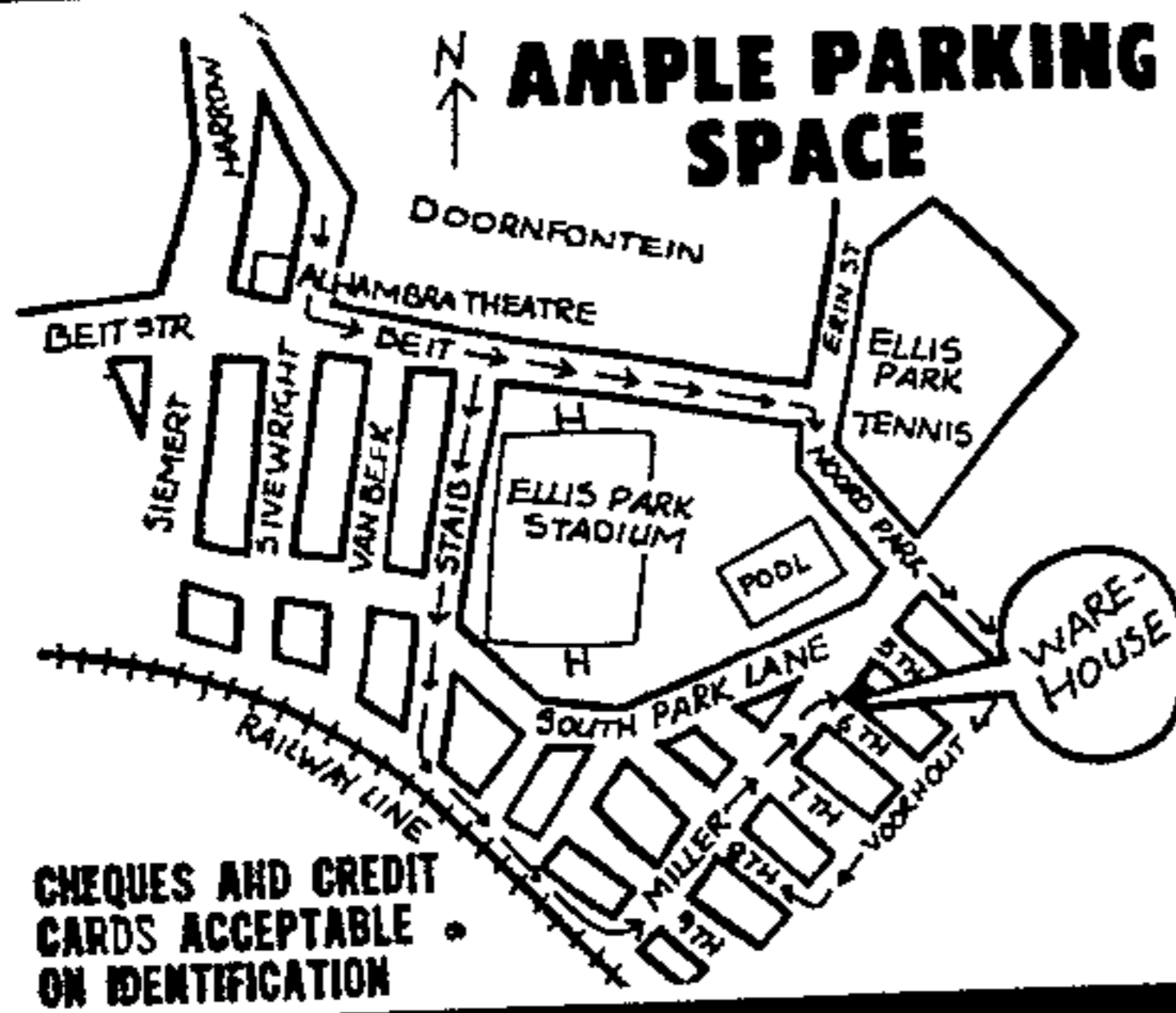
Dhurrie Khehims	R 290
Alghan Persian Belouch sades	R 99
Chinese silk squares	R 250
Islamabad	R1 650
Silk Qum	R4 500
Belouch	R 795
Karach	R 399
Afghan Russian Persian Knell	R 150
Mori Bokhara	R1 195
Silk Kashmir	R2 400
Jaipur	R 395
Russian silk Bokhara	R11 950

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Hugo Naude	R5 950
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Gregoire	R 795
Tinus de Jongh	R9 950
Henry John Dykman	R6 500
Barbara Plover	R 195
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AN INVESTMENT RUGS

Chinese Silks, Nains, Antique and Khollims

Plea to
release
veteran
unionist

Correspondent

CAPE TOWN — The International Labour Organisation has added its voice to calls for the release of jailed veteran trade unionist Oscar Mpetha.

Director-general of the ILO Mr Francis Blanchard has urged President Botha to release Mpetha and four other trade unionists from the South African Allied Workers' Union on trial for treason in Maritzburg

NOT LIFTED

He said he was deeply concerned charges against Mr Thozamile Gqweta, Mr Samuel Kikine, Mr Isaac Ngcobo and Mr Sisa Njikelane had not been lifted as those against 12 others were

Mr Blanchard called on the Government to release all trade unionists detained or charged under security legislation as well as Oscar Mpetha "in view of the serious state of his health"

Mpetha (77), a founder member of the Food and Canning Workers' Union and the South African Congress of Trade Unions, had a leg amputated while in jail

Workers back demands with 'sleep-in'

About 400 members of the Chemical Workers' Industrial Union (CWIU) yesterday staged a "sleep-in" at Acoustical Fibreglass Insulation, on the East Rand, in support of their demands concerning wages and working conditions

A CWIU spokesman said yesterday that negotiations between management and the union had broken down

The demands include

- An hourly increase of R1 which would raise the minimum wage to R2,82
- Recognition of June 16 and May 1 as paid holidays
- A revised maternity leave scheme
- Reduction of the working week from 45 to 43 hours

Issues already agreed include compassionate leave (four days instead of two per occasion), a shift allowance and long service allowance (from R150 at five years to R1 650 at 25 years)

The company's management could not be reached for comment

4/18/66 1404
400 in factory sleep-in

CLARE PICKARD-CAMBRIDGE

ABOUT 400 employees slept on the premises at Acoustical Fibreglass Insulation in New Era, near Springs, on Wednesday night after a work stoppage to demand improved wages and working conditions.

The Chemical Workers' Industrial Union (CWIU) and the company are in dispute.

A CWIU statement said workers were demanding — among other things — an increase of \$1 an hour. It said the company was offering a 40c increase.

A management spokesman confirmed the stoppage was continuing, but said offers and demands had changed due to ongoing negotiations.

Mercury 5/4/86

Cosatu denies charge by new union

Mercury Reporter

MR JAY Naidoo, general secretary of the Congress of South African Trade Unions (Cosatu), has denied an accusation by an Inkatha-initiated union that he wants factories to close

The accusation is contained in a pamphlet advertising a meeting on May 1 at Kings Park Stadium in Durban at which the United Workers' Union of South Africa (Uwusa) is to be formed.

The meeting will be addressed by Chief Mangosuthu Buthelezi, Chief Minister of KwaZulu

Hundreds of the pamphlets were given to people as they left the Durban City Hall after attending the opening session of the KwaZulu/Natal indaba earlier this week.

'Damp squib'

Mr Naidoo said the history of Cosatu showed that the union has fought to maintain job security through its struggles around retrenchments and factory closures.

He said Cosatu was preparing a response to the formation of Uwusa which would look at the new union's relations with 'homeland authorities'

Mr Naidoo said it was the obvious intention of Uwusa to confront Cosatu

'They will eventually turn out to be a damp squib.'

'The fact that the union has not revealed its factory organisation or membership shows that it is a union on paper only,' Mr Naidoo said

Cosatu backs Tutu

CITY P

6/4/86

140A

By MONO BADELA

THE 500 000-strong Congress of SA Trade Unions has come out in support of Nobel prizewinner and Anglican Bishop of Johannesburg Desmond Tutu's call for the imposition of immediate punitive sanctions against South Africa

Tutu's call for sanctions follows a warning issued at the Wits education conference three months ago that he was giving the Government until March 31 to dismantle apartheid

Tutu said at a Press conference in Johannesburg that President PW Botha has not said anything which has made him believe that his Government intends dismantling apartheid

"I have no hope of real change from this Government unless they are forced to do so. We face a catastrophe in this country and only the pressure of the international community can save us," he said

Reacting to Tutu's call, Cosatu assistant general secretary Sydney Mafumadi said they supported "all forms of pressures

against this racist minority regime"

He said Cosatu believed sanctions were the only weapon which could bring about real change in South Africa

Mafumadi accused people who said that economic sanctions would lead to greater unemployment of only being interested in maximising their profits

"They are trying to make a moral issue out of a political one," he said

● The Reagan Administration rejected Tutu's call for sanctions and said it would not promote change in South Africa

"It would only escalate the level of violence and polarisation in the country," State Department spokesman Bernard Kalb said

● The Federated Chamber of Industries said it doesn't support Tutu's call

"Although he has no doubt expressed the frustration of many black people, the chamber cannot support a unilateral telescoping of the timetable for change asked for by Tutu," chamber president John Wison said

NEWS PLUS+

★ THE KATIEHONG Residents' Committee has told the Katlehong Town Council to desist from taking legal action against rent defaulters

It has asked the council to listen to the plight of the residents. The committee has accused the council of ignoring residents' needs

1401A

THE emergent South African trade union movement is gearing up for its biggest show of strength on May 1 — the 100th anniversary of Labour Day. The powerful Congress of South African Trade Unions (Cosatu) has unilaterally declared the day a public holiday, an act which will further strain union-Government relations.

And on the same day Chief Mangosuthu Buthelezi and his Inkatha organisation will be launching their own union, the United Workers Union of South Africa (Uwusa), in direct competition to the UDF and ANC. It will be the year of worker power — in the workplace and in the townships.

Trade unions aligned to the UDF and the ANC are slowly moving into the vanguard of opposition politics as the most sophisticated and organised bodies in black politics.

And, on another front, the unions are set to push for drastic wage increases — and to pressurise employer bodies to get tougher in their opposition to apartheid.

At the same time South Africa is witnessing a stepped-up war for the hearts and minds of black workers by the different ideological groups — a struggle that

could lead to more black-on-black violence.

At present the Congress of South African Trade Unions represents the ideas and interests of the Charterist movement (ANC and UDF). Two groupings soon to be unified, the Council of Unions of SA (CUSA) and the Azanian Confederation of Trade Unions (Azactu), represent the black consciousness movement (PAC, Azapo, National Forum).

But on May 1 the other big black political force, Chief Mangosuthu Buthelezi's Inkatha movement, is launching its own trade union movement, Uwusa, as a direct challenge to the UDF and ANC.

Early indications are that Uwusa could attract a substantial number of recruits. This could hurt Cosatu and allow it to

dominate the labour field in Natal. It is also opening offices on the East and West Rand.

The Trade Union Council of SA (Tucsa), who were observers at this week's Natal Indaba, the Black and Allied Workers' Union and the National Union of Sugar Refining and Manufacturing Employees are likely allies of Uwusa. Uwusa is also likely to succeed in mobilising the thousands of domestic and farm workers in Natal.

But with Cosatu's superior organisational skills, the increasing political polarisation and militancy in the townships — and the hostility between Chief Buthelezi and the ANC/UDF on the increase — Uwusa's

MUSCLING IN ON MAY 1 DAY

gains could be a short-lived phenomenon. Chief Buthelezi has called Cosatu a "surrogate" of the ANC and "a parish organisation swooping down on society to take the pickings of black frustration and anger".

Cosatu leaders in return claim Uwusa is a "sweetheart" union not committed to the anti-apartheid struggle.

Cosatu's denials that they are an ANC surrogate are certainly true in the sense that they do exercise a form of democracy in the movement.

But after their cordial meeting last month with the ANC leadership in Lusaka and earlier statements by the ANC national executive describing Cosatu as an "integral part of the mass army of revolution", there can be no doubt where their allegiance lies.

This is exactly Cosatu's strength: their close solidarity with the "liberation struggle" in times of increasing black militancy, while Chief Buthelezi is seen by many to be a "collaborator" of government and big capital.

But many workers are scared that Cosatu's overt political role is not in their interest as workers in a time of recession.

Uwusa, on the other hand, is seen as more non-confrontationalist and, what is more, it is against disinvestment and economic sanctions.

Many workers, although theoretically in favour of disinvestment as a form of political pressure, realise that effective disinvestment and punitive sanctions will lead to greater unemployment and economic hardship.

maphosa went on record recently as saying that Cosatu's task is to ensure that unions become the "leading force" — they will work in alliance with other organisations in the democratic movement, but "only on terms favourable to us as workers".

The workers have become very weary of the wild schoolkids who have been in the forefront of black action so far, and are determined to stem their influence.

That is why Cosatu played such a strong role at the recent education conference in Durban. They have made black education one of their political priorities and will be leading a three-day stayaway from June 16 on this issue.

But even viewed from the Government's side, Cosatu's increasing political involvement also has a positive side to it: it could become the main weapon against senseless anarchy in the townships as trade unions tend to be grassroots organisations with strong leadership and well-developed skills of negotiation.

It also represents most black South Africans' first real experience of organisational democracy. That must certainly be seen as a long-term investment in South Africa's future.

But Uwusa's anti-socialist stance is unlikely to please many black workers, who seem to believe they can only benefit from a scrapping of the capitalist system.

The trade unions in the UDF/ANC stable have already brought a new sophistication to the struggle in the townships through their experience of grassroots mobilisation.

Since these unions were brought together in Cosatu last year, their overtly political role has increased sharply — as has their overt identification with the ANC.

No mass action on a national scale by the UDF or ANC is now possible without the full co-operation of Cosatu.

Cosatu and NUM strongman Cyril Ra-

Mawu money

By ZH MOLEFE

THE Metal and Allied Workers' Union will hold crucial shop steward councils' meetings countrywide on Sunday - on the eve of the metal industry's annual wage negotiations.

They will discuss Mawu's wage demands to be presented to the Industrial Council in Alberton on April 15.

- Mawu demands include
- A minimum R3,50 per hour wage
 - A 50c per hour wage increase
 - A 40-hour week
 - The right to strike
 - Six months' paid maternity leave

Police used sjamboks on strikers, says union

Four busloads of police used sjamboks to evict more than 500 strikers from Dairy Belle's Clayville, Johannesburg, factory on Friday, the Food and Canning Workers' Union (FCWU) has claimed

FCWU general secretary Mr Jan Theron said police had been called on Friday afternoon after workers — who had slept at the factory on Tuesday and Wednesday — downed tools, demanding the reinstatement of three senior shop-stewards suspended earlier in the week. The three were allegedly falsely accused of instigating a work stayaway on Monday last week.

Comment from the police and the company was not available at the time of going to press.

Mr Theron said Friday's stoppage took place after two of the shop-stewards were arrested by police at the factory after being pointed out by management. They were released in the afternoon.

INFURIATED

According to Mr Theron, the dispute centres on Dairy Belle's refusal to treat the Clayville factory and four other depots organised by the union as one unit during wage negotiations. Talks on the issue had been going on for a month.

Workers infuriated by management's accusations against the shop-stewards stayed away from work on Monday, said Mr Theron. When they returned on Tuesday they clashed with new workers employed to replace them.

The strikers returned to work on Thursday after management had obtained a court interdict ordering them to return to work or vacate company premises.

Mr Theron said the dispute and the police action would be discussed with union members at the company's other depots as well as with the Retail and Allied Workers' Union.

CAPE TOWN 7/4/86
1401

Cosatu stresses independence

By BARRY STREEK
THE Congress of South African Trade Unions (Cosatu) has bluntly told the African National Congress that it will demand its independence — even if this leads to conflict with the ANC.

This has been disclosed by a key figure in Cosatu, Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM).

"It was made clear to them. We explained to them that we want to retain our independence," Mr Ramaphosa said in an interview published in the latest edition of the American magazine Africa Report.

Asked if the demands for workers to be independent had the potential for conflict for political movements which said everything should fall under them, Mr Ramaphosa replied "It could."

In his interview, Mr Ramaphosa said "Our view is that we will work

and we will do what we have to do in alliance with other organizations which do not militate against the objectives which we uphold.

"For instance, if the UDF or any other organization which is progressive takes up an issue which we feel that we can join them on, we will do that without any hesitation."

Asked if this implied that if the UDF took up an issue, the unions would support it if they believed it was in their interests, but that the unions would not necessarily follow UDF leadership on every issue, Mr Ramaphosa replied "No. We want to retain our own independence. It is very important for us to do so.

"And we will try to initiate issues and bring them in.

"And if they also take up issues we should support them on, we will

"More likely than not,

you will find that the issues they bring up will be issues that affect our membership and they are more likely to be brought up by ourselves."

Asked if the element of conflict with the ANC in the unions' demand for independence was still unresolved, Mr Ramaphosa replied "I wouldn't say it is still unresolved. They know our position.

"I think the ANC recognizes Cosatu as a major force in the struggle for liberation in this country and they respect that position."

Mr Ramaphosa also said the unions adhered to the principle of democracy and worker control to a greater degree than more populist organizations like the UDF and the ANC.

Will

"Our structures are such that we can ensure that the will of the people is upheld at all times. We are not a populist type of organization.

"We are more cohesive in nature and operation, and many other organizations still lack that.

"Take, for instance, the UDF. It is more of a populist organization. It is not as structured and cohesive as, say for instance, a union.

"Our belief is that the union is a unique organization.

"We have a very strong base, maybe even much stronger, for instance, than the ANC, which is a political party.

"We have a constitution which the members know and are aware of," Mr Ramaphosa said.

Police hold 54 miners

BUS DAY (TOP)
7/1/76
1/329
7/1/76
7/1/76

POLICE are holding 54 miners at Carletonville, Western Transvaal, after a dramatic underground sit-in strike at Blyvooruitzicht gold mine recently.

The National Union of Mineworkers alleges the arrests over two weeks ago amount to victimisation of those who took part in the strike over dissatisfaction with the implementation of an experimental bonus scheme.

A Rand Mines spokesman said a "group of intimidators" had been arrested after the strike and that the matter was no longer in management's hands.

A police spokesman said 55 Blyvooruitzicht miners had appeared in Oberholzer Magistrate's Court, near Carletonville, last week on charges of public violence, attending unlawful gatherings and murder.

He said some were also being

CLAIRE PICKARD-CAMBRIDGE

charged with "striking".

He said one of the 55, NUM Carletonville organiser Gideon Nomandlane, had been released on R300 bail.

An NUM spokesman said on Friday that Nomandlane had been held under Section 50 of the Internal Security Act. He said Nomandlane had been released on bail on April 1 and had to appear at the police station every two days.

The union said NUM shaft steward Freedom Sotshantsa had also been released on April 1. Police have not confirmed this.

The Blyvooruitzicht strike attracted international media attention several weeks ago when one shift remained underground without food for 36 hours.

BU>DAY 8/14/86

Lebowa man dies after detention

LEBOWA police have confirmed that one person died in detention at the weekend and two people arrested on Friday night have been hospitalised.

Colonel J M D Mphahlele said he knew of the death of a man who had been arrested but said he did not know his name or occupation.

The *Sowetan* said yesterday that a journalist working for the *Lebowa Times*, Lucky Kutumela, died shortly after he was arrested with three members of the Azanian Peoples' Organisation (Azapo) on Friday night.

The report also said the three Azapo members had been hospitalised. Mphahlele said he knew of only two people hospitalised after they had been arrested.

The newspaper said that one of the Azapo members was in the Ga-Rankuwa hospital near Pretoria in a serious condition while the others were admitted to the Makopane Hospital in Potgietersrus.

It said the three Azapo men arrested were Terry Kekane, Kgalabe Kekane and Dan Thobejane. — Sapa.

BU>DAY 8/14/86

Mawu asks for talks

DIANNA GAMES 140A

INDUSTRIAL action at four manufacturing plants belonging to BTR Dunlop, a British-based company, continued yesterday.

The Metal and Allied Workers' Union (Mawu), told last week by management that its application for a dispute meeting was inadequate, made another request for talks yesterday.

Mawu declared a dispute last week after more than 2 000 workers in four plants downed tools in support of the 11-month-old strike at BTR Sarmcol, in Natal, which began after 970 workers were dismissed.

The plants are at Durban (two), Benoni and Ladysmith.

Zulu King attacks Cosatu calls for sanctions

By Sheryl Rame

King Goodwill Zwelithini, King of the Zulus, yesterday accused the Congress of SA Trade Unions of advocating suffering for black people by echoing the calls for sanctions against South Africa which were being made by organisations outside the country.

In a rare incursion into politics, the King called on all who opposed disinvestment to gather at Durban's Kings Park Stadium on May 1 for the inau-

guration of Uwusa - the United Workers' Union of SA

Uwusa, which has the backing of Inkatha, is pro-capitalist and anti-disinvestment.

In a statement at the opening of a community centre named after him at Bhekuzulu Township, near Vryheid, Natal, the King said it was imperative for people who disagreed with the "wild suggestions that are being made to destroy the economy" to be at Kings Park and to make their voices heard

beyond the borders of South Africa.

Already there were not enough jobs for black school-leavers. It would be suicidal to create an atmosphere in which there would be even fewer jobs.

Nearly a million citizens of Botswana, Lesotho, Swaziland, Malawi and Mozambique were in South Africa, not because they were impressed with apartheid, but because their countries could not create jobs

for them. This applied also to the so-called independent TBCV states.

King Goodwill said the president of Inkatha, Chief Mangosuthu Buthelezi, had fought for years to persuade the South African Government to allow his people to take part in the trade union movement and this had finally materialised.

He regretted that, instead of being the expected unifying factor, trade unionism was being used by some trade unionists and organisers to create

chasms between people

"Our land was taken away from us after our conquest," he said. "And the land we now occupy is not enough to support us. This has made job creation a priority."

"And yet we now have organisations such as the Congress of SA Trade Unions which have declared themselves against multinational corporations continuing to operate here and who have stated that they want no further investment in South Africa."

140A

MORE than half a million working days were lost through industrial action in South Africa in the first three months of this year, setting the scene for the biggest challenge for organised labour, employers and the state since the renaissance of black unionism in the Durban strikes of 1973

In the next three months the labour scene will be kept boiling by super-charged wage talks in the metal and mining industries, the launch of an Inkatha union body as a direct rival to the Congress of South African Trade Unions (Cosatu) and the prospect of four days of national stayaway action

Dates which unionists are already marking in their diaries include

April 15 Start of the annual metal negotiations

April 17 National day of action called by the Metal and Allied Workers Union (Mawu)

May 1 May Day stayaway and the launch of the United Workers Union of South Africa (Uwusa)

June 16, 17, 18 Proposed three-day stayaway over the education crisis

July 1 Target day for implementation of annual increases on the mines

All these dates take on an added significance because of the events of the past three months, which have seen the most sustained expression of worker militancy since 1973.

Metalworkers and others have occupied their factories for weeks, the mines have been hit by more than 30 strikes — with evidence suggesting the isolated worlds of the mining compounds have been penetrated by the political mood of the townships — and stayaways in outlying areas have become common. Employers have grown increasingly alarmed at what they see as an attempt by workers to make the factories ungovernable — beyond the control of management and union officials.

A number of different factors have been trotted out to explain these trends, but perhaps the crucial one is the effect of the overall political climate and the impetus given to politics in the labour movement by the formation of Cosatu four months ago.

At the same time conflicts over wages have sharpened.

Both Cosatu and employers face a big challenge on May 1, workers' day, when Cosatu has called for workers to take the day off and hold rallies throughout the country. Some employers, accepting the inevitability of the stayaway, which this year will commemorate "100 years of exploitation" to coincide with the Johannesburg centenary, are adopting a "no work, no pay" approach. The Chamber of Mines has taken the May Day issue to the industrial court.

May 1 will be an interesting prelude to a potential three-day stayaway starting on June 16 over the education issue, which has displaced pass laws as Cosatu's first major campaign.

Endorsement of the National Education Crisis Committee's recommendation of a stayaway still depends on a Cosatu executive committee meeting next week, but at this stage there is nothing to suggest it won't be approved.

If employers are unable to live with May Day, an effective three-day general strike in June on the 10th anniversary of the Soweto uprising is likely to contain even more potential for massive conflict.

Further exacerbating the conflict on May 1 will be the rally launching Uwusa at Durban's Kings Park



With annual metal negotiations due to begin on April 15, workers stage a walkout from a plant in Isando in protest against the detention of Mawu president Moses Myekiso

Picture Steve Hilton-Barber, Afrapix

The rage on the streets penetrates the factories

There are five dates on the labour calendar which could drive temperatures on the shop-floor right up to boiling point. PHILLIP VAN NIEKERK reports on the burgeoning worker militancy

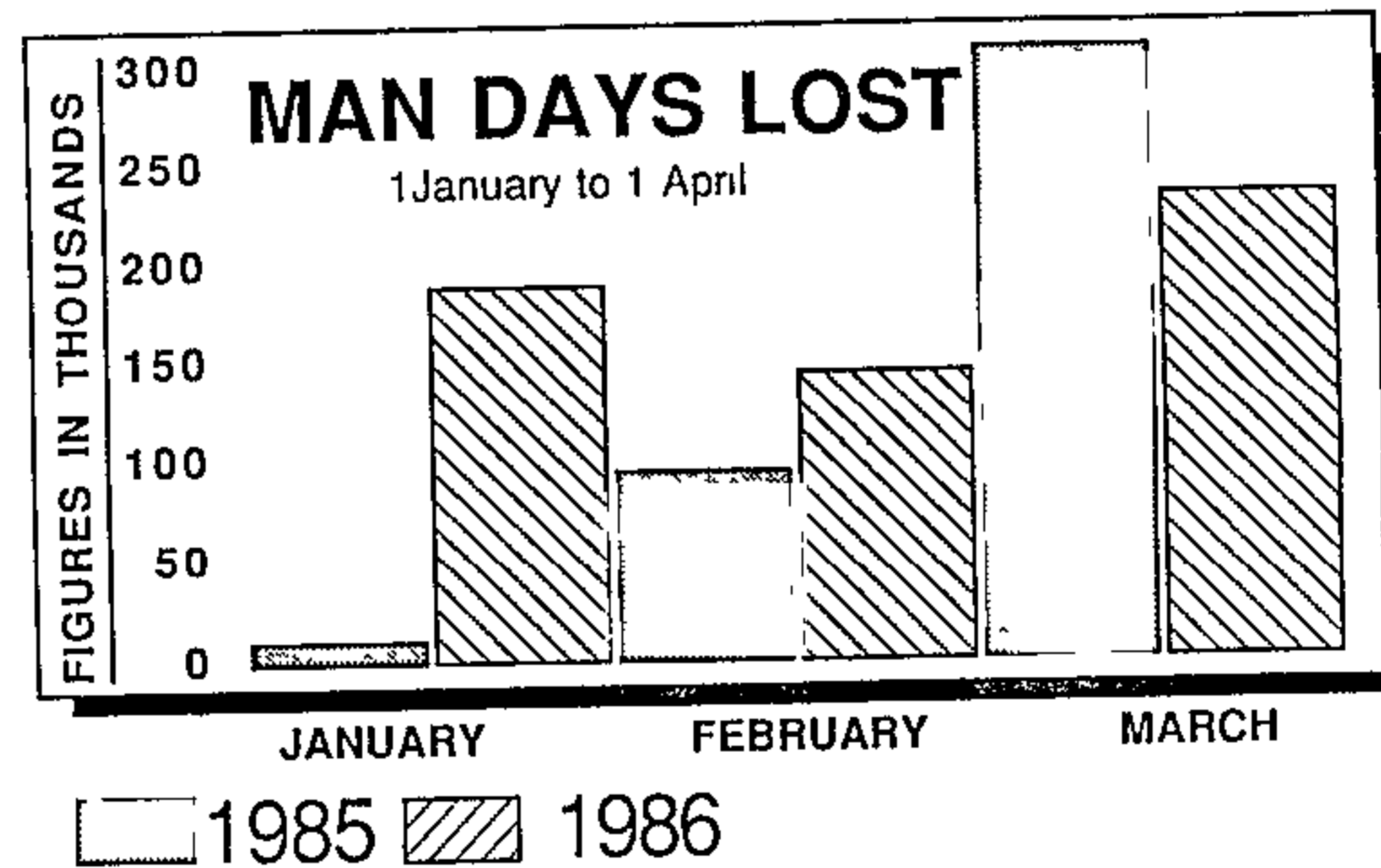
stadium and the potential violent clashes that might flow from it.

An earlier sign of worker mobilisation will be Mawu's national day of action on April 17, two days after the start of annual industrial council wage talks with the Steel and Engineering Industries Federation (Seifsa). The union plans to kick off with rallies in the townships next week to discuss this year's wage demands.

The National Union of Mineworkers (NUM) will also be meeting shortly to discuss its wage demands and speculation has again started over whether this year will see a conflagration on the mines if there is no agreement on wages. Already more workers have been on strike this year than took part in the 1946 miners' strike or the NUM's legal strikes of 1984 and 1985. The Chamber of Mines' industrial relations advisor Johann Liebenberg says that less than two percent of the working days that could have been worked have been lost since January through industrial action.

But two percent still amounts to an average of 11 000 workers on strike each day and is reflected in a huge decline in gold production for the first two months of this year.

According to Liebenberg there have been strikes on 23 collieries as well as the widely-publicised action at Vaal Reefs and Blyvooruitzicht gold mines. In addition there has been industrial action at Impala Platinum Mines, Phalaborwa Mining Corporation, Foskor, the Employment Bureau of



For the first two months of 1986, more man-hours were lost than in 1985. The figure dropped during March, but is likely to rise again within a few weeks. Statistics ANDREW LEVY

Africa (Teba), six strikes at the Nuclear Fuel Corporation (Nufcor) and go-slows at three De Beers diamond mines in Namaqualand.

Issues have varied. At Impala Platinum they centred around wages and recognition of the NUM which was banned in Bophuthatswana.

But issues such as the migrant labour system (the right to live with families) and demands for non-racialism — no preferential treatment for white workers — also surfaced, opening up whole new areas of demands.

There have been disputes over other issues. At Rand Mines' Wolwekrans colliery, workers struck on three occasions over a white supervisor who threatened a black worker with a gun.

Nowhere has there been more of a direct link between the 20-month long unrest in the country's townships and unrest in the mine hostels than in the coal mines around Witbank where industrial action has coincided with the intense political climate which

swept the Eastern Transvaal this year.

For a century mine hostels have been isolated communities, removed from the main currents of political development in the townships. In the first three months of 1986 that has changed dramatically.

One management source said he believed that when the NUM came out with an unequivocal political line for the first time in August last year — calling for consumer boycotts in support of the broader struggle — it "lit the fuse of a bomb".

Some management officials have attributed political militancy to the spill-over effect, the result of the broader political battle encroaching on the mines and on employer-employee relations.

Liebenberg, for instance, says employers have been warning for a long time that if labour reforms giving employees some rights don't take place alongside political reforms, political aspirations will be expressed through the only channels available to blacks — trade unions.

NUM officials have countered that the mine compounds, with cramped quarters for single migrant workers, are as much a visible sign of apartheid as the townships and the lack of a vote.

Marcel Golding, the NUM's press officer, says that what has been happening in the mining industry is the emergence of a new confidence among workers.

He denies claims that the union has no control of the situation. "The union is not head office. It is the shaft stewards and the workers who are taking the action. They are the union."

Much of the industrial action on the mines is still of short duration, but there has been a growing sophistication in tactics and some strikes are lasting much longer.

At Duvha open-cast colliery workers struck for two weeks before returning, at De Beers in Namaqualand they launched tightly-disciplined go-slows, while at Blyvooruitzicht and Vaal Reefs workers staged underground sit-ins.

These are signs, not of a loss of control, but growing organisation, closely coinciding with developments in the metal industry where, at factory after factory, workers have been sitting in. There have been sit-ins at 10 plants since the beginning of the year, the longest being three weeks at Haggie Rand.

Employers say privately that factory occupation is nothing to fear and, if affected, they are prepared to wait for it to blow over. But it has been a rough few months for many employers. As workers have adopted new tactics, so employers have had to look for new ways of facing the challenge. Supreme court orders evicting workers from factory and mine premises and lock-outs are among the measures adopted.

One company, Townsend Engineering, has been involved in a legal lockout — the converse of a legal strike — of Mawu members for four weeks now. Two more companies, Dorbyl and Metal Box, have declared disputes with Mawu.

Earlier this year, Rand Mines closed its Blyvooruitzicht mine and Anglo American shut a number of shafts at its Vaal Reefs mine after go-slows by workers disrupted production.

Supreme Court orders have come fast and furious, chiefly to evict Mawu members, to put a stop to factory occupations. But legal pieces of paper have proved insufficient to stop factory sit-ins and one company, GB Engineering, called in the police and more than 60 workers were arrested.

More threatening are moves by some employers to claim damages from unions for illegal strikes, a measure which could prove costly to financially strapped unions.

Labour consultant Andrew Levy says measures such as court orders and lock-outs are only being resorted to "out of desperation".

He says the unions are in many cases incapable of controlling their members and employers are being forced to consider lock-outs and court orders as they cannot get anywhere through the prescribed channels.

"For employers, the situation is simply that now they accept the legitimacy of trade unions and collective bargaining, they are dealing with a player who's not playing according to the agreed rules. Unions are not acting in a legitimate way, so, by applying to the Supreme Court, employers are merely asking for a referee."

SIVM
10/4/86
1401A

Dairy Belle dismisses another 75 strikers

By Mike Siluma

The six-day dispute between the Food and Canning Workers' Union (FCWU) and Dairy Belle escalated yesterday when the company dismissed another 75 strikers from its Koedoespoort depot in Pretoria.

A company spokesman said the workers had not responded to an ultimatum to return to work.

The Koedoespoort workers and workers at Dairy Belle's three other depots have been on strike since Monday, demanding the reinstatement of about 500 colleagues fired from the company's Clayville factory on Monday.

The Clayville workers had in turn struck to back a demand for the reinstatement of three shop stewards suspended by the company.

The union claimed that the stewards had been falsely accused by management.

FCWU secretary Mr Jan Theron said members of both his union and the Retail and Allied Workers' Union were angered by the dismissals and it was possible they would take action.

He accused the company of trying to divide the workers by giving an ultimatum to only one depot.

Further Dairy Belle strike action possible

WEDNESDAY 10/4/86

1404

THE Food and Canning Workers' Union (FCWU) has warned that strike action at Dairy Belle in the Transvaal could spread to the company's factories in other major centres if dismissed and suspended workers were not re-instated

This follows the dismissal of several hundred striking workers at Clayville, Midrand, on Tuesday and of another 75 at one of four strike-hit depots yesterday

Dairy Belle's Dan Waldeck said the remaining 330-plus strikers at the depots had been told to return to work and bring their grievances to management through legal procedures.

CLAIRE PICKARD-CAMBRIDGE

Jan Theron of the FCWU said Dairy Belle workers in Cape Town and Bloemfontein and workers at other Imperial Cold Storage (ICS) companies on the Reef had demanded that managements assist in securing the re-instatement of fired Transvaal workers

Theron said the FCWU had also asked Barlow Rand to bring influence to bear on ICS, which is one of its subsidiaries

ICS industrial relations manager Hilgard Bell confirmed union approaches to some ICS operations, but said he was

unaware of requests to Barlow Rand

Strike action began at the Clayville factory last Monday, with workers demanding that management treat the factory and the depots as one negotiating unit. But Theron says this original issue could have been settled if management had not suspended three shop stewards "after workers had resumed work, on the union's advice".

Waldeck says workers struck illegally in the first place and that eye-witnesses had seen the three shop stewards assaulting casual labourers

The union has denied the assaults

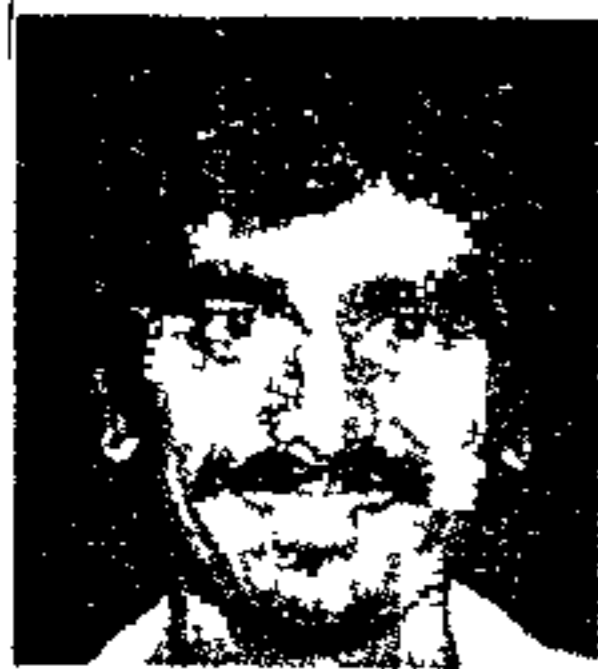
JAY NAIDOO

1401A

FUN MAIL 11/4/86

FACE
TO FACE

Between freedom and a job



The Congress of South African Trade Unions (Cosatu) has made a major impression on the political and labour scene since its formation last November. The *FM* discusses some of its more contentious policies with general secretary Jay Naidoo.

FM: What are the major issues now being debated within Cosatu?

Naidoo: There are basically three. Firstly, the consolidation of our organisation locally, regionally and nationally, including mergers (of affiliates into single industrial unions). Secondly, there is the question of our relationships with other progressive organisations inside SA and the way in which we relate to political struggles. The third area is our links with foreign trade unions and other organisations.

After Cosatu's meeting with the African National Congress (ANC) a few weeks ago, you issued a statement recognising the ANC as the leading anti-apartheid organisation. Does this not subordinate Cosatu to the ANC, and contradict the resolution that Cosatu should be an independent and leading political force?

No. Our position is that the workers are a leading force in the struggle for national liberation — a position acknowledged by the ANC itself. It is impossible for an organisation as large as ours, and with a leadership as developed as ours, to become subordinate to any other. We recognise, though, that the ANC is regarded by most South Africans as the leading organisation in the struggle.

At no stage have we posed Cosatu as a political party. But we have a duty to carry forward the political aspirations of the working class. We have to ensure that whatever change comes about encompasses economic as well as political emancipation, through a restructuring of the economy.

Socialism, if that is what you are referring to, can mean anything from western European social democracy to a system far to the left of that. What does Cosatu stand for?

That question is difficult to answer right now. Our position is determined by workers' experiences of massive unemployment, poverty, dispossession of land and the denial of political rights. The preamble to our constitution says "we will seek to ensure that the wealth that is created by the working class is used to advance its interests." Cosatu has not yet formulated a specific economic policy, but there is pressure on us from members to begin doing so.

Cosatu has taken a very aggressive public approach, including threats of pass-burning and a refusal to pay rents and taxes. Are these wise or serious?

The broad mandate given to Cosatu leadership is to become involved in political and community issues, in co-operation with other organisations. In its public statements the organisation is reflecting the anger and frustrations of its members. We believe we have the muscle to campaign around these issues, but we are not seeking confrontation. We are seeking fundamental human rights, including the right to elect a government which will represent us.

Taxes and rents are being used to develop the instruments of our oppression. People are simply saying they are going to re-evaluate their positions on these issues.

One consequence of Cosatu's militant approach has been the formation of the Inkatha-backed United Workers' Union of SA (Uwusa). Do you anticipate serious problems, in Natal at least?

We are disturbed that a potential division has been initiated by Inkatha. But we believe that our organisation will remain largely loyal and firm. We have lost three small factories to Uwusa — two in northern Natal and one in Newcastle. But the fact that we have held almost all of our factories and have actually experienced expansion, is the evidence of our strength.

Uwusa would have been formed whatever Cosatu did. Cosatu's policies have been distorted by Inkatha and are merely being used as an issue.

When the old Federation of SA Trade Unions (Fosatu) launched a consumer boycott in Natal, certain branches of Inkatha declared war on Fosatu. The basis for Uwusa

was being laid long before the formation of Cosatu.

Inkatha has strongly attacked Cosatu's disinvestment policies, arguing that workers do not want to lose their jobs. Are they wrong?

Constructive engagement policies have not enhanced change in SA. Isolation, including disinvestment pressure, has had an important impact on government. But it is not disinvestment causing a loss of jobs, it is the bankruptcy of political and economic policies. Furthermore, our policy states clearly that if companies disinvest they should leave behind the wealth produced by South African workers.

Is that realistic?

That is our policy position. The workers of Alfa Romeo and their union — a Cosatu affiliate — were very bitter when that company chose to disinvest.

The evidence of our commitment to maintaining job security is shown by the innumerable struggles we have fought against retrenchments and lay-offs. But when the choice is between freedom and a job, the majority of people will choose freedom. With freedom comes fundamental political and economic changes and job security for all people.

The disinvestment campaign has particularly hit the South African government, which is heavily dependent on foreign loans. So it is a distortion for people to interpret our policy as primarily a campaign against private investment when the direct effect has been felt by government.

Will Cosatu meet its commitment to complete mergers by the end of May — particularly with regard to the general unions?

That resolution can be interpreted to mean there must be substantial progress by the deadline date. The February Central Executive Committee meeting appointed the major unions in each industrial sector to convene committees to oversee mergers in each sector. There has been substantial progress towards the goal of one union for each industry. The last conference of the General and Allied Workers' Union, for instance, divided the union into industrial sectors, and those sectors have representatives on each of the sector committees.

Blyvoor gets court order against workers

Pretoria Correspondent



Blyvoorzicht Gold Mining Co Ltd has obtained an order interdicting its workers from intimidating other employees, destroying property or interfering with the operation of the mine.

This follows a work stoppage on March 9 when several thousand miners went underground and then refused to work. They spent most of the shift dancing, shouting, and waving knobkerries.

Earlier this week an interdict granted on March 10 was extended to April 22.

On March 10 the mining company brought an urgent application in the Pretoria Supreme Court against the National Union of Mineworkers (NUM) and several miners.

In evidence before Mr Justice Weyers, mine manager Mr Hercules Ernest Fourie

Van Antwerpen said that, on March 9, the night shift went down the mine but then remained at the shallowest level and refused to work.

When the shift returned to the surface, they prevented the next group of workers from going underground and barriers around the shaft were broken.

BONUS SYSTEM WANTED

After talks with the NUM, Mr van Antwerpen learnt that workers wanted a bonus system, applied experimentally to only two sections, to be extended to all miners.

No meeting could be agreed upon between management and the mineworkers, as neither side would agree to the meeting place suggested by the other.

Mine employee Mr Louis Steven Hayward told Mr Justice Weyers he was sent under-

ground at 3.30 am with five other white workers.

He said he tried to prevent the black miners from removing barriers around the shaft. "I was jeered and I was laughed at by the couple of thousand that were there, all trying not actually to assault me but pushing and shoving me around. In 16 years I have been a firefighter underground and I was never scared. Today (March 10) I was

"They never stopped dancing or screaming or walking past with all those weapons pointed at us. They kept on pulling out the safety rails, standing on us, standing on our feet, giving us those sneery looks."

Management told Mr Hayward to negotiate with the miners and, eventually, he was told by a shift steward that the workers should be taken to the surface again.

Mawu meets countrywide tomorrow

By Mike Siluma

Thousands of metalworkers are expected to attend rallies called by the Metal and Allied Workers' Union (Mawu) in the Transvaal, Natal and the Eastern Cape for tomorrow.

The rallies are to discuss demands to be put to employers during annual wage negotiations beginning at Alberton on Tuesday, which will affect more than 300 000 employees in the industry.

The main rally will be at Huntersfield Stadium in Katlehong, Germiston, at 9.30 am. Other meetings will be at Sebokeng near Vereeniging, Maritzburg, Witbank, Durban and Port Elizabeth.

A Mawu spokesman said other items on the agenda would include an explanation of the negotiations and the need to mobilise all metalworkers.

Demands already submitted by Mawu members include:

- A minimum wage of R3,50 an hour
- A guaranteed 50c-an-hour personal increase.
- The reduction of the working week to 40 hours
- The right to strike without being dismissed.
- Six months paid maternity leave.

spokesman.

Picture by Rebecca Heermann.

2 000 Dunlop workers on strike

140A

By Mike Siluma

11/4/86

STAR

four plants in Benoni, Durban and Ladysmith had staged wildcat strikes last week after the company's refusal to meet union representatives over the Howick dispute.

A further 500 BTR Dunlop employees in Ladysmith yesterday came out on strike, bringing the number of strikers at Dunlop plants in the Transvaal and Natal to nearly 2 000.

This was said by a spokesman for the Metal and Allied Workers' Union (Mawu) and the Chemical Workers' Industrial Union.

1 000 FIRED

Workers at two Dunlop plants in Durban and one at Benoni have been on strike since Tuesday, demanding the reinstatement of two colleagues fired after a brief work stoppage last week.

The dispute is a sequel to the longstanding battle by Mawu for the reinstatement of about 1 000 strikers fired from a Howick plant last April.

The unions said workers from the company's

While the unions had managed to persuade members to return to work within hours, managements had issued mass written warnings and threatened some individual workers with dismissal.

According to the unions, this provoked a fresh round of wildcat strikes on Tuesday at one Dunlop factory in Benoni and two in Durban.

Mr Glen Sutton, Dunlop's group industrial relations spokesman, said the two workers were sacked "due to their violent behaviour".

In both cases management informed the Metal and Allied Workers' Union of the situation and a dispute had been declared with the union.

● See Page 5.



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INVERTED MIRROR IMAGE OF THE ORIGINAL PAGE

Union 'deplores the use of children'

APC 11/14/86 (1408)
The Argus Correspondent

JOHANNESBURG — As the stalemate between the Food and Canning Workers' Union (FCWU) and Dairy Belle continued, the union yesterday condemned the use of children for milk deliveries

Schoolchildren have been used to keep delivery operations running at the company's Pretoria and Turffontein West, Johannesburg, depots

The company's managing director, Mr D Waldeck, said the community's response in helping out had been "tremendous"

But the secretary for the FCWU, Mr J Theron, said it

"deplored the use of schoolchildren to scab on the workers"

"This is creating the worst sort of attitude in these children. These children should rather have it explained to them why the workers are on strike," said Mr Theron

The dispute between the company and the union centres on the dismissal of workers from the company's Clayville factory last week

They were demanding the reinstatement of three shop stewards dismissed by the company for allegedly using violence on workers hired to replace them during a previous

strike. The union has rejected the claim

Workers at three depots in Johannesburg and Pretoria came out on Monday in support of their Clayville colleagues, leading to the dismissal of 75 from the Koedoespoort, Pretoria, depot

The company has cancelled a recognition agreement it had with the union at Clayville

Members at the company's Bloemfontein and Cape Town factories had taken up the matter with management and a meeting would be sought with the management of Barlow Rand, which holds shares in Dairy Belle, said Mr Theron

Reinstate workers or get out, BTR told

The Star Bureau

LONDON — A black South African trade unionist has told the British-based multinational BTR to reinstate its sacked South African workers or get out of South Africa

And he appealed to employees of BTR in England to take concrete action, such as strikes or demonstrations, to persuade BTR to "stop enjoying the fruits of apartheid"

Speaking at a Press conference at the House of Commons yesterday, Mr Moses Mayekiso of the Metal and Allied Workers' Union (Mawu) said "The company is just exploiting black workers. If BTR can't reinstate the workers and recognise Mawu, then we would like BTR to get out of South Africa"

Almost 1 000 striking workers were sacked from BTR's Sarmcol plant in Howick, Natal, over Mawu affiliation a year ago

Mr Mayekiso, Transvaal secretary of Mawu and chairman of the Alexandra Action Committee, has been in Britain for the past three weeks to appeal for support from the British labour and trade union movement for the Sarmcol strikers

SUPPORTED

He said the multinationals supported a system under which people were "mowed down" in places such as Alexandra

With Mr Mayekiso was Mr Jeremiah Zulu, president of the Transport and General Workers' Union of South Africa, who has been in Britain to make contact with unions. Both men said they were pleased and encouraged by the British response

Also present at the Press conference was Labour MP Mr Dave Nellist who said "We can find all the ways in the world to help keep strikes going, but what I want to see is action to help end disputes in favour of working people"

"That means organising and arguing with BTR's home base here in Britain to recognise the union, to reinstate and compensate the workers and their families, and to improve conditions"

STAR

11/4/86

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Father queries detainee's health

AN URGENT court application demanding that police produce reports concerning the mental and physical condition of a detainee was heard by the Ciskei Supreme Court this week.

The application was brought by Mkhantsane Anglican Church Deacon Rev Wellington Mabuto, on behalf of his daughter Zolelwa, who was detained by Ciskei security police on March 11.

Zolelwa, an organiser for East London's Domestic Workers Union, is being held under Section 26 of the territory's National Security Act, which provides for indefinite detention without trial.

In an affidavit, Rev Mabuto said he had been informed that his daughter was seen at the consulting rooms of Alice District Surgeon Dr F Seeger's.

Lawyers for the Ciskei police agreed to give Rev Mabuto details of his daughter's mental and physical condition, as well as details of any complaints she may have made.

The matter will again be heard on April 25 if Rev Mabuto is not satisfied with the report - Veritas News Agency.

COPY

Dairy calls cops to remove strikers

140K

BY ZB MOLEFE

The Food and Canning Workers' Union has threatened strong industrial action against SA's biggest dairy group after scores of cops forcibly removed striking workers from a Pretoria plant on Friday.

Dairy Belle Corporation management said the action was taken because the 350 workers had defied a Supreme Court order granted against them early this week.

But FCWU general secretary Jan Theron warned Dairy Belle that its action was courting confrontation with trade unions such as the Retail and Allied Workers' Union and the giant Congress of SA Trade Unions.

"All these groups are watching Dairy Belle. We deplore the company's action in using police to settle labour disputes," said Theron.

Workers downed tools on Friday after the stewards' vice-chairman was stopped from entering the factory.

The cops were then called in.

There has been a dispute at the factory since management used temporary workers on Easter Monday.

Inkatha a target — Buthelezi

Own Correspondent

DURBAN — Chief Mangosuthu Buthelezi has warned of plans to stage violent confrontations in KwaZulu/Natal before June 16, with Inkatha as the main target for enemies of negotiated peace for South Africa

He called on all who rejected disinvestment — and the starvation and increased unemployment it would bring — to turn out at Durban's King's Park Stadium on May 1 for the launching of the United Workers' Union of South Africa (Uwusa)

Blamed

In his presidential address to Inkatha's central committee on Saturday, Chief Buthelezi blamed President Botha's intransigence and inability to face real reform for the emergence of the pro-disinvestment Congress of South African Trade

Unions (Cosatu), which Uwusa will oppose

However, he strongly criticized 'fashionable white super-liberals' and those white-owned newspapers who castigated Inkatha for defending itself against attacks instigated by anti-democratic forces and who helped create a climate of "ANC euphoria"

They were behaving like mobs which egged people on to commit suicide by jumping off tall buildings

Chief Buthelezi said there was no outcry when the UDF and Azapo killed each other and when the ANC Mission-in-Exile ordered blacks to kill fellow blacks

Expectations

However, whenever ordinary black people resisted the politics of violence and intimidation, Inkatha was blamed bitterly

"We are expected to behave so that we do not contradict white liberal traditions, whereas those same white liberal traditions lead to our castigation by some of the clergy, the Black Sash, Nusas, the SACC, Diakonia, university groups and the like," he said

If white society did not do something about the government, and if white liberal opinion tried to use Inkatha as a smoke-screen for its failure, they should not expect Inkatha to bear the brunt of their failures, he said

Certain white-owned newspapers expected Inkatha to bear the brunt of attacks against democracy without retaliating

When supporters of the UDF killed those of Azapo, and vice versa, it

was reported as a political fact

When Inkatha defended itself against Azapo and the UDF, however, it was accused of committing hideous crimes against humanity and the forces of democracy This state of affairs could no longer be tolerated, said Chief Buthelezi

He recalled having told the KwaZulu Legislative Assembly last week that he was sceptical about whether whites had learnt anything This was because they were doing nothing to halt the State President's blundering into a political abyss and were allowing Mr Botha to drag South Africa down by his refusal to address fundamental issues.

"We will perish if we sit and wait for the State President to make meaningful moves which will defuse the violence in South Africa I do not exercise my leadership with the prime objective of perpetrating it (to) perish in the pursuit of futility," said Chief Buthelezi

Gets rough

"I lead to win When the going gets rough, I will get rougher When courses of action, which are imperative for survival, have to be adopted, they must be adopted, even at great risk."

Chief Buthelezi called on the Inkatha Central Committee to "exceed all the bounds of duty to the movement" by ensuring that people were at the launching of Uwusa at King's Park on May 1 in their tens of thousands

The mass meeting had to be such a resounding rejection of disinvestment and the destruction of the economy that its message would reverberate around the world

May Day: NUM entitled to strike

THE 250 000-strong National Union of Mineworkers (NUM) is now legally entitled to strike over its demand for May Day as a paid holiday, legal sources say.

This follows an Industrial Court decision on Friday not to grant an application by the Chamber of Mines for a "status quo order" requiring the union to abandon its demand.

The Manpower Minister failed to appoint a conciliation board to deal with the matter within 30 days of the dispute

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SUN DAY 15/4/86
CLAIRE PICKARD-CAMBRIDGE
being declared on February 26. In this event, workers are entitled to strike.

However, he appointed a conciliation board on April 1 and the union has undertaken not to advocate strike action until these negotiations have been completed.

The Chamber and the NUM are expected to meet on the May Day issue this week

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CLAIRE PICKARD-CAMBRIDGE

Union blames police for death

The Metal and Allied Workers' Union (Mawu) alleged yesterday that police shot dead one of its members on Saturday after a union rally in Katlehong township, Germiston.

A union spokesman said the victim was Mr Terrain Mpu-melelo Kortman (18), of Alexandra township. He claimed that the police also used tear gas "without provocation" as the workers were leaving the Huntersfield stadium where they had been holding a meeting on wage negotiations which begin in Alberton today.

The meeting, he said, was not political or illegal.

In their Sunday morning overnight report, police said they had shot dead an 18-year-old man in Katlehong "during a stone-throwing attack on the SAP".

A police spokesman said in Pretoria yesterday that a group of youths had stoned a police vehicle and police had fired on them with shotguns, killing an 18-year-old male.

He added that there was no record of teargas being used.

Cosatu decides on May rallies

JOHANNESBURG — South Africa's biggest labour federation, the 650 000-strong Congress of South African Trade Unions (Cosatu), said yesterday its members would stay away from work on May 1 to attend mass "May Day rallies" around the country

This decision was taken at the federation's second central executive committee meeting at the weekend.

Cosatu's general secretary Mr Jay Naidoo said at a press conference here yesterday the May Day campaign would "mobilise our members and the broad community around the following demands"

The right to observe May Day as a paid public holiday, a 40 hour week and a living wage for all, the right of all workers to join democratic trade unions, democratic students representative councils for all students and "an alternative system of people's education", the release of all political prisoners and the unbanning of all organisations; an end to the pass laws and influx control

The weekend meeting also agreed to observe June 16 as a public holiday, in line with the recent call by the National Education Crisis Committee's (NECC) call for a three-day stayaway around the day

Cosatu Vice-President Mr Chris Dlamini said, however, that union members were still discussing whether to go to work on June 17 and 18

The federation also announced plans to oppose the KwaNatal Indaba and the formation of the rival United Workers Union of South Africa (Uwusa)

Cosatu claimed there was a "press campaign to suppress all criticism of the KwaNatal proposal". — Sapa

WAGE negotiations between metal workers' unions and the employer body, the Steel and Engineering Federation of SA (Seifsa), resume today in Alberton. *SOWETAN 15/4/86*

The talks will focus on demands for a minimum national wage increase affecting about 450 000 workers in the metal industry

Also participating in the negotiations with Seifsa will be the Metal and Allied Workers' Union (Mawu), the SA Boilermakers Society and the Steel, Engineering and Allied Workers' Union of SA

Mawu recently launched a campaign to win support among metal workers for its demand for — among other things — a R3,50-an-hour minimum wage.

Meanwhile, the SA Allied Workers' Union is to meet management at Roamer Rand where about 50 workers were sacked after going on strike over wage demands. The meeting will take place at the company's Kempton Park plant tomorrow, according to a Saawu spokesman.

• Workers at Ullman Brothers in Industria resumed work yesterday after staging a one-day strike over wage increases.

Fired

A spokesman for the Transport and Allied Workers' Union of which the workers are members, confirmed that the striking workforce had returned to work

• More than 800 workers are still on strike at Amigo International Textiles in Newcastle. They are protesting "slave wages", some receiving as little as R15 a week, according to the Textile Workers' Union.

The workers have been on strike since late March

• About 1 700 workers at BTR Dunlop's plants in Natal and Transvaal continued their strike

By LEN MASEKO

yesterday, demanding the reinstatement of six of their colleagues fired during stoppages at the plants

The Dunlop management in Durban had not responded to the *Sowetan* inquiries about the labour dispute by late yesterday.

• About 50 workers at Unico Chemical in Johannesburg downed tools recently, demanding recognition of their union by management and wage increases.

The workers are demanding recognition of the SA Chemical Workers' Union (Sacwu).

• More than 200 Mawu members at Barlow Rand's Kew plant have been "sleeping in" at the company's premises since March 20. They are demanding the reinstatement of a colleague

450 000 DEMANDING HIGHER PAY

SOWETAN Tuesday, April 15, 1986



15/4/86
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 BUD DAY
 (13)

Secret ballot under the union spotlight

USE of a secret ballot to test support for closed-shop agreements between unions and employers has proved the most controversial of the recent National Manpower Commission report's recommendations.

The NMC examined closed-shop arrangements — which make union membership a condition of employment — and recommended that certain restrictions and safeguards should be implemented.

Congress of SA Trade Unions (Cosatu) general secretary Jay Naidoo says Cosatu's position is that there have never been enough safeguards to protect workers covered by a closed shop.

Many Cosatu affiliates have fought bitter battles against closed-shop agreements that favoured established unions in the garment, textile and paper industries.

Although Cosatu does not yet have a conclusive position on the closed shop, Naidoo said he believed it was "consistent for undemocratic unions to oppose secret ballots".

The established unions represented on the NMC strongly opposed the recommendation that a secret ballot should be held to test support for a closed-shop agreement if at least 20% of employees petitioned the Minister of Manpower.

They argued that sufficiently democratic arrangements existed to ratify or reject closed-shop agreements.

Norman Daniels, general secretary of the Textile Workers' Industrial Union (TWIU) — an affiliate of the middle-of-the-road Trade Union Council of SA (Tucsa) — was an NMC member who opposed introducing secret ballots.

Daniels said a closed-shop agreement could be negotiated only if a union had the support of a great majority of the affected workers.

"Once the agreement has been negotiated it becomes damaging to have a small number of people trying to break up the union and the agreement."

Daniels conceded that support for the closed shop was now tested only when the agreement was negotiated between

Claire Pickard-Cambridge reports on attitudes towards a recent recommendation that secret ballots should be used to test closed-shop agreements

parties. But he believed this shortcoming was outweighed by the fact that "closed-shop unions have done a lot towards gaining benefits for workers and maintaining labour stability".

Professor Nic Wiehahn, pioneer of many labour reforms, said he opposed the closed shop because it prevented freedom of association and could be used in a discriminatory fashion.

"I cannot agree that there are sufficient mechanisms to test support for the closed shop. We live in a time where there is a lot of intimidation and discrimination and I believe the secret ballot should be granted."

In the past courts have provided one of the few ways for an outside union to break a closed shop.

The National Union of Textile Workers (NUTW) broke in this way the closed shop between the then Tucsa-affiliated Garment Workers Industrial Union and James North clothing manufacturers in Durban in 1984.

Labour consultant Andrew Levy said closed-shop agreements could be beneficial for unions, provided there were a secret ballot to test support.

But he believed that, while Cosatu unions denigrated the closed shop, most unions would accept this agreement if it benefited them.

Closed-shop arrangements can serve to build stronger unions which are able to bargain from a position of greater strength. But this appears to be only in the interests of employees if the union operates democratically.

The NMC's recommendation on secret ballots is likely to involve employees to a greater extent in determining collective bargaining arrangements, and could prove a constructive reform if the Department of Manpower is prepared to implement it.

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Sacwu makes new move

THE SA Chemical Workers' Union has asked supermarket chains to remove Adcock Ingram products from their shelves. This is another bid by the union to force the company to resolve a labour dispute at its Industria plant.

Sacwu general secretary Mr Michael Tsotetsi said his union had sent telex messages to supermarket groups notifying

By LEN MASEKO

16/4/86
them of the boycott of Adcock products

About 300 Sacwu members have been on strike over wage demands at Barlow Rand subsidiary (140A)

Sacwu is distributing pamphlets calling for a boycott of the company's products throughout the country.

Meanwhile metal

SOWETAN
workers' unions representing about 450 000 workers were locked in wage negotiations with the employer body, the Steel and Engineering Federation of SA (Seifsa), in Alberton all day yesterday. Both parties are expected to issue a joint statement this morning. (132)

• About 50 striking workers at Unico Chemical were yesterday served with a court order barring them from entering the company's Johannesburg plant.

• The black workforce at Rennie's Truck Hire downed tools this week, demanding wage increases. By yesterday, Rennie's management was still negotiating with a workers' liaison committee at the plant.

• About 250 workers at Omnia Fertilisers in Sasolburg are still on strike, demanding wage hikes. Talks between Sacwu, which represents the workers, and the management reached a stalemate last month.

140A STAR 16/4/86
**Switch-King
fires 200
after strike**

By Mike Siluma

About 200 members of the Metal and Allied Workers' Union (Mawu) were dismissed yesterday from Switch-King in Kew, Johannesburg, after going on strike.

The stoppage follows workers' claims that management had pointed out a shop-steward to police on Saturday morning as an instigator. At the time the workers were waiting near Switch-King premises for buses to take them to a union rally at Huntersfield Stadium in Katlehong, Germiston, a Mawu spokesman said.

He said workers were also infuriated by the death of a colleague allegedly shot by police after Saturday's rally. Mr Terrian Mpumelelo Kortman (18) had been shot in an unprovoked attack on workers leaving the stadium, the union has claimed.

WAGE NEGOTIATIONS

Mawu said the meeting was neither political nor illegal and had been called to discuss annual wage negotiations which began in Alberton yesterday.

Police said they shot dead an man in Katlehong on Saturday when a group of youths stoned a police vehicle.

Switch-King's general manager, Mr Alan Shear, refused to comment on union allegations as he was still investigating the matter.

A union spokesman said it was likely Mr Kortman, who lived in Alexandra township, would be buried in Tembisa next Tuesday.

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Unions now much more politicized

By PHILLIP VAN NIEKERK

THE extent to which the political mood in the townships has permeated the labour scene can be seen in this year's pay talks at the metal industrial council, the country's largest collective bargaining forum

The talks kicked off on Tuesday against the background of a recession which had decimated the country's foremost manufacturing industry. From a high of 450 000 workers employed by affiliates of the Steel and Engineering Industries Federation of South Africa (Seifsa) in 1982, there are about 300 000 left today.

Yet the blight on jobs has not led to more acquiescence on the part of workers. The metal industry, second only to the mining sector, has seen an extraordinary upsurge in worker militancy this year.

In the country as a whole, there were almost as many working hours lost to industrial action in the first three months of this year than in the whole of last year, which was itself a record year.

At 10 plants metalworkers have occupied their factories and refused to budge until their demands were met, or, as happened at one plant, until management has driven them off the property with police and dogs.

The longest factory sit-in, at Haggie Rand, lasted more than three weeks.

At the forefront of this activity has been the 40 000-strong Metal and Allied Workers Union (Mawu), an affiliate of the Congress of South African Trade Unions (Cosatu) and a participant in the metal talks which began this week.

Mawu's mobilization of workers around the pay talks has been notably different in style for the old factory-by-factory approach which characterized the now defunct Federation of South African Trade Unions (Fosatu).

The union has held mass meetings in the townships, drawing as many as 10 000 to a meeting in the East Rand on Saturday.

New politicized unionism

As the largest black union on the council and the most militant, Mawu has put forward a set of proposals this year which have left more than a few employers aghast and wishing for the good old days when recognition agreements and more pay were the limit of worker demands.

One of the union's key demands is that Seifsa affiliates stop producing armaments and provisions for the police and the military.

This goes to the heart of the new politicized unionism, which was expressed by one shop-steward: "We value our jobs and will fight for them, but freedom comes first."

Given the current township mood, it is probably an accurate indicator of the sentiments of black workers in the industry, but is a demand which Mawu is unlikely to win this time around.

Employers don't believe they should be told what they should produce and the item is unique on the agenda of demands.

Mawu's demand for a paid holiday on May Day has been largely defused with Seifsa agreeing to a policy of "no work, no pay" on May 1, which will be the country's first proposed national general strike for a quarter of a century.

With Inkatha gearing up for a mass turnout for the launch of the United Workers Union of South Africa (Uwusa) in Durban on May Day, Cosatu holding rallies throughout the country and the National Union of Mineworkers in dispute with the Chamber of Mines over workers taking the day off, Seifsa has probably chosen wisely to keep out of the way on May 1.

On the issue of wages it appears unlikely that Mawu, which has refused to sign the industrial council agreement since it joined the council in 1982, will agree this year.

Seifsa's current offer of about 14 to 15 percent for workers on the bottom rungs and nine to 10 percent for workers at the top is good in comparison to last year, when Seifsa started by offering no increases, but comes after three years of below-inflation increases.

An issue which has so far proved explosive in the industry is the forum for negotiating wages. There has been widespread industrial action over the demand for plant-level bargaining which Seifsa is opposed to, and this is likely to remain hot.

The issue is likely to be further complicated this year by Seifsa's support for sectoral bargaining, as opposed to a single industrial council agreement.

Mawu is opposing this fragmentation, saying that the industrial council should set one minimum for the entire industry, with plant-level bargaining setting rates over and above that minimum.

Mawu's trade union allies in the council are few and far between. The predominantly white, skilled unions negotiate under the flag of the Confederation of Metal and Building Unions (CMBU) and share little common political ground with Mawu.

But even the local committee of the International Metalworkers Federation (IMF), formed to provide a joint bargaining unit for the largely black, unskilled and semi-skilled unions, has failed to reach agreement. One of its leading lights, the SA Boilermakers Society, is caucussing with the CMBU unions.

Instead Mawu is seeking its support outside the council, among the other affiliates of Cosatu and, crucially, among the residents of the townships.

CAPG Times
17/4/86

140A

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COURT PLEA OVER STRIKE

140A 152 153 17/4/86 SOWETAN

STRIKE-HIT BTR
Dunlop has asked for an urgent Industrial Court interdict to end the work stoppage at its Durban factory.

About 1 000 workers have been on strike at the Durban factory since last Tuesday, demanding the reinstatement of two colleagues fired for alleged "violent behaviour"

An equal number of workers have also been on strike in solidarity at Dunlop plants in Ladysmith, Durban and Benoni.

Dunlop made the Industrial Court applica-

By **LEN MASEKO**

tion on Tuesday this week, but proceedings were adjourned to give the workers' union — the Metal and Allied Workers Union (Mawu) — time to respond.

The company has accused Mawu of "initiating unlawful strikes" at its plants. Several unsuccessful meetings have been held between the union and the management

The dispute broke out after management issued warnings to workers striking over the

company's refusal to discuss the dismissal of 1 000 workers at Dunlop's Howick plant last year

- The first round of annual wage negotiations affecting about 450 000 metalworkers ended in Alberton on Tuesday. The talks will resume on April 25 at the same venue

Parties taking part in the negotiations include the employer body, the Steel and Engineering Industries Federation of South Africa, Mawu and the Steel, Engineering and Allied Workers Union of SA.

- The SA Chemical Workers Union has sought mediation in a bid to resolve the labour dispute at Noristan, where 300 workers were sacked last month. The sacked workers downed tools demanding the reinstatement of 60 colleagues fired for alleged "product sabotage"

- The Black and Allied Workers Union has called on members to report at its Johannesburg offices this Saturday to arrange bookings for a trip to Durban. The union will be holding a two-day congress in Durban next week.

- The Transvaal region of the Media Workers Association of SA (Mwasa) holds a general meeting at its Johannesburg offices on Sunday.

18/4/86 BUS DAY (140A)

WORKER demands for a paid holiday on May Day have escalated with an unprecedented number of unions calling on members to take the day off.

This is the first time so many union bodies, including the Congress of SA Trade Unions (Cosatu), the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu) have urged workers to observe May Day.

May 1 is known as International Labour Day and is presently recognised as an official holiday in over 100 Western and Eastern bloc countries.

Its significance to the labour movement is that it is regarded as a time of unity between workers in different countries in their campaign for improved living and working conditions.

A noticeable development is that many unions tabled a May Day holiday as a demand in negotiations last year, but either dropped it or used it as a tradeoff to obtain other benefits.

This year May Day has become a significant political issue and a rallying point for many unions who are treating it as an important priority.

Cosatu are using May Day rallies this year to mobilise members around a wide range of socio-political demands such as improved worker rights, the right to free political activity, an alternative education system and an end to influx control and apartheid.

Other demands include May Day as a paid holiday, a 40-hour week and social security.

Many unions are still engaged in last minute negotiations with companies on the issue. But although more employers have granted May Day as a holiday this year, they remain in the minority.

Most managers have adopted the policy of no work, no pay — and no disciplinary action.

The three union federations calling for May Day claim a combined membership of 760 000 workers and their leaders ambitiously estimate that over 1-million workers

May Day a priority for most unions

CLAIRE PICKARD-CAMBRIDGE



□ MAY DAY rallies will be used to mobilise members around a wide range of socio-political demands

may heed the call.

In addition, several unions affiliated to the local council of the International Metalworkers' Federation (IMF) — representing many skilled and semi-skilled workers — are also demanding this holiday.

But perennial divisions in the union movement also surface on this issue. The middle-of-the-road Trade Union Council of SA (Tucsa) — a multiracial body representing over 300 000 members — does not support workers taking the day off.

Tucsa president Robbie Botha says most Tucsa unions want January 2 as a public holiday. He says this would not affect productivity to a great extent because many companies already give this day off.

Some management sources believe there has been a considerable change in employer attitudes to May Day over the past year. They

report a greater sensitivity to the issue, along with a more widespread view that present holiday structures are not meeting the needs of the majority of the population.

At least one major employer federation — which does not wish to be identified at this stage — has sent a letter to Home Affairs Minister Stoffel Botha suggesting there might be a need to review present holiday arrangements.

However, vice-chairman of the Afrikaanse Sakekammer Tom Moodie warns that its members would never support a worker absence on May Day because public holidays are laid down by law.

"We will follow a policy of no work, no pay, but are leaving it up to individual employers to decide whether they want to dismiss ab-

sent workers," he said.

A major focus will be on the mining industry, where a major showdown over May Day looms.

Both NUM and the Chamber declared disputes with each other in late February over their approach to May Day and the parties are currently engaged in conciliation board negotiations on the issue.

Opposing legal arguments are raging as to whether NUM is already entitled to go on a legal strike. But NUM has undertaken not to strike until the outcome of conciliation board meetings are known.

May 1 will also see the launch of the Inkatha-backed United Workers' Union of SA (Uwusa) in opposition to Cosatu. Inkatha have said they chose to launch Uwusa on May Day as a symbolic challenge to Cosatu's socialist sentiments.

Concern is rising about possible clashes between Inkatha members

who will be meeting for Uwusa's launch at Durban's Kings Park, and Cosatu supporters who will be attending a major May Day rally at nearby Currie's Fountain. Nearly 5 000 Durban workers met at Currie's Fountain last year to celebrate May Day.

Both parties maintain they will not initiate violence, but say they will not hesitate to defend themselves if attacked.

Worker calls for May Day in SA date back to 1904 with the arrival of class conscious immigrant workers.

According to *Labour Bulletin*, the Forties and Fifties saw increased demands for a holiday on May 1, but government enforced the exclusion of May Day from wage determinations and industrial council agreements in 1961.

However, the growth of the black union movement in the Seventies resulted in May Day rallies being held again from 1982.

Some of the first May Day agreements negotiated in the Eighties were between the Chemical Workers Union (CWIU) and Pilkington Glass in Port Elizabeth in 1984, and the Metal and Allied Workers' Union (Mawu) and BTR Sarmcol in 1985.

The list of companies which have granted May Day as a holiday include Pilkington Shatterprufe, Chesebrough Ponds, Colgate Palmolive and Dunlop.

Agreements range from a day to a few hours, paid and unpaid leave or exchanges with other holidays. Some agreements were obtained in the normal course of negotiations, while others were conceded after strike action.

Last year several thousand workers took time off for May Day rallies in most of the major centres. However, these rallies were not so widespread and tended to represent pockets of workers from a variety of different industries.

While it cannot be predicted how many will take off this year, an important difference is that a greater number of political and community organisations have backed the call.

of May Day. The Congress of South African Trade Unions (Cosatu) is expected to draw thousands of workers to rallies in different parts of the country.

The main focus will be on Durban, where the launch of the new Inkatha-backed United Workers' Union of SA (Uwusa) will take place at the same time as a Cosatu rally is being held. Tension between these two implacably opposed camps may, it is feared, boil over.

Employer spokesmen are seemingly cool about what has clearly developed into a highly emotional issue for unions. The chairman of the Federated Chambers of Industries' industrial relations committee, Bobby Godsell, says its members are being advised to follow a policy of "no work, no pay".

A number of interesting developments recently indicate, however, that both government and employers are more concerned about the charged issue of May Day, and public holidays generally, than they perhaps care to reveal at present.

Manpower Minister Pietie du Plessis took the trouble to confer with large employer organisations in Cape Town some weeks ago. The minister has refused to divulge anything about the meeting, but sources say there was unanimity that the May Day issue can no longer be ignored. In the end, it was left to the employer organisations to decide individually how to deal with the matter.

The *FM* also understands that there has been a move by an influential group of employers to discuss the issue of public holidays with Home Affairs Minister Stoffel Botha. Employer feeling is that the present holidays do not adequately reflect community sentiment. Dealing with this sensitive subject — which is almost certain to involve shooting some sacred cows — is not going to be easy for Botha. June 16 has also been mooted by certain black groups as a day of (official) remembrance and would mean, therefore, a day off work.

Prospects for a mine strike have risen markedly since the termination of an Industrial Court dispute between the Chamber of Mines and the NUM last Friday. The two parties agreed to ask the court not to give an order on the chamber's application for the union to abandon its demand for a paid holiday on May 1.

Hopes for a settlement now lie with the conciliation board which has been appointed to hear the chamber's dispute with the NUM. If the board fails to settle the matter, NUM members will be legally entitled to strike. Given the militancy the NUM has displayed over the issue, prospects of agreement are slim.

However, aside from that, some legal experts believe the union is free to call out its members already because the minister did not appoint the board within the time limit set in the Labour Relations Act. Nevertheless, NUM press officer Marcel Golding tells the *FM* the union will await the conciliation board's outcome before deciding on any May Day action. ■

MAY DAY

Mine strike looms

An industry-wide mine strike on May Day by members of the National Union of Mineworkers (NUM) has become a distinct possibility. Whether or not it will actually occur depends largely on the outcome of conciliation procedures due to start this week.

But, aside from the technicalities of labour law still to be thrashed out, the issue has now become a political one.

The development on the mines comes as tensions rise in expectation of massive union shows of strength on the 100th anniversary

30 000 (1401A) workers in one-hour (1401A) stoppage (1401A) WEEKLY 1986

By PHILLIP VAN NIEKERK

UP to 30 000 metalworkers at plants throughout the country downed tools for an hour yesterday in protest against wage increases offered to workers when the annual industrial council pay talks began on Tuesday.

Employers confirmed that the one hour stoppage, from 7 am to 8 am, had attracted widespread support while a representative for the Metal and Allied Workers Union (Mawu) said most of their members had responded to the call.

The industrial council sets the pay and working conditions for some 300 000 white and black, skilled and unskilled, workers in the South African metal industry.

The Steel and Engineering Industries Federation's (Seifsa's) offer on the opening day of a 26c per hour increase on the minimum wage is almost 14 percent.

It will take the lowest wage in the country's chief manufacturing industry to above the R2,00 an hour mark for the first time and is regarded as relatively good in the current economic climate.

But after three years of wage increases below the inflation rate, unions such as Mawu will be loath to accept an increase which is below the current inflation rate of more than 18 percent.

A Mawu representative said they had been receiving inadequate offers for years and yesterday's stoppage was a demonstration of workers' rejection of Seifsa's offer.

The political mood in the union, seen in the mass rallies which Mawu has held in the townships preceding this year's pay talks, and aggravated by the death of a worker who was shot by police at Katlehong last weekend, has made agreement even more difficult to reach.

Nor have employers reacted favourably to some of Mawu's non-pay demands, which include a demand that metal bosses not sell products to the South African Security Forces.

Mawu at this stage has few allies in the industrial council following the failure of the local co-ordinating committee of the International Metalworkers Federation to set common wage demands.

Its most encouraging ally has been the Electrical and Allied Workers Union.

18/4/36 (LCA) (122) (338)

Union to contest E.I. workers' dismissal

Dispatch Reporter

EAST LONDON — The retrenchment of 21 people at a firm here is to be taken to the labour conciliation board, according to the regional secretary of the East Cape branch of the Sweet, Food and Allied Workers' Union, Mr Elliot Nduzulwana

Mr Nduzulwana's allegations of unfair dismissal have been denied by the manager of Premier Bakery, Mr H Kessler

Mr Kessler said "We have been forced to lay off 21 people because of the renewed consumer boycott. We just cannot afford to keep them on because of the downturn in business. It is as simple as that"

However, Mr Nduzulwana said it was definitely an anti-union

move which was being taken to the conciliation board by the union's Johannesburg-based firm of attorneys

He said there had been two incidents of unfair dismissal and union members had been asked to sign a declaration that they had nothing to do with the union. The alternative was that they would be laid off

Mr Kessler said he did not know of such an undertaking which had to be signed by union members

Mr Nduzulwana said the trouble started when one of the union's organisers, Mrs Florence Mkhola, a delivery assistant, was dismissed. The reason given was lack of business but the union did not accept this as a reason for her dismissal

"Then followed the dismissal of 18 workers who belonged to the union. They had been asked to sign letters to the effect that they did not want to be represented by the union

"We feel that, in terms of the Labour Relations Act, the employee has a duty to consult with the union before taking such action

"We view the tactics of Premier Bakery as union-bashing. It is not the correct way of handling a dispute. If management thought they had solved the problem through dismissals, they have only created further problems for themselves"

The union was taking both cases to the conciliation board in terms of the Labour Relations Act

Friction all round

The annual wage negotiations at the metal industry's industrial council kicked off on Tuesday. Their outcome will affect more than 300 000 workers and 9 000 employers — and they promised once again to highlight conflict between employers and unions, as well as divisions among the unions themselves.

Last year, unions affiliated to the SA Coordinating Council (SACC) of the International Metalworkers' Federation formed a new power bloc and submitted uniform demands. This year they have failed to present a united front. Various conflicts between them perhaps explain why, and raise questions about the unions' commitment to the SACC.

SACC affiliate, the Metal and Allied Workers' Union (Mawu), has initiated a highly orchestrated, high-profile campaign. Other affiliates are either acting on their own, or have re-established old alliances.

The perennial conflict over priorities between the SACC unions and the other major grouping — the artisan unions affiliated to the Confederation of Metal and Building Unions (CMBU) — seems set to flare again. The mainly black SACC unions have always put a higher premium on wage increases for their unskilled and semi-skilled members, the CMBU, not surprisingly, has pursued the interests of its skilled members with greater vigour.

All this is reflected in the six different sets of wage proposals submitted to the Steel and Engineering Industries Federation of SA (Seifsa). Three — those from the CMBU, the rightwing Mineworkers' Union (participating for the first time) and the Iron and Steel Union — are, however, almost identical. In the absence of a united SACC approach, two unions affiliated to both the SACC and the CMBU — the SA Boilermakers' Society and the Engineering Indus-

trial Workers' Union — have associated themselves with the CMBU proposals.

Boilermakers' general secretary Ike van der Watt says his union has tried to find a compromise between the conflicting needs of skilled and unskilled workers, which are represented respectively by the established and emerging unions. The CMBU wage proposals are, he says, in line with his union's "common wage policy," which involves closing the wage gap.

CMBU proposals include a minimum hourly wage for the industry of R2,81 (48% up on current levels) to R6,25 (20%) for the highest. In terms of the proposal, the unskilled-skilled ratio would be reduced to 4,5:10 compared to the present 3,6:10. They propose, in addition, individual increases equivalent to the agreed increase for each respective category. Another proposal is a three-hour reduction in the working week to 42 hours.

However, this is not enough for the two unions representing most organised black workers in the industry. Both Mawu and the Steel, Engineering and Allied Workers' Union (Seawu) demanded a minimum wage of R3,50 an hour — an 84% increase — and guaranteed increases of 50c across-the-board. Both are also demanding maternity benefits and a paid holiday on May Day.

Mawu, in addition, has asked for a 40-hour week, the right to strike without fear of dismissal, and a ban on sales of products to the SAP and SADF. The union staged mass rallies around the country last weekend and planned a one-hour work stoppage on Thursday as an extra show of strength.

Seifsa traditionally does not comment to the press during the course of negotiations. But it is unlikely to come anywhere near meeting even the most modest of the wage demands.

This year's negotiations face another serious hurdle. Talks over restructuring collective bargaining in the industry have been dragging on for months. A meeting last Friday was inconclusive. Mawu has been in-

volved in two strikes over the issue and has threatened more, while Seifsa has declared a dispute with the SACC over union campaigns for company-level bargaining. And the CMBU unions have proposed that the

Industrial Council agreement be amended to facilitate decentralised bargaining. These machinations will clearly hinder the already difficult task of reaching agreement.

Last year, it will be remembered, the talks

reached deadlock at an early stage. When agreement was finally reached with most of the unions, Mawu refused to sign. Don't be surprised if the same happens this time round. ■

4 BUSINESS DAY, Friday, April 18 1986

MANAGEMENTS cannot expect industrial peace as long as they are benefiting from the migrant-labour system and other apartheid laws, Congress of SA Trade Unions president Elijan Barayi said yesterday.

He told a Johannesburg conference that removal of institutions and laws which restrict the rights of workers and their trade unions was a precondition for industrial peace.

Cosatu assistant general-secretary Sydney Mafumadi said the federation had also made a call to white workers to become part of Cosatu and to realise

'No peace under apartheid'

CLAIRE PICKARD-CAMBRIDGE

their future did not lie with management. He said white workers had been used as buffers between the State and black workers in the past.

Mafumadi said Cosatu was demanding May Day as a paid holiday. If management did not grant this, workers would simply take the day off to participate in May Day celebrations.

Cosatu has also called for June 16, the

between the 33 affiliates had taken place. Good progress had been made in talks on forming one union per industry, but deadlines could not be set on the merger process, he said.

Barayi said Cosatu would continue to fight for a living wage, improved health and safety conditions, improved maternity and paternity rights for workers, the right to strike, and for trade union rights for domestic and farm workers.

Barayi said Cosatu would continue to campaign against the migrant-labour system, pass laws and the involvement of police and troops in labour disputes.

anniversary of the Soweto and Langa police shootings in 1976 and 1985 respectively, to be declared a public holiday. It has said it would be prepared to forfeit a different public holiday to have the day off.

Mafumadi said the super-federation was considering applications for membership from several ex-Trade Union Council of SA affiliates.

Cosatu's policy was to form 12 broadly-based industrial unions after mergers

1461A
1461A

1401A

15/11/86

Gillette strike continues

A wage strike by 130 Gillette SA workers entered its fourth day yesterday as meetings between management and the Chemical Workers Industrial Union continued

A union spokesman said the workers were demanding an hourly rise of R1,30 while management was offering 41c. Other demands included the recognition of May Day as a holiday and improved compassionate and annual leave

Gillette said demands tabled when talks began on Monday included a 57 percent monthly rise on the current minimum salary of R545. The company offered a 15 percent increase

● About 300 employees of Rennie's Express Deliveries in Denver, Johannesburg, who went on strike on Monday, returned to work on Wednesday after management had agreed to a wage increase of R26 a week

Pic

Discount Super

ASSOC

the widest range,
at traditionally
LOW PRICES



18/4/76 BUDAY

1404

Dunlop strikers go back to work

PRODUCTION at BTR-Dunlop plants throughout SA returned to normal yesterday after the 2 000 workers ended their two-week strike

They resumed work hours before the Industrial Council was due to hear an urgent application by the company to have the strikes declared illegal

Metal and Allied Workers' Union (Mawu) branch secretary Bobby Marie said the workers returned to work feeling "extremely bitter" But they were determined to continue their fight on the issue of the dismissals and the BTR-Sarmcol dispute

Own Correspondent

"Our experience at Sarmcol, and now with Dunlop under the BTR direction, exposes clearly the role of foreign investors in SA — to extract profits at the cost of the welfare of workers under the pretext of developing our country," he said

Dunlop's group industrial relations manager Glen Sutton said that by mutual consent of the parties, the Industrial Court adjourned the application by the company for an interdict against the union to call off the strikes

indefinitely

"But the interdict can be applied for on a 24-hour or no notice, depending on the circumstances," said Marie

"The company has always indicated to the unions that it is prepared to discuss the BTR-Sarmcol issue at plant level

"The unlawful strikes were originally orchestrated by the unions to show solidarity for the dismissed BTR-Sarmcol workers This in turn led to various unlawful actions by workers and disciplinary action by management, wherever it was deemed necessary."

By MONO BADELA

THE Congress of SA Trade Unions says it could never become involved in the "KwaNatal indaba" being held in Durban - because the meeting is "undemocratic"

"Cosatu is committed to a united, non-racial and democratic South Africa," the 500 000-strong federation said in a statement this week

"That's why we have not attended the indaba"

General secretary Jay Naidoo said the Cosatu central executive committee met in Soweto at the weekend to discuss this and other issues - and had flatly rejected an invitation to attend the talks in Durban

"The future of a so-called KwaNatal can not be separated from the future of South Africa," Naidoo said

"Cosatu has committed itself to fundamental change in South Africa, and this requires that we start with the unbanning of political organisations, the release of political prisoners and the return of exiles

"The KwaNatal indaba is being held at a time when the conditions for negotiations are bad. Violent attacks are being made on organisations - Cosatu is under attack, and employers and Inkatha are combining in support of the United Workers' Union of SA as opposition to Cosatu"

Cosatu felt the structure of KwaNatal was "undemocratic" and would not allow for a free and open discussion - one that would allow Cosatu members to participate fully

Cosatu believes the people of Natal had not been committed to this initiative - and Cosatu was given only two weeks notice of the talks

Naidoo added that the CEC will continue to discuss the matter, and it will be considered "throughout Cosatu's ranks"

"We will publicise our views on this, despite the Press campaign to suppress all criticism of the KwaNatal proposal," he said

● The Cosatu CEC also criticised the pending formation of Uwusa, which it said was a "deliberate attempt by employers and Inkatha to divide and weaken the trade union movement in Natal"

"After decades of struggle by Natal workers to build their union, the formation of Uwusa should be condemned as a reactionary and tragic step," Naidoo said

He said the federation also felt Uwusa's formation was carefully planned - over a long period - and that the Cosatu launch last year was used as a pretext to set these plans in action

"Cosatu believes the full machinery of the Inkatha and the KwaZulu government - and to some extent the South African Government - has been thrown behind Uwusa

"Cosatu has information

Why Cosatu says no to 'KwaNatal'

STAR (140A)

CITY P 20/485



Cosatu's NAIDOO

that Inkatha representatives have addressed employer bodies, attacking Cosatu - and urging support for Uwusa

"It also has information -

which it can furnish and document - that certain employers are actively supporting Uwusa. In addition to this, the Natal Chamber

of Industries has refused to meet Cosatu to discuss the deteriorating situation in Natal - including the formation of Uwusa"

● Cosatu decided to establish anti-pass committees in preparation for a coordinated anti-pass campaign. It also called for the release of all political prisoners and the unbanning of banned organisations, and pledged support for student rights

Political comment in this issue and news-bills, by P Qoboza, headlines and subediting by D Niddrie and C Vick, all of 204 Balfour Street Ext, Johannesburg

Unionists out on R200 bail

THE president of the Council of Unions of South Africa and seven shop stewards of the Food and Beverage Workers Union were released on R200 bail each on Friday after they were arrested during a demonstration at Unilever on Thursday.

After their arrest hundreds of workers had a sleep-in and sit-in at the premises of Unilever. The workers were protesting at the arrest of Mr Mndaweni.

The demonstration at Unilever called for May 1 to be recognised as a paid public holiday. According to an official of the union the workers insist that May Day be a public holiday as in other countries of the world.

Meanwhile, the Chamber of Mines said yesterday it was given an undertaking by the National Union of Mineworkers (NUM) that it would not call for a strike prior to a Supreme Court hearing relating to the union's demand for May 1 to be declared a paid holiday.

The undertaking —

described by the chamber as acceptable — was subsequently recorded by a court, the employers' body said in a statement.

SOWETAN
This follows an urgent application by the chamber on April 17 seeking an interdict from the Supreme Court restraining the NUM from "instigating, calling for, supporting or organising" a strike over the May Day issue.

Meanwhile, the union has been given until April 22 to file an answering affidavit to the chamber's application, which also seeks a Supreme Court order setting aside a conciliation board established by the Minister of Manpower to deal with the matter.

The chamber has objected to the terms of reference of the board on the basis that it does not correctly reflect the dispute between the parties.

The NUM undertaking will expire on April 24 when the chamber's application will be heard by the Supreme Court.

King turns to politics and slams Cosatu on sanctions

14000
21/4 / So Mercury

VRYHEID—The King of the Zulus yesterday accused Cosatu of advocating suffering for black people by echoing the calls for sanctions against South Africa being made by organisations outside the country.

In a rare incursion into politics, King Goodwill Zwelithini called on all who opposed disinvestment to gather at Durban's Kings Park Stadium on May 1 for the inauguration of Uwusa — the United Workers' Union of South Africa.

It was imperative for people who disagreed with the 'wild suggestions that are being made to destroy the economy' to be there and to make their voices heard beyond the borders of South Africa.

'Suicidal'

Already there were not enough jobs for black school-leavers. It would be suicidal to create an atmosphere in which there would be even less work for them, the king said at the opening

of a community centre named after him at Bhekuzulu Township near here.

Nearly 1 000 000 citizens of Botswana, Lesotho, Swaziland, Malawi and Mozambique were here not because they were impressed with apartheid but because their countries could not create jobs for them. This applied also to the so-called independent TBCV states.

King Goodwill said it was puzzling therefore when *de jure* citizens of the TBCV states were in the forefront of campaigns for disinvestment and sanctions. And he pointed out that Cosatu president Mr Elijah Barayi was a Ciskeian.

Forefront

The king said he was proud that Zulus had always been in the forefront of efforts to unite not only among themselves but with their fellow blacks. He was pained to read of Zulus being involved not only in Zulu faction fights but with other black brothers.

He regretted that instead of being the expected unifying

factor, trade unionism was being used by some trade unionists and organisers to create chasms between people.

'Our land was taken away from us after our conquest,' he said. 'And the land we now occupy is not enough to support us. This has made job creation a priority.'

Suffering

'And yet we now have organisations such as the Congress of S.A. Trade Unions which have declared themselves against multinational corporations continuing to operate here and who have stated that they want no further investment in South Africa.'

Everyone had friends and family who were out of work because industries had either to retrench staff or close down.

'Cosatu is advocating more suffering for our people when they echo what organisations that are operating in exile advocate, namely that sanctions should be imposed on South Africa,' the king said — (Sapa)

abouts of some arms caches, in-

Vryheid Warrant Officer

The hearing continues.

Dairy strike ends as workers reinstated

A two-week strike by about 1,000 Dairy Belle workers ended yesterday after a meeting between the company and the Food and Canning Workers' Union.

The strike affected the company's Clayville factory in Pretoria, three Pretoria depots and the Turffontein West depot in Johannesburg.

The dispute began at Clayville when about 500 black employees went on strike, demanding the

reinstatement of three shop-stewards dismissed for allegedly assaulting workers hired to replace them during a previous strike. The union denied the assault claim.

Dairy Belle dismissed the 500 strikers. Workers at the other depots went on strike, demanding the reinstatement of their colleagues. The 500 have been reinstated. An arbitrator has been appointed to consider the case of the three shop-stewards.

SPRIL 22/4/86

Good times roll!



Hulett's

Carmel cucumbers
sweet 'n tangy
500 g

BIRTHDAY PRICE

Hulett's icing or castor sugar
500 g

BIRTHDAY PRICE

Denny sliced mushrooms
285 g

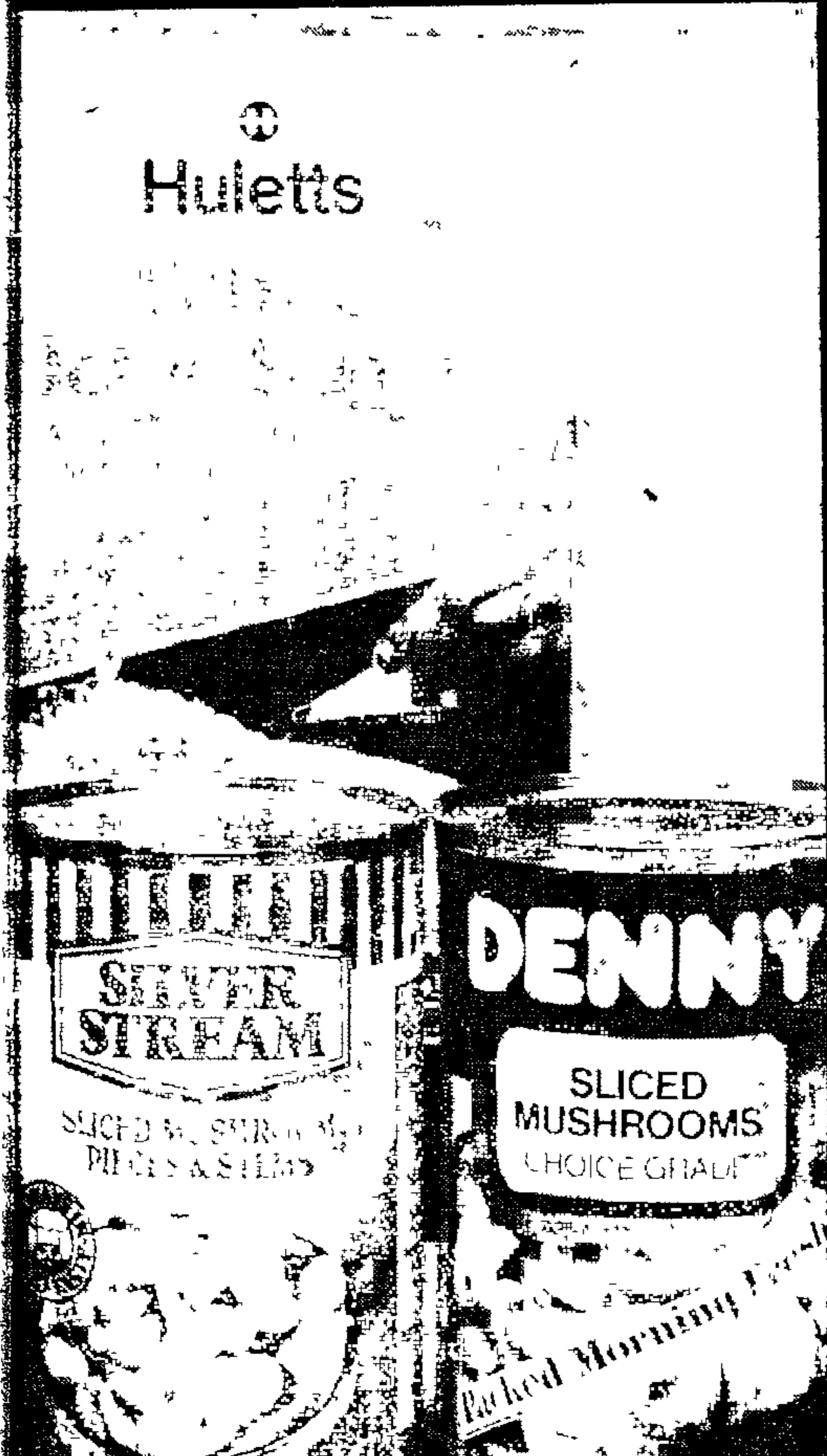
BIRTHDAY PRICE

each

Silverstream mushrooms
pieces & stems
285 g

BIRTHDAY PRICE

Ocean Fresh



STAK

1400A 22/4/86

Burial for man shot at Mawu rally

The funeral of Mr Terrian Mpumelelo Kortman (18), a member of the Metal and Allied Workers' Union (Mawu) allegedly killed by police at a union rally about a week ago, is expected to be held at the Nepo cinema in Tembisa on Thursday.

Members of unions affiliated to the Congress of SA Trade Unions and all progressive organisations are invited.

Mawu claims Mr Kortman was shot by police during an unprovoked attack on workers after a rally.

Police said they had shot a man when youths stoned a police vehicle.

Merger bid may lead to metal giant

Labour Reporter

MERGER talks between three unions are moving towards the formation of one giant union in the metal industry involving nearly 100 000 workers

The talks involve the National Automobile and Allied Workers' Union with 20 000 members, the Metal and Allied Workers' Union with 36 000 members and the Motor Industry Combined Workers' Union with 36 000 members. The three are affiliated to the International Metalworkers' Federation

Mawu and Naawu are affiliates of the Congress of South African Trade Unions, while Micwu recently disaffiliated from the Trade Union Council of South Africa

At least one of the unions, Micwu, will hold meetings in May to discuss the merger proposals with members

The original idea was to confine activities to the motor industry, but as all three came under the IMF umbrella it could be seen as a first step towards a metal union bringing together all IMF affiliates, said Mr East

Alexandra attacks Cosatu appeals

By Mike Siluma

The Congress of South African Trade Unions (Cosatu) has called on all progressive organisations to meet and discuss the growing incidence of violent attacks on anti-apartheid leaders and activists

Reacting to the attacks on Tuesday night on the homes of Alexandra community leaders and activists, including a prominent Cosatu leader, the 650 000-strong federation said the attacks were an open declaration of war on the people

"This is a grand plan by those in power to suppress us in a different fashion — for South Africa to get out of (the present) crisis

PROGRESSIVE

"We call upon all progressive organisations, including churches, to look into the possibility of coming together to discuss the new trend of violence in South Africa, which seems to be our way of life," Cosatu said in a statement.

Among the homes attacked were those of Alexandra Civic Association chairman, Mr Mike Beea and Mr Moses Mayekiso, a prominent Cosatu leader.

Tuesday night's violence in Alexandra adds to a growing number of attacks on opponents of Government policies in recent years

Some leaders and activists have been assassinated, some simply disappeared and in most cases the culprits have never been brought to book

ARGUS 27/8/86

Homes of Cosatu men set alight

The Argus Correspondent

DURBAN — The homes of two members of the Congress of South African Trade Unions were set alight and one of the men was shot at with an AK-47 rifle in the Esikhawini district of Kwazulu

Brigadier Dries Laas, Commissioner of the Kwazulu Police, today confirmed Tuesday night's incident

HIT IN ARM

He said that about 11pm on Tuesday Mr Jeffrey Vulane heard the sound of breaking glass. He found the dining room on fire and ran out of the house

One of three men outside opened fire on, hitting Mr Vulane in the right arm. His car was gutted and the house extensively damaged. Repairs are expected to cost about R20 000

Mr Wilson Malbo's home was also set alight and damage is estimated at R10 000

It is believed that petrol bombs were used

Call for 149A stayaway

CLARE PICKARD-CAMBRIDGE

THE Metal & Allied Workers' Union is calling on all members and sympathetic organisations to stay away from work on Monday to attend Mawu member Terrian Kortman's funeral.

Kortman was allegedly shot dead by police in Kattlehong, near Germiston, on April 12

The Congress of Trade Unions — to which Mawu is affiliated — is to advise its 32 other affiliates to heed the call.

Mawu has more than 25 000 members in the Transvaal and is planning a massive funeral in Tembisa, East Rand.

Political comment in this issue by Ken Owen Newsbills by Neil Jacobson Headlines and sub-editing by Michael Allwright All of 171 Main Street, Johannesburg

Nationalise the mines? They were 'nationalised' ages ago

40A

29/4/86 W. Mail

WHEN Cosatu president **Elijah Barayi** argued for nationalising the mines at the November launch of the congress, it no doubt sent a shiver down the spines of many a major shareholder.

It should also have sent shivers down the spines of bureaucrats and politicians in the National Party whose shares in the profits created by the mines has grown to such proportions in recent years that it is almost possible to talk about *de facto* nationalisation.

This year, the 100th anniversary of **May Day**, is also the 100th anniversary of the Witwatersrand goldmining industry, which for a century has been the powerhouse of the South African economy.

To mark both events, Cosatu has declared "100 years of exploitation" as the theme for **May Day**, highlighting the issue of what happens to the wealth generated by the mines

What has happened to that wealth? Certainly very little of it has gone to those areas of Southern Africa which traditionally provided the labour for digging the gold out of the ground

For the better part of this century Lesotho, Malawi and Mozambique provided the bulk of the workforce on South African mines as mining employers searched the periphery for low cost labour for which they would not have to compete with other employers.

After a century of exporting the prime of their men, these countries are among the 25 poorest states in the world and among the bottom quarter of the poorest continent, Africa

For most of this century black labour's share of the revenue from the gold mines has declined. In 1911 black wages accounted for 16 percent of the industry's total revenues. By 1970 this figure had halved to 8,8 percent

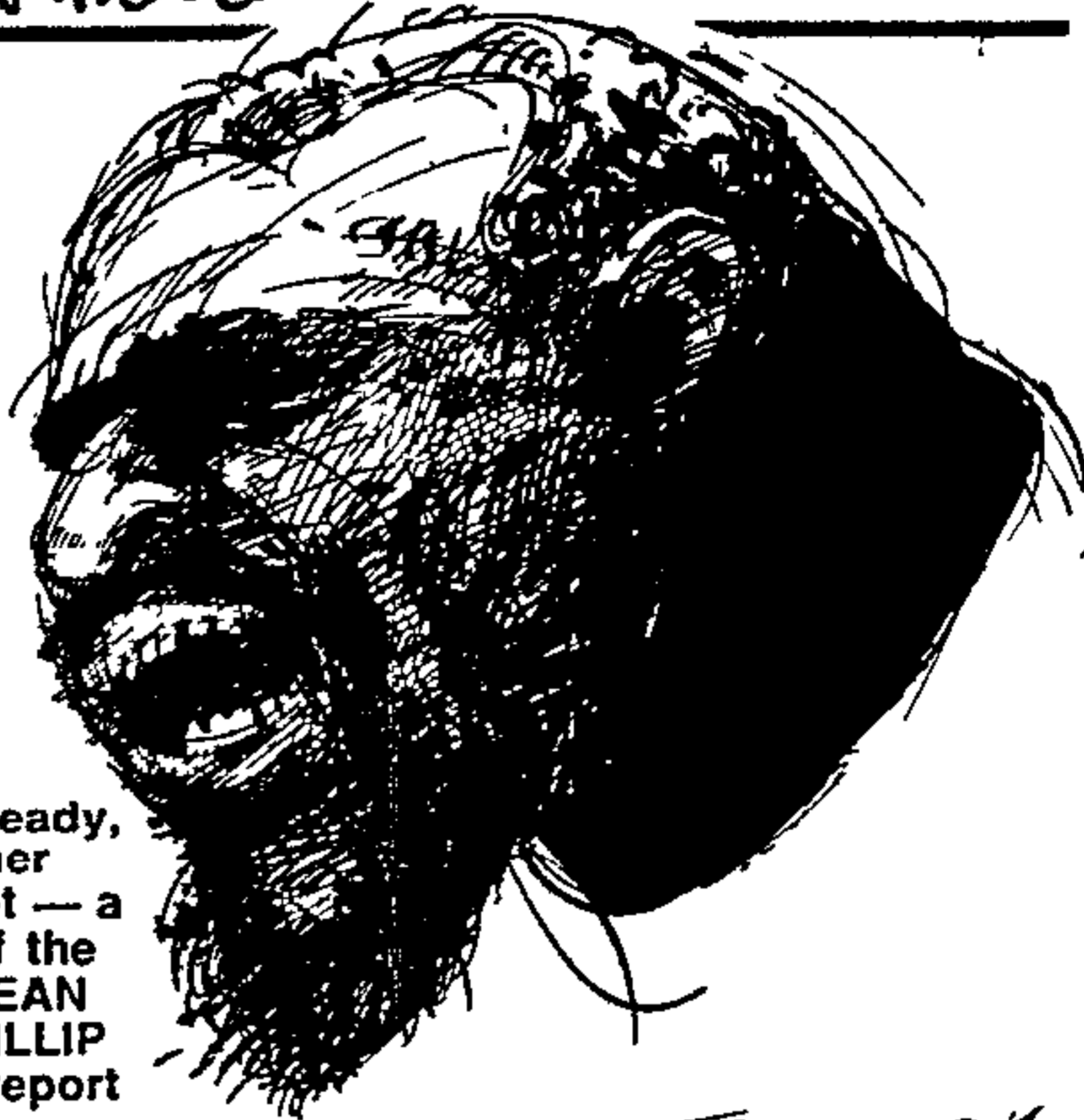
Despite the exponential increases in wages for black workers in the early seventies, by 1984 black wages had, at 15 percent of revenue, not regained the levels of 1911

But the wage equation is more complicated than this. After 1911 the power of white labour *vis a vis* black labour ensured that while the black share declined drastically, the white workers' cut of gold revenues declined marginally — from 24 percent in 1911 to 18 percent in 1969

Even this decrease is levelled out by the fact that the proportion of white workers declined by 15 percent as more and more blacks were employed.

From 1969, however, the position of the white worker declined dramatically and by 1984 white earnings were a mere eight percent of

Cosatu chief **Elijah Barayi** (right) wants the mines nationalised. Actually, the taxman scores such a vast bounty from the mines already (some 58 percent of distributed profit) they're quasi-nationalised already, paying — whether they like it or not — a sizable chunk of the apartheid bill. **JEAN LEGER** and **PHILLIP VAN NIEKERK** report



David Z. H. H.

revenues. This means that even though the black proportion had increased substantially between 1969 and 1984, the total proportion of gold revenue which went to labour was 23 percent in 1984, a drop from 27 percent in 1969.

Even more pertinently, when looked at over the long term, the proportion spent on wages has plummeted from 41 percent in 1911, meaning that labour's share of the wealth dug from the gold mines has dropped by almost half.

Working costs apart from labour costs have remained steady from 33 percent of total revenues in 1911 to 31 percent in 1984, meaning that the amount remaining — the total profit generated — has jumped from 26 percent to 46 percent over this period.

Dividends, though remaining constantly high and greater than black labour's share throughout this century, do not account for this leap. In fact, dividends have decreased as a share of the total, from 23 percent in 1911 to 14 percent in 1984

During this period there has been a massive downturn in the amount of foreign investment in the mines. Dropping from an estimated 75 percent in the period from the discovery of gold on the Witwatersrand to 1930, at present about 30 percent of gold mining shares are in the hands of foreign shareholders.

Not that shareholders were badly done by. In 1984 they received R1,7 billion, of which R490 million of the wealth generated on South African gold mines went to foreign shareholders.

None of this takes into account

deferred profits in the form of capital expenditure which was not taxed. In 1984 this added up to R1,6 billion, a massive increase on levels earlier in the century

As the gold price rose astronomically in the 1970s more and more profit was ploughed back into the mines to extract the lower-grade ores, thus ensuring ever-greater profits from the gold bonanza

But the major shift in the allocation of revenue is the share of gold mining wealth that the government has been able to extract through taxes and profit sharing. In 1911 only three percent of revenues were paid to the state whereas by 1984 this had rocketed to 19 percent, a sum of R2,3 billion

This bounty makes it substantially easier for the South African state to afford the apartheid system, the bloated and largely white civil service, expensive homeland bureaucracies and the massive military machine used to fight wars in Namibia, to destabilise the sub-continent and quell the township protest

With 58 percent of distributable profits going to the state and 42 percent to shareholders, it could be argued that quasi-nationalisation has already taken place. This raises substantial issues both for the trade union movement and those political organisations which have up to now talked loosely about nationalisation

For the National Union of Mineworkers gearing up for another round of pay talks with the Chamber of Mines, it means that 60c of every rand they demand from the chamber will be coming from state coffers

Wage talks affect 300 000 employees

By Sheryl Raine

Annual wage negotiations which will affect more than 300 000 employees in the metal industry are scheduled to resume in Alberton today

Represented at the negotiations will be the employer body, the Steel Engineering Industries Federation of SA (Seifsa), and 15 trade unions which are linked to either the SA co-ordinating council of the International Metalworkers Federation (IMF) or the Confederation of Metal and Building Unions (CMBU)

The IMF unions' members are largely semi- and unskilled, while those in the CMBU are artisans.

This year the Metal and Allied Workers Union, an IMF affiliate, has demanded

- A minimum wage of R3,50 an hour
- A guaranteed 50c an hour personal increase.
- The reduction of the working week to 40 hours
- The right to strike without being dismissed
- Six months' paid maternity leave

For three years Mawu has refused to sign the wage agreement

By BARRY STREEK
Political Staff

HOUSE OF ASSEMBLY.
— Two key affiliates of the Congress of South African Trade Unions (Cosatu) — the National Union of Mineworkers (NUM) and the General Workers Union (GWU) — have applied for registration with the government as unions

This was revealed in the Department of Manpower's 1985 report, which was tabled in Parliament yesterday

After the introduction of the Wiehahn labour reforms in 1979, many black-dominated trade unions refused to apply for registration because they feared being co-opted by government.

But the decision of the NUM and GWU to apply for registration indicates these unions believe there are advantages in being registered

The department said, however, that to its knowledge there were still 68 unregistered unions at the end of 1985

"There was an increase in the number of

NUM, GWU apply for registration

CAFÉ TENTS
25/4/86
140A



trade unions which applied for registration in 1985 compared with the previous year's figure"

The report estimated 582 154 people belonged to unregistered unions at the end of 1985

NUM's application for registration "has been opposed by a number of other registered trade unions who consider their interests are affected by the application

"Following negotiation between the respective parties, the stage has been reached where all the objections have been withdrawn"

The report did not say which unions had objected to the application but said NUM would "probably" be granted

registration.
It said GWU's application was being processed for publication in the Government Gazette for objections

The report said that at the end of 1985 there were 196 registered trade unions with a total of 1 391 423 members

With 1 973 577 workers as members of unions, 20,9 percent of the economically active population had now joined a trade union

The report said the formation of Cosatu was "important even in the sphere of labour relations"

It said that trade union federations did not normally play an active role in the regulation of labour relations as their affiliated bodies but they did have an important influence in determining overall policy guidelines

"The government subscribes to the principle of freedom of association also in respect of federations and therefore does not interfere with the establishment of federations," the report said

CALL TO DISCUSS ATTACKS

(40A) 25/4/86 SOWETAN

THE Congress of South African Trade Unions has called on all progressive organisations to meet and discuss the growing incidence of violent attacks on anti-apartheid leaders and activists.

Reacting to the attacks on the homes on Tuesday night of Alexandra community leaders and activists, including a prominent Cosatu leader, the 650 000-strong federation said the attacks were an open declaration of war on the people

"This is a grand plan by those in power to suppress us in a different fashion for South Africa to get out of (the present) crisis.

"We call upon all progressive organisations, including churches, to look into the possibility of coming together to discuss the new trend of violence in

South Africa, which seems to be our way of life," Cosatu said in a statement

Among the homes attacked were those of Alexandra Civic Association chairman, Mr Mike Beea and Mr Moses Mayekiso, a prominent Cosatu leader

Tuesday night's violence in Alexandra adds to a growing number of attacks on opponents of Government policies

In recent years there has been an increase in attacks on opponents of the Government

While some leaders and activists were assassinated, some simply disappeared

In most cases the culprits have never been brought to book

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MINING INDUSTRY

May Day court battle

The Chamber of Mines has turned to the courts in a last-ditch effort to prevent members of the National Union of Mineworkers (NUM) from striking on May Day.

The Supreme Court was due to hear an urgent application from the chamber this week to interdict the union from "instigating, calling for, supporting or organising" a May Day strike. The chamber is also asking the court to set aside a conciliation board appointed by the Minister of Manpower to consider the dispute between it and the NUM over demands that May 1 be recognised as a paid holiday

The chamber is contesting the board's terms of reference, claiming that they do not reflect the dispute adequately. The *FM* understands that although the terms do include the consideration of an unfair labour practice, several other factors have also been included.

The hearing was originally set down for last Friday. However, no argument was led and the chamber accepted an undertaking from the NUM that it would not call a strike before the case was heard. The hearing was due to take place on Thursday.

Meanwhile, over 1 000 workers at Anglo American's Kriel Colliery near Witbank returned to work on Tuesday after being on strike since last Wednesday.

According to the NUM, the strike was allegedly sparked off by the assault of a black mineworker by a white miner. "Continued verbal abuse of black workers by white workers was also a cause of the strike," the union says. A spokesman says the strike is yet another manifestation of racial tension between whites and blacks on Witbank mines.

The strikers' main demand was for the summary dismissal of the white worker. Management resisted, insisting that no action would be taken before a full disciplinary inquiry

The decision to return to work was taken at a mass meeting called by the NUM on Monday night, after talks with mine management. The disciplinary hearing was due to take place on Tuesday morning. The *FM* went to press before the outcome was known. If the workers do not agree with the decision, there is, however, a possibility that

they could once again down tools

In yet another development in the mining industry, the NUM has rejected a revised employer offer made in wage negotiations at the chamber covering Gencor's Marievale mine. These talks are a carry-over from last year's wage negotiations. They come after a series of court cases in which the NUM won a significant victory over Gencor when the Industrial Court ordered the reinstatement of workers dismissed by Marievale during the legal strike last year.

A union spokesman would not reveal details of the offer, but said strike action could not be ruled out

- 1 1 X

Chamber to court to halt May Day strike

BY SEFAKO NYAKA

THE Chamber of Mines yesterday brought an urgent application in the Rand Supreme Court seeking an interdict restraining the National Union of Mineworkers (NUM) from staging or instigating a strike on May Day.

Several unions, community and political organisations have mooted the possibility of a general stayaway on May 1. The NUM sees the court application as an attempt by the Chamber to avoid "disruption" at its member mines.

The NUM will file replying

affidavits this morning. Judgement is expected on Monday, according to an NUM representative.

Meanwhile, reports PHILLIP VAN NIEKERK, more than a million workers throughout the country are expected to celebrate the 10th anniversary of May Day next week with the first national general stayaway since the early sixties.

Instead of staying at home, however, many of the workers are expected to attend rallies in hundreds of centres countrywide, most of them called by the Congress of South African Trade Unions (Cosatu).

The theme of this year's May Day is "One hundred years of exploitation"

in response to the Johannesburg centenary celebrations and the 100th anniversary of the opening up of the Witwatersrand gold fields.

Fears that the day held to celebrate international working class solidarity could be marred by division have been raised by the proposed launch of Inkatha's United Workers' Union of South Africa (Uwusa) on May Day. Uwusa's Simon Conco says the avowedly anti-socialist Uwusa wants to take on the socialists "on their day."

The Uwusa launch will be held at Durban's King's Park Stadium, a few kilometres from one of Cosatu's Natal rallies which is to be held at Currie's Fountain.

Meanwhile, a third black union grouping — the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu) — will hold more than 20 meetings throughout the country.

Cusa general secretary Piroshaw Carnay says the group requested joint May Day meetings with Cosatu but by late this week had not yet received a

May Day build-up

From PAGE 1
reply

Many employers — chiefly those associated with the Federated Chamber of Industries (FCI) and the Steel and Engineering Industries Federation (Seifsa) — will be adopting a "no work, no pay" policy

A few employers have negotiated agreements with unions in which they will be granting a paid holiday, while some employers — chiefly the Chamber of Mines — have been trying to prevent workers from taking the day off at all

Widespread political support in the townships has been expressed for the unions and the recent National Education Crisis Committee (NECC) conference endorsed the call for a day off

140A
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May Day deal makes history

JOHANNESBURG — De Beers Consolidated Mines made labour history yesterday when it announced it had agreed to give National Union of Mineworkers (NUM) members at their three mines a paid holiday on May Day.

A De Beers spokesman said NUM members would be given the holiday at its Finsch, Kimberley and Namaqualand mines on May 1 this year.

During the 1985 wage negotiations between De Beers and the NUM, the union tabled a request for a day off for its members on May 1, 1986, so as to celebrate the 100th anniversary of May Day.

A number of South African unions are demanding May Day off this year. Many employers have responded sympathetically to requests by granting time off but with a stance of "no work, no pay".

A Chamber of Mines application for an order to prevent the NUM from striking in support of May 1 as a paid holiday continued in the Rand Supreme Court yesterday.

Judgment is expected on Monday.

The Chamber also requested the court to set aside a conciliation board established by the Minister of Manpower, Mr Pietie Du Plessis, on April 1 to deal with the May Day dispute and an alleged unfair labour practice by the NUM.

A subsidiary application by the Chamber's counsel for a temporary interdict preventing the NUM from going ahead with strike organization over the weekend was rejected at yesterday's hearing.

At an earlier hearing the NUM agreed not to begin organizing a May Day strike pending a postponement of the hearing to Thursday.

In terms of an agreement, NUM and De Beers will jointly recommend to the government the establishment of a commission of enquiry into public holidays — Sapa and Own Correspondent.

● 'May Day unrest may weaken rand', page 10

Deadlock in negotiations sparks sit-in at Foschini

140A

DISPATCH

Dispatch Correspondent

JOHANNESBURG — A national sit-in strike of Foschini workers began yesterday after a deadlock in negotiations between management and the Commercial, Catering and Allied Workers' Union of SA (CCAWUSA) over the retrenchment of 235 employees

A spokesman for the 55 000-strong CCAWUSA, Mr Kaizer Thibedi, said the union's members in other stores have pledged to support the Foschini workers if the retrenched workers are not reinstated and managers do not return to the negotiating table

"If we are pushed further we will call for a full boycott against Foschini in line with COSA-TU's resolution which calls on all workers to fight for jobs threatened by retrenchment," said Mr Thibedi

Foschini's executive assistant to the managing director, Mr John Corlett, said his company is presently not taking any action.

"They have been advised there will be no pay for no work. We are carrying on as best we can," he said

The strike, the first experienced by Foschini, follows negotiations

which began earlier this year after the group announced its decision to reduce its staff

CCAWUSA wanted work to be shared by all employees on shorter hours at reduced wages to prevent retrenchment of staff

The Foschini group turned down the union's alternative to retrenchment and said they were "obliged" to take this action because annual profits for last year were reduced by 13,9 per cent

Mr Corlett said 235 workers from around the country were retrenched "on generous terms"

All alternatives were

investigated and have been discussed with CCAWUSA over the past two years, he said

According to Mr Thibedi the strikes took place in most centres around the Transvaal and included the group's warehouse staff at their Isando, Johannesburg, head office

Foschini staff picketed in Witbank and a demonstration involving more than 50 workers was held on the first floor of Khotso House in Johannesburg yesterday, he said

Strike ballots are being organised in the Cape and Natal, Mr Thibedi added

26/4/80

CENTURY

OF S

...and 82 years of it in South Africa

WORKERS' Day in South Africa has a long history - the struggle for May Day first began in 1904 when a group of socialists met in Johannesburg's Market Square sporting red badges and ribbons and carrying red banners

About 2 000 workers marched to the square to hear speakers urge solidarity with workers in other countries

But it was only in 1917 that May Day was marked as a yearly day of celebration in South Africa, thanks to the International Socialist League

Formed in 1916, the ISL was the forerunner of the Communist Party of South Africa and opposed the First World War - as did many other progressive organisations around the world

The ISL also broke away from the idea that May Day celebrations in South Africa should be exclusively white

The 1917 May Day celebrations included a black speaker for the first time - Horatio Mbele a Transvaal activist in the African National Congress

But in what was to become a regular occurrence at May Day rallies the meeting was broken up by soldiers - backed by civilians, enraged by the ISL's non-racial position

However, the ISL was undaunted and continued to move slowly towards full acceptance of non-racialism

This was not without problems. In 1920, for example, coloured workers refused to participate in May Day celebrations on the Reef because of white workers who had scabbed during a dockworkers strike in Cape Town

The dockworkers said they would not celebrate alongside whites - but apart from this, the May Day celebrations were successful with many white workers taking the day off

In 1921 the ISL dissolved to form the Communist Party of South Africa



Under its leadership, worker protests were again strengthened by the participation of black and coloured workers - particularly in Durban, where a strong contingent attended a mass rally

The events of 1922, however, changed the nature of May Day in South Africa forever

Bosses - particularly on the mines - started replacing skilled, expensive white labour with cheap, unskilled black labour

White workers, threatened by this, revolted against mine owners - and demanded that the Government introduce laws to protect their position

Although the white miners' revolt was crushed, job reservation was introduced - and the chance of non-racial unity among workers was set back years

The pressure for May Day continued, however, and became so intense in 1926 that a Bill was introduced in Parliament proposing a public holiday

But instead of May 1, the Bill proposed the first Monday in May. Workers protested arguing that May 1 had become an international symbol of the workers and worker solidarity

When the Government refused to concede to this the Bill was dropped

Another milestone was the 1931 celebration, when the United May Day Committee rejected the participation of coloured workers

White unions had developed a tradition of holding Workers' Day celebrations under the UMDC, which was formed each year

But, when the UMDC rejected coloured workers the non-racial African May Day Committee was formed

On the morning of May 1 1931 the AMDC gathered its members, backed by black and white unemployed workers at Newtown Market Square in Johannesburg

Up to 3 000 black workers and 1 500 whites marched together as workers carrying banners and booing as they passed the Native Affairs Department police headquarters and Corner House the headquarters of mine owners

The meeting was disrupted by cops who baton-charged the crowd - but the workers fought back

After a struggle cops arrested a group of workers, eventually charging six white workers and one black worker

In the 1940's the Council of Non-European Trade Unions played a big part in making May Day more popular

CNETU united workers under the slogans "We want Bread" and "Work



for Wages"

But political developments in 1948 - when the Nationalist Government came to power - smashed what remained of the unity between black and white workers

The year 1950 saw the most important event in South African history until then progressive organisations like CNETU, the ANC and Natal Indian Congress declared May 1, 1950 as Freedom Day

Meetings to fight the Suppression of Communism Bill and to support demands for higher wages and better working conditions were held throughout the country as a build-up to the Freedom Day strike

The Government banned meetings and army units patrolled the streets demanding that people go to work. But despite this, more than 80% of Reef workers stayed away from their factories

Police disrupted a meeting in the evening killing six people. In Sophiatown and Alexandra, police fired on a crowd and a cinema was burnt down

The final death toll was 19, with 30 injured

In Cape Town, 6 000 people marched down Adderley Street shouting "Down with apartheid" and "We want freedom"

In Durban 10 000 demonstrated against the Suppression of Communism Act

After the freedom strike May Day activity declined in the face of growing state repression

The 1960's was a decade of silence. By 1961 the Government had acted against Workers' Day enforcing its exclusion from wage determinations and industrial council agreements, and by 1965 it was no longer celebrated by South African workers

May Day was only revived by South African workers in 1982 and 1983, climaxing in the observance of May Day throughout the country. At Athlone in Cape Town, 3 000 workers gathered to celebrate - coming from as far as Tulbagh and George

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THE STRUGGLE old (as time workers' day since 1886

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A battle that's as old as time itself

THE struggle for worker rights is as
- old as time itself - but a special
- workers day has only been marked
- since 1886

May Day comes courtesy of a
- group of pioneering American work-
- ers who declared on May 1 of that
- year that a working day should only
- be eight hours long - and that all
- workers should strive for this

Although they were only following
- the example of a group of Australian
- workers - who held a work stoppage
- in April of 1856 over the same issue,
- and declared the day International
- Workers' Day - it was the Americans
- who put May Day on the map

Hundreds of thousands of workers
- took up their campaign and supported
- it with huge demonstrations and
- strikes

On that very first May Day,
- 350 000 workers in 11 562 factories
- throughout North America downed
- tools. 185 000 workers were immedi-
- ately granted an eight hour working
- day. Elsewhere bosses conceded a
- nine or ten hour day (but still a six day
- week) to a further 2-million workers

But the birth of May Day was not
- without cost. In Chicago, cops fired
- on locked-out workers on May 3, kill-
- ing six. The next day - in what started
- as a peaceful protest against the po-
- lice killings - a bomb was thrown by
- an unknown person

As a result four workers were
- framed on conspiracy charges and
- hanged. Many others were sentenced
- to life imprisonment

On May 1, 1890 was accepted as an
- international day of solidarity for all
- workers throughout the world. Meet-
- ings were held in Australia, Austria,
- Hungary, Denmark, Germany, Spain,
- Poland, Italy, Norway, Belgium, Swe-
- den, Poland, Britain and Portugal

Labour Day was born
- Since then, May 1 has continued to
- be celebrated as Workers' Day
- around the world

It has become a prominent feature
- in the constant struggle of workers for
- both a better deal and the fundamen-
- tal transformation of society

In socialist countries like China,
- Cuba, Nicaragua and the Soviet
- Union May Day is a public holiday -
- all factories, shops and schools are
- closed and governments organise
- mass rallies and displays

May Day is also a recognised holi-
- day in Zimbabwe

In some countries workers have
- used May Day to organise strikes and
- protests against their governments

In 1974, Portuguese trade unions
- organised a march through the streets
- of their capital, Lisbon - after they
- overthrew the fascist government that
- ruled for 45 years

In Brazil, 100 000 workers went on
- strike on May Day of 1980, marching
- in protest against the harsh labour
- laws the Brazilian Government used
- to try and weaken their trade unions

In Uruguay, 150 000 workers dem-
- onstrated on May 1, 1983 in protest
- against the military dictatorship that
- rules their country

Cosatu's May Day demands - and celebrations ...

THE 650 000-strong Congress of SA
- Trade Unions has organised rallies in
- all the major centres, to celebrate

● 100 years of struggle by workers
- around the world.

● The historic mineworkers' strike in
- 1946 and the present resistance of the
- National Union of Mineworkers de-
- spite the brutality of mine bosses.

Cosatu will demand:

● The right to organise all workers in
- democratic unions

● The right to strike.

● The right to work.

● May Day be declared a public holi-
- day

● A 40-hour working week on a living
- wage with social security

● The rights of students to form
- democratic SRC's

● Equal
- pensions
- for all
- people on
- a monthly
- basis.

● The right to free political activity
- and the unbanning of all banned or-
- ganisations, the release of political
- prisoners and the dropping of all trea-
- son charges.

● The right to free movement and
- decent housing at rents which workers
- can afford - as well as an immediate
- end to the pass laws and influx control

Cosatu has warned employers that
- any victimisation or harassment of its
- workers celebrating May Day will be
- viewed as an attack on the labour
- movement as a whole



Why workers want May Day off

MAY DAY is a workers holiday
- not a stayaway. (40A)

This is the view of National
Union of Mineworkers president
James Motlatsi, who outlined

CITY P. 27/4/86
NUM's policy on May Day as a
paid day off

"We have written to the Cham-
ber of Mines and employer or-
ganisations not affiliated to the
chamber asking that May Day be
a paid holiday

"The chamber declared a dis-
pute and took us to the industrial

court, where the matter was dis-
missed because it could be negoti-
ated," Motlatsi said

NUM is now waiting for the
Supreme Court to decide, as the
chamber has taken its case there

"Black workers deserve this
holiday - they have been toiling
since 1886 and are still poor"

Picture by Rebecca Mphahlele.

Union to challenge funeral restriction

28/4/86 STAR
140A

By Mike Siluma

The Metal and Allied Workers' Union (Mawu) was due to go to the Rand Supreme Court this morning to challenge restrictions placed on the funeral of a member, allegedly killed by police at a union rally two weeks ago.

A magistrate ruled at the weekend that the funeral service for Mr Mpumelelo Kortman, to be held in Tembisa today, could only be held indoors.

The use of the local Jan Lubbe Stadium was prohibited, as were political speeches and the display of posters and banners.

In addition, not more than 500 mourners may attend the funeral and the procession to the graveyard must follow an approved route. Mourners may not walk to the cemetery.

A Mawu spokesman has warned that the imposition of restrictions on the funeral and a heavy presence of police was likely to lead to a confrontation with mourners.

It had not been possible for the union to inform all members of the restriction on the number of mourners.

He said the union unsuccessfully attempted to have the application against the order heard yesterday and would try again today.

Youths force work stayaway

28/4/86 STAR
140A

Groups of youths enforced a work stayaway in Tembisa, near Kempton Park, early today because of the funeral of trade unionist Mr Terrian Mpumelelo Kortman, who was shot by police in Kaitshong about two weeks ago. Mr Kortman was a member of the Metal and Allied Workers' Union.

Youths stood guard at all the railway stations as early as 3 am and turned back commuters.

There were no taxis and buses in the township and people who tried to walk to the railway stations were ordered back home by groups of youths. Unconfirmed reports said police used teargas to disperse groups of people who gathered in Tembisa West streets.

W

Police block Tembisa entry

~~24/86~~ 24/86 140A 24/86 E. POST

JOHANNESBURG — Police today sealed off Tembisa township on the East Rand near Johannesburg

They also refused permission for senior officials of the Metal and Allied Workers' Union (Mawu), accompanied by union leaders from Sweden, the United States and Britain, to attend the funeral of Mr Mpumelelo Kortman, allegedly killed by police two weeks ago

Among those turned back by the police and army were Mawu officials Mr Mosés Mayekiso and Dr Bernie Fanaroff, the general secretary of the International Metalworkers' Federation (IMF), Mr Herman Rebhan, Mr Denis MacShane, of the British Transport and General Workers' Union, Mr Don Stillman, of the American United Automobile Workers' Union, Mr Ben Sharman, of the American Association of Machinists, and Mr Hakan Arnelid, of the Swedish Metalworkers' Union

Mr Mayekiso was scheduled to be master of ceremonies at the funeral

Members of the security forces guarded Nepo Cinema in the township early today where the funeral service was scheduled to be held

Later, police blocked all routes leading to the cinema But the funeral service was transferred to Mr Kortman's home at Moutse Section from where the cortege was to leave for the cemetery

Media reporters were not allowed into the township At a roadblock the unionists and journalists were given five minutes to leave Tembisa or be arrested

Only people who could prove they were residents of Tembisa were allowed in and all cars entering were searched

Mr Rebhan said the IMF found any pretence of democracy in South Africa to be a fraud "as we cannot pay our last respects to a colleague in the same industry as us"

Both Mr Mayekiso and Mr Fanaroff said it was "absolutely irresponsible and iniquitous" that the police and army could prevent union members and senior officials attending the funeral of a

colleague

"We have done everything in our power to persuade police not to interfere in the proceedings, but they have decided not to be reasonable

"We believe that in acting in this way the police can only contribute to unrest, the result of which we cannot predict

"We call on the police and the army to withdraw from the townships"

Earlier today, groups

of youths moved around Tembisa enforcing a work stayaway because of the funeral

Youths stood guard at all the railway stations as early as 3am and turned back commuters

There were no taxis and buses in the township and people who tried to walk to the railway stations were ordered back home by groups of youths — Sapa

28/4/76 BUDDH (140A)

Good response to stayaway call

THE stayaway appeared to be fairly widespread on the East Rand yesterday after a Metal and Allied Workers' Union (Mawu) call to attend the funeral of union member Terrian Mpumelelo Kortman

Kortman was killed when police allegedly fired tearsmoke and buckshot at workers at a Mawu rally to discuss wage demands on April 12.

The Rand Supreme Court made no ruling yesterday on the Mawu's application to have restrictions on the funeral in Tembisa lifted on grounds that the funeral had already started. No order was made over costs.

The employer body — the Steel and Engineering Industries Federation (Seifsa) — had advised members to negotiate time off with shop stewards yesterday, if working arrangements permitted.

SOPHIE TEMA reports about 5 000

CLAIRE PICKARD-CAMBRIDGE

mourners defied restrictions imposed on the funeral

Angry mourners confronted police when routes leading to the cemetery were blocked and mourners prevented from going to the graveside.

Some managed to force their way through while police and troops watched from a distance.

Mawu members, friends and relatives travelled from as far afield as Cape Town to attend the funeral, despite the order by the chief magistrate of Kempton Park permitting only 500 people to attend.

Minutes before the cortege left for the cemetery, police arrived outside the Kortman home in Casspirs to keep watch over movements of those gathered for the service.

Tearsmoke was fired into the yard where the service was held and several people were seriously injured.

After returning from the graveyard scores of mourners were seriously injured as they ran for cover from heavily armed police.

A Mawu official said after the funeral yesterday: "With regard to today's events, we condemn the police actions in the strongest terms."

"It is our considered opinion the security forces are destabilising the townships. The events of today and the night before would not have occurred but for the actions of the security forces, who have become a law unto themselves."

"The workers in Mawu are very embittered. They expect the unions, including the Federation of South African Trade Unions (Fosatu), to make a strong call and take concrete steps in fighting a system which they feel does not serve their interests."

NUM to make May Day call

Own Correspondent

JOHANNESBURG — The National Union of Mineworkers confirmed yesterday that it would call on its 250 000 members to take a day off on May 1 and would regard disciplinary action against workers as victimization

This follows a ruling by the Supreme Court earlier in the day that gave the NUM the right to call a legal strike on Thursday

Mr Justice Vermooten dismissed with costs a Chamber of Mines application for an order to prevent the NUM from organizing a May Day strike

But the judge granted the chamber's application for a conciliation board established by the Minister of Manpower, Mr Pietie du Plessis, to be set aside on grounds that the board's terms of reference had been exceeded

Mr Justice Vermooten said the strike would be legal because a dispute between NUM and the chamber on the matter remained unresolved from last year.

The union said it regarded the judgment as a "major victory for the trade union movement"

The chamber said the mining industry applied the principle of no work, no pay and anyone who elected not to work on Thursday would lose a day's pay.

... at the Good Hope Centre last night. Kader won by two falls to one. Picture Richard Bell

CAF 29/4/86
140A
Food chain strike plan

Laurent Fabius stoned in Old Crossroads

CAF Times 29/4/86

Own Correspondent

DURBAN — Pick 'n Pay workers around the country plan to strike on Friday in support of their demand for a R90-a-month pay increase

A spokesman for the Commercial Catering and Allied Workers' Union, said shop stewards voted at the weekend in favour of a national, legal strike affecting about 76 stores and warehouses

Pick 'n Pay management retorted that only 38 stores' staff were represented by CCAWUSA and said a strike ballot had not yet been held

Mr Raymond Ackerman, chairman of Pick 'n Pay, could not be reached for comment, but the company's personnel director, Mr Rene de Wet, said an offer to meet the union to resolve the dispute had been refused

Staff Reporter

THE former French Prime Minister, Mr Laurent Fabius, was showered with glass when rocks smashed the windscreen of the kombi in which he was travelling through Old Crossroads yesterday, an hour after he arrived in Cape Town

"I'm pleased that I've had this experience, because I can understand the level of frustration and anger in this country — violence, breeds violence", Mr Fabius said immediately afterwards to his driver, Ms Lesley Lidell, a Western Province Council of Churches ecumenical worker

Mr Fabius described apartheid as "a scandal" at a press conference last night and added that he was in South Africa to support the "fight against apartheid"

Explaining the incident in Crossroads Mr Fabius said he imagined the youths reacted strongly when they saw white people in a bus even though they were Frenchmen and supported human rights. It was obvious that the situation was "very tense"

Mr Fabius and former French Min-

ister of Culture, Mr Jack Lang, were invited to South Africa by Bishop Desmond Tutu. Mr Fabius said he and Bishop Tutu had become friends in France while he was Prime Minister and had reached decisions "related to the fight against apartheid"

Mr Fabius met Dr Allan Boesak in Bellville South soon after he arrived yesterday afternoon and from there he went to Old Crossroads where he visited the Sacla clinic

"What strikes the visitor even in a short time is the extraordinary gap and confrontation between this area and other areas I've been through", Mr Fabius said

Asked whether he would meet any members of the government Mr Fabius replied there would be "no point if Mr Lang and myself should ask to see Nelson Mandela, and to say that he should be freed, we know the government would say, No"

Mr Fabius met Dr Van Zyl Slabbert yesterday afternoon and said that he also expected to meet Mrs Helen Suzman, Mr Jan van Eck and Mr Gavin Relly, of Anglo American

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Workers reject pay-rise offer by Pick'n Pay

ARGUS 29/4/86

Finance Editor

PICK'N PAY'S offer to its workers of R50 a month back-dated to March 1 and a further R40 a month from October 1 had been rejected by the workers' union, the company's personnel director, Mr Rene de Wet, said today.

The union, the Commercial Catering and Allied Workers' Union of South Africa (CCAWUSA), is threatening to call a strike on Friday if the R90-a-month pay increase it is seeking is not granted immediately.

Mr de Wet said the union had refused to hold further discussions with Pick'n Pay management unless the company first agreed to meet its wage demand.

Pick'n Pay has 13 000 full-time employees of whom 5 200 belong to the union. The union is represented in 38 of the group's 82 stores and hypermarkets.

CALL TEL 29/4/86

235 lose jobs at clothing stores

Staff Reporter

THE Foschini group has retrenched 235 workers from its outlets nationwide following a deadlock between the Commercial, Catering and Allied Workers' Union of South Africa and Foschini management

Mr Jackie Masuku, a branch secretary of Ccawusa, has alleged that Foschini did not use "recognized dispute-resolving machinery" and unilaterally chose to retrench the workers

He said Foschini had therefore made "a farce and mockery of South African industrial relations"

Mr Clive Hirschsohn, the deputy managing director of Foschini, yesterday said staff had been laid off only after "intensive discussions" with the union over two years.

Mr Hirschsohn said the group had been "obliged" to reduce its staff "as a result of the adverse economic climate".

He said the retrench-

ments had been inevitable because the past year had been the first that growth in published profit for Foschini "did not exist".

"We conformed with procedures laid down in the Labour Relations Act and as prescribed in the Industrial Court, as well as our own recognition agreement with the union"

Mr Masuku said the union had proposed that rather than workers losing their jobs, "the burden should be shared by introducing short-time or a reduced hours scheme" to be negotiated between the union and the company

But he said the company was "refusing to listen to the union's proposal", saying such a scheme was unworkable in the retail trade "Ccawusa rejects this fallacious statement."

Mr Hirschsohn said the scheme had been "very carefully" considered, "but we do not believe it can be put into practice effectively"

Application in Supreme Court is overtaken

A Supreme Court application over the funeral of a trade unionist yesterday came to nothing when court procedures were overtaken by the event.

The Metal and Allied Workers' Union (Mawu) made an urgent application to the Rand Supreme Court for the setting aside of restrictions placed on the vigil and funeral of Mr Terrian Kortman by the chief magistrate of Kempton Park.

Mr Kortman was a member of Mawu.

The vigil was scheduled for Sunday night and the funeral service for Monday morning. Mawu's lawyers tried to bring the application on Saturday, but were told by the registrar of the Supreme Court that the judge would only hear the matter on Monday morning.

Yesterday afternoon Mr Sydney Kentridge SC, for Mawu, told Mr Justice O'Donovan that the application had become moot, since the body and the coffin were already on their way to the burial.

The vigil was over — it had been held the previous evening.

POSTPONED

Whether a funeral service had been held or not, he did not know, but while he was addressing the court the coffin was apparently being taken straight from Mr Kortman's family's house to be buried.

Mr Kentridge asked that the matter be postponed sine die and that each party pay its own costs.

Mr Johann Gautchi, for the chief magistrate of Kempton Park, asked that an order for costs be awarded against Mawu on the grounds that the application should never have been launched.

Mr Justice O'Donovan said the matter had become purely academic and he did not regard it as necessary for the court to decide on its merits. He postponed it sine die and made no order as to the costs.

Mr S Kentridge SC, assisted by Mr P Pretorius, instructed by the Legal Resources Centre, appeared for Mawu. Mr J Gautchi appeared for the chief magistrate of Kempton Park.

Num to call 'holiday' on May 1

THE National Union of Mineworkers (NUM) confirmed yesterday that it would call on its 250 000 members to take a day off on May 1 and would regard disciplinary action against workers as victimisation.

This follows a ruling by the Supreme Court yesterday that the Num had obtained the right to call a legal strike on Thursday.

Mr Justice Vermooten dismissed with

CLAIRE PICKARD-CAMBRIDGE
and LIAM EGAN

costs a Chamber of Mines application for an order to prevent the NUM from organising a May Day strike. But he granted the Chamber's application for a conciliation board established by Manpower Minister Pietie du Plessis to be set aside.

1401A

● To Page 2

BUD DAY
29/4/85

NUM wants workers off on May 1

on grounds that the board's terms of reference had been exceeded.

Mr Justice Vermooten said the strike would be legal because a dispute between Num and the chamber on the matter remained unresolved from last year.

The union said it regarded the judgment as a "major victory for the trade union movement".

The chamber said the mining industry applied the principle of no work, no pay and anyone who elected not to work on Thursday would forfeit a day's pay.

1401A

BUD DAY

BUD DAY
from Page 1
29/4/85

"However, people who have leave to their credit and can be spared will be given the time off in accordance with an earlier undertaking given to Num."

The chamber stressed yesterday that it did not regard the May Day holiday as a "holy cow" and was prepared to negotiate the issue provided it was done in a proper way at the right time.

CAPETOWN 30/4/80

May Day tensions

Own Correspondent

DURBAN — The May Day celebrations of the Congress of South African Trade Unions (Cosatu) and the launch of the Inkatha-initiated United Workers' Union of South Africa tomorrow have been marred by attacks on the homes of officials of both organizations

The attacks have aroused fears among some black leaders that feelings might run high at the gatherings

Tension has been heightened by claims in press statements and pamphlets which have flooded the townships

The rival organizations have placed press advertisements to woo workers to gatherings

in violent incidents

- The home of Cosatu's regional vice-chairman, Mr Jeffrey Vilane, was set alight and shot at in Empangeni

- The KwaMashu home of Cosatu's regional secretary, Mr Thami Mohlomi, was petrol-bombed and shot at

- The Umlazi home of the KwaZulu MP for Umlazi, Mr Winnington Sabelo, was badly burned

Mr Sabelo has been quoted as saying that his attackers were trying to get rid of him before the launch of the Inkatha-backed union

Cosatu's general secretary, Mr Jay Naidoo, this week claimed that there was a deliberate move against his organization's May Day services and rallies



NUM president James Motlatsi Free

NUM boss released

11/5/86 - CITY P
140A

By ZB MOLEFE

THE release of National Union of Mineworkers president James Motlatsi this week averted what could be an open confrontation between cops and thousands of Western Transvaal miners.

But the union is still considering whether to call work stoppages in protest against the detentions.

NUM lawyers are also considering action against cops for the detention of Motlatsi and three other union members.

Two of the NUM members - Themba Manyosi and Isaac Khuzwana - are still being held. The other, Tsediso Shata, is in Western Deep Levels Mine Hospital after being shot at the funeral of Motlatsi's cousin, Zenzi Sithole, in Khutsong on Sunday.

According to Motlatsi, cops arrived while mourners were washing their hands after the funeral.

During the commotion - caused by the presence of police - a Casspir scratched Motlatsi's car.

Pick 'n Pay court bid to stave off wage strike



PICK 'N PAY is to make a last-minute bid in the Supreme Court today to try to head off a planned wage strike by the Commercial, Catering and Allied Workers' Union of SA (Ccawusa)

The company postponed its application for an interdict to prevent the union from organising a strike at Pick 'n Pay until today, after Ccawusa undertook to postpone the strike

The union is contesting the application. It is also expected to respond today to the company's improved wage offer of a R60 increase, backdated from March and another R30 from July.

Ccawusa believes its demand of an immediate R90 across-the-board increase on a minimum wage of R303 is barely enough to keep abreast of inflation

140A
CLAIRE PICKARD-CAMBRIDGE

The union intends calling out 8 000 workers at more than 60 Pick 'n Pay stores if its demands are not met. The company has said only 5 000 employees at 38 concerns are affected by the dispute

□ The Phosphate Development Corporation in Phalaborwa is to meet the National Union of Mineworkers today to discuss issues which include the possible reinstatement of workers dismissed after a May Day stayaway.

□ A strike which began on May 25 at Foschini stores in the Transvaal, Natal and Free State has entered its second week. There is a stalemate between Foschini and Ccawusa.

Songs and dances for the crowds



This colourful group of singers and dancers was on hand to entertain the crowd at Currie's Fountain in Durban yesterday during the rally organised by the Congress of Trade Unions.

Cosatu crowd of 15 000 vows to fight apartheid

(140A) 2/5/86 Mercury

Mercury Reporter

ABOUT 15 000 people of all races attended the Congress of Trade Unions' May Day rally at Currie's Fountain yesterday and agreed to stay committed to the fight against apartheid and cheap labour.

The four-hour celebrations ended without any incident although youngsters carried tyres around the stadium. Earlier, police confiscated two lots of petrol bombs about 50 m away from the rally.

Hundreds of workers entered the stadium in groups from various factories in Durban just after 9 30 a.m.

Similar rallies were held

in Empangeni, Pietermaritzburg, Ladysmith and Newcastle.

Speakers at the rally included Jay Naidoo, Cosatu's general secretary, his vice-president, Chris Dhlamini, and Archie Gumede, president of the United Democratic Front.

Accident

Winnie Mandela, wife of the imprisoned African National Congress leader, Nelson Mandela, who had been invited, did not attend the rally because a member of her family had been in a serious accident.

Mr Gumede said the rival Uwusa had been formed to destroy the unity in Cosatu.

Mr Naidoo told the rally Uwusa's formation would

not affect Cosatu's membership.

Cosatu had been formed to fight apartheid and any resistance from the Government and employers, but 'now we see our rivals trying to destroy us', he said.

Mr Naidoo denied claims by Chief Mangosuthu Buthelezi that Cosatu wanted factories to be closed.

'We will support all pressure, including pressure groups, to bring an end to the Government and to get equal education for all the people,' he said.

He said Cosatu recognised Mandela as a leader and it would fight against apartheid and cheap labour and also fight for Mandela's freedom.

Union men rescue youth from crowd

Mercury Correspondent

JOHANNESBURG—Leaders of the Congress of South African Trade Unions (Cosatu) saved a youth from being burnt alive by youths during Cosatu's massive rally at the Orlando Stadium yesterday.

Police also fired tear-gas into a crowd of about 25 000 gathered at the stadium, briefly causing chaos as part of the crowd panicked and stampeded down the pavilions.

The young man saved from fiery death was about 21. Youths alleged he was a member of the 'MaKabasa', a Right-wing gangster mob whose 'constitutional objective' is to kill all 'comrades' and pupils.

The man was captured outside the stadium by youths who locked him in the boot of a car. However, as the SADF arrived, they opened the boot and dragged him into the stadium where the rally was being held.

Hundreds of other youths joined the onslaught, kicking and stabbing the man as the Cosatu leaders abandoned the rally and rushed to save him. He was hidden in a bakkie while the youths shouted for his blood.

Bosses keep wheels turning

Labour Reporter

THE executive staff of a Prospecton brake manufacturing company, Ferodo, took over production on the factory floor to keep the wheels at the plant turning after 70 percent of their staff stayed away yesterday.

The company's managing director, Mr Ian Duthie, personally joined his 15-member executive team in manning the machines. The plant manufactures brake linings, disc pads and other industrial friction material.

The sales manager temporarily became the forklift driver while the sales

director operated the cutting machine.

Mr Duthie explained that because of the demand for their products they could not afford to lose a single day's production.

'It has certainly given management the opportunity to assess the practical application of the day to day functioning of the operation and to consider improvements for the benefit of our workers,' he added.

Sales director David Jones quipped: 'We weren't producing as much as normal but it was a good experience.'

MAY DAY

2/5/86
MAY DAY
Union leaders save youth from burning

LEADERS of the Congress of South African Trade Unions (Cosatu) saved a man from being burnt alive by scores of youths during Cosatu's massive May Day rally at Orlando Stadium yesterday

Police fired teargas into a crowd of about 25 000 at the stadium, briefly causing chaos as part of the crowd panicked

Police also shot dead one man in Tembisa yesterday and found the body of another man apparently killed by police in Kabokweni on Wednesday

Police allegedly slashed the tyres of 10 vehicles outside Orlando stadium

The man saved from fiery death was about 21. Youths alleged he was a member of the "MaKabasa," a right-wing gangster mob

The man was captured outside the stadium by youths who

locked him in the boot of a car. As the SA Defence Force arrived, they opened the boot and dragged their victim into the stadium

Hundreds of other youths joined the onslaught, kicking and stabbing the man as the Cosatu leaders abandoned the rally and rushed to save him

In May Day unrest yesterday police opened fire on crowds in Khutsong, Tembisa, Bekkersdal, Watville, Brackenfell, Kabokweni, Tseweleng and Bophalong. Arson and stone-throwing attacks were reported from around the country

In Mbekweni, Paarl, shots were fired at police and a police vehicle and a policeman's home were extensively damaged by petrol bombs

2078
140A
SIPHO NGCOBO and DOMINIQUE GILBERT

Mercury Reporter
DURBAN was quiet yesterday with only a few incidents of stone-throwing and fist fights in the afternoon between workers and those returning from the rallies.

A Railways Police spokesman said passengers had been orderly on their way to the city centre to attend the rallies.

In the afternoon, as thousands of people thronged to nearby railway stations, there were a few isolated incidents of fist fighting between rally attenders and those returning from work.

A half-brick was hurled at a young Indian woman and her young son as they drove past a number of blacks who were on their way home after attending the rallies.

The woman, who asked not to be named, said she was driving in Cross Street when she heard a thud and realised something had been thrown at her vehicle.

'I drove as fast as I could to get out of the area. It was frightening. But at least the brick hit the small back window and only cracked it,' she said.

Police said a group at Berea Station had thrown stones at a train as it passed through on its way to Port Shepstone.

Behaviour

While police kept their distance from the Uwasa rally at Kings Park, the proceedings were closely monitored from police and army vehicles.

Two black men were arrested for intimidation in Chesterville in the afternoon.

Mr Roger Gardner, general manager of Kings Park rugby stadium, said he was impressed with the disciplined behaviour of the crowd.

The chiefs looking after various groups kept them together and they were marched to their seats in a clockwise fashion — 'I've never seen anything like it in my life,' he said.

The stadium can accommodate 45 000 people seated but with all the seats occupied people overflowed on to the field and some sat on bare concrete.

Police confiscated five petrol bombs and five litres of petrol found in a bus in Warwick Avenue, not far from the Cosatu rally at Durban's Currie's Fountain.

No arrests were made. Meanwhile, five black men were arrested after 19 petrol bombs were found in Kwa Mashu.

Workers in many industries and businesses in Durban heeded the call by trade unions to stay away yesterday to mark May Day.

Production was disrupted at all BTR-Dunlop plants in Durban and Ladysmith as workers decided to stay away, but the group's BTR-Sarmcol plant at Howick was operating normally, a spokesman for Dunlop reported.

Milk

The giant Toyota motor assembly plant at Prospecton was shut down, but a spokesman for the company said the plant was closed for two days because of 'short-time'.

Kingsgate Clothing factory in Leopold Street, Durban which employs about 1 000 workers, and the company's Hammersdale factory, were also closed.

Home deliveries of milk were also disrupted as Clo-

ver workers failed to turn up. Mr Eric Hornby Clover's divisional general manager said only the home delivery service had been affected and he apologised to housewives.

He said the company had made double deliveries on Wednesday to ensure that traders had sufficient supplies.

Putco reported that they were operating from all depots but there had been a noticeable drop in passengers on some routes.

DTMB general manager Mr Marshall Cuthbert said certain of the staff from Clermont and the northern areas did not turn up to work and services in these areas had been disrupted.

A spokesman for Durban's Electricity Department said they had a 60 percent staff turn out, but at the Alice Street depot about 50 workers arrived for work yesterday morning but decided to take a day's leave.

Campus

Mrs Julia Murray, a spokesman for the Parks Recreation and Beaches Department, said that about 20 percent of the staff decided to take a day's leave yesterday but the department's functioning had not been affected.

Most Indian-owned shops and cafes in the Grey Street complex were closed at midday in response to a call by the Natal Indian Congress in a show of solidarity with workers.

Many shops and cafes in Umgeni Road and Warwick Avenue were closed for the whole day.

At the University of Durban Westville students left the campus at midday to attend the Cosatu May Day rally at Currie's Fountain.

A spokesman for Bakers Ltd, the largest bread suppliers, said there had been a large number of absences among their black workers. They were only doing limited deliveries but expected most of their black staff for the afternoon shift.

Mr R A Barber, chairman of the Zululand branch of the Natal Chamber of Industries, said all the major industries in the Richards Bay/Empangeni area had a very good turnout by staff.

'Those who applied for leave were granted leave. It is generally peaceful and quiet,' he added.

Mr J O Schmidt, chairman of the Isithebe Chamber of Industries said that with the exception of two factories which were closed others had good staff turnout.

Boycott

Our Pietermaritzburg Bureau reports that yesterday's stayaway in the capital, although wide spread in some fields of commerce and industry, did not bring the city to a standstill.

A number of supermarkets reported that although the majority of their black workforce was absent for the day, this had been anticipated and business carried on as usual. Turnover was, however, lower than normal.

A spokesman for the Department of Education and Training here said attendance at black high schools was nil while at primary schools half the number of children turned out for classes.

There was a total boycott of classes at technical colleges. Indian high schools re-

ported normal attendance. A spokesman for the municipal Transport Department said one third of the normal number of bus passengers were carried into the city early yesterday morning but commuters began 'tricking in' during the day.

Mr John Fisser, manager of the Chamber of Commerce, said that 60 percent

of the stores they had contacted reported a 95 percent to 100 percent stayaway.

The Chamber of Industries said plants were working well and the stayaway had not been very effective.

The Edendale and Northdale hospitals both had no problems with black staff staying away but a spokes-

man for the Grey's Hospital said that only 30 percent of the black domestic staff had reported for duty.

It was reported that there had been no outbreaks of violence at the well attended rally held by Cosatu at the Wadley stadium.

The meeting held by the Council of Unions of South Africa also went off without any violence.

**Masses attend
May Day rallies
but crowds orderly**
Mercury
2/5/86

Thousands flock to stadium for Cosatu May Day meeting

Union clout:

Winnie plays the Nats

the figures speak for themselves

By Mike Siluma

Mrs Winnie Mandela and Congress of South African Trade Unions (Cosatu) president, Mr Elijah Barayi, yesterday shared a platform in Soweto to deliver a stinging attack on the Government

Both Mr Barayi and Mrs Mandela were given a rousing welcome when they arrived to address the tens of thousands of workers who attended a Cosatu May Day rally at the Orlando Stadium

Both criticised the formation of a new union by kwazulu and Inkatha leader Chief Mangosuthu Buthelezi

Denying she had called on blacks to engage in violence, Mrs Mandela added she owed no apology to the Government, the country's white newspapers or the SABC for what she said

"The time will come when I will call upon you to defend yourselves, and in a disciplined manner I want to call on you to close ranks and prepare for a final onslaught from our side"

Mr Barayi delivered a scathing attack on the launching of Inkatha's United Workers' Union of SA, which he said was an attempt to divide workers

Pretoria payroll

He wanted to know why, if Chief Buthelezi was a real leader of all South African blacks, he (Chief Buthelezi) was on Pretoria's payroll and had agreed to govern only kwazulu, and not the whole of South Africa

"We know that Chief Buthelezi is called *mtiwana* (child) What we want to know is why he does not grow up," he said to laughter from the crowd

To more laughter from his audience, Mr Barayi described the ruling National Party as a group of drunks and thieves

President Botha must know that he could not rule the workers through the barrel of a gun

"Whether Botha likes it or not, the workers will eventually get May Day as a paid holiday We know the tree of freedom is watered by blood," said Mr Barayi

Referring to the firing of teargas into the stadium during the rally, Mr Barayi asked if this were part of the reforms President Botha had been talking about

If it was, then reform could "go to hell", he said

Opening the meeting, Cosatu's regional president, Mr Paul Nkuna, called for the recognition of workers' rights, including adequate maternity benefits, the recognition of May Day, the right to strike and a shorter working week without loss of pay

Those being remembered by workers on May Day included Mr Oliver Tambo, representing people in exile, Mr Nelson Mandela, representing those in prison and Dr Neil Aggett, for those who died fighting for workers' rights

Blood

A spokesman for the Municipal Workers' Union of SA, Mr Gatsby Marwri, said workers could not celebrate Johannesburg's centenary because the mortar which built the city was mixed with the blood and sweat of black workers, who had died on the mines

Speakers said yesterday's May Day celebrations should serve notice to employers that the days of capitalist oppression were numbered



The faces of defiance at the Orlando Stadium May Day rally — teargas mask and all

Winnie tells rally she will make no apologies over 'necklace hysteria'

By Rich Mkhondo

This is the text of Mrs Winnie Mandela's speech at the Congress of South African Trade Unions rally at the Orlando Stadium, Soweto, yesterday

"I greet you in the name of our leaders who are languishing in Pretoria's jails and those who are in exile

"The power that you have, made you to declare this day a holiday Throughout the world, this day has been declared a holiday, but in South Africa, the minority regime could not do so, because it is afraid of your power

"If Nelson Mandela were out, if all you, leaders in jail and those who are in exile were back in this country, they would have been with you here today They would not be near any puppet trade union "I want to remind you about

the power that you have You are all aware of the hysteria that has been caused by what I have said about the weapon you are using — a necklace "There has been a hysteria that we must explain ourselves We owe no apology to the puppet regime of this country We owe no apology to Rex Gibson, editor of *The Star*, nor the *Citizen* or the SABC

WORKERS' STRUGGLE

"The struggle in this country is a workers' struggle We are fighting for our land, and we will get our land There is no doubt about that

"I know of no white victim of a necklace, and yet that is where the hysteria came from "White racist South Africa started panicking when I said to you, you have no AK47s "I said to you the enemy is armed to the teeth They have

all the weapons that you can think of "I said we belonged to a disciplined organisation When the time comes, you shall be called upon to defend yourselves, not with a necklace or a match-stick, because you cannot match the might of Pretoria "I said to you, you must accept that Pretoria has declared a war against the oppressed masses, and we are prepared to take the challenge

"I said Pretoria has driven you to a stage where you must declare 1986 a year of the people's freedom

"Here we are converged here, discussing workers' problems, there they are, outside, fully armed and ready to shoot "The panicking racist regime said I advocated violence I never did so "I say to you today, time will come when I will order you to

Yesterday's nationwide May Day stayaway was the biggest in South Africa's history

This is a glance at how the country was affected:

- Industrial areas
- PWV — more than 80 percent stayaway (more than a million workers)
- Natal — 61 percent stayaway (more than 200 000 workers) in Durban/Pinetown district
- E Cape — Port Elizabeth, 100 percent black stayaway, Uitenhage, 100 percent stayaway by coloured community, total stayaway at 18 small towns
- W Cape — 15 percent stayaway
- OFS — stayaway minimal
- Mining
- Chamber of Mines — partial stayaway, with figures ranging from 20 percent to 60 percent
- Anglo American (with greatest black union membership) — gold mines, 80 percent stayaway of morning shift, collieries — 45 percent stayaway
- Transport
- Disrupted virtually nationwide Buses — Patco, 100 percent stayaway in Transvaal, Natal normal
- S.A.T.S. — lighter-than-usual traffic on lines in Pretoria, Johannesburg, Cape Town
- Taxi services disrupted in most towns, especially Reef and Pretoria
- Hospitals
- In general, normal attendance, but high absenteeism at Johannesburg Hospital and Tara (90 percent) and Edendale (80 percent)
- Johannesburg Municipality almost 100 percent attendance
- Rallies banned or venues denied Natal Empangeni and Ladysmith Cape East London, Port Elizabeth, Uitenhage, Paarl
- Transvaal Mamelodi (Pretoria), Boksburg, Vosloorus, Tembisa (East Rand)

stand up and defend yourselves You are the power

"It is your hands which made this country rich I want to call upon you to close up the ranks and prepare for the final onslaught

"The day when you will be called to defend yourselves, you must do so in a disciplined manner

"I said earlier, the wealth of this country belongs to you Your blood, sweat and hands are digging those mines

"It is the workers' struggle that is going to liberate this country It is you the workers who will be called upon to defend yourselves against the racist settler-invasaders It is you who must close up the ranks and you will be called upon to declare a final onslaught "Amandla, Amandla, Mayibuye"

By Sheryl Rame

Black workers, who yesterday unilaterally declared May 1 a public holiday, have demonstrated they have the organisation and the power to bring the country to a standstill

The Independent Labour Monitoring Group (ILMG), comprising academics from universities around the country, and using a scientific sample, found that at least 1.5-million black, coloured and Indian workers took May Day off If black pupils and teachers are included, the figure could have been as high as 2.5-million

"This is the first national stayaway since 1961 and the first national May Day stayaway," said Professor Eddie Webster, of the Wits Sociology Dept

In the PWV area at least a million workers took the day off (more than 80 percent of the workforce)

Between 99 and 100 percent of black workers stayed away in the Port Elizabeth/Uitenhage district

The ILMG's telephone survey of 870 employers included 24 towns in the Eastern Cape — 18 reported 100 percent absenteeism among black employees and four, a total coloured worker stayaway

In the Durban/Pinetown area, there was an overall stayaway of 61 percent (68 percent of black and 31 percent of Indian employees)

LOW ABSENTEEISM

The Western Cape had a relatively low overall absentee figure of 15 percent, comprising 51 percent black and eight percent of coloured workers

Prof Webster said the survey found that most employers (between 50 and 60 percent) supported May Day as a public holiday in exchange for another holiday

"The success of yesterday's stayaway and the attitude of employers, should persuade the Government to take more seriously demands for revising the country's public holiday structure," said Prof Webster

Computing the cost of the stayaway is an impossible task, but the figure is likely to run into millions of rand

- The Independent Labour Monitoring Group (ILMG) comprises academics from the Universities of Natal, Witwatersrand, Cape Town, Rhodes and Port Elizabeth

METAL WAGE TALKS
FINAL 2/5/86
Annual disputes

140A

Two metal industry trade unions, representing mainly black workers, have declared a dispute with the Steel and Engineering Industries Federation of SA (Seifsa) in the annual industrial council wage talks. A third is likely to follow soon.

The Metal and Allied Workers' Union (Mawu), an affiliate of the Congress of South African Trade Unions (Cosatu), and the smaller independent Electrical and Allied Trades Union of SA, took their decision at the second round of the talks last Friday

The Steel, Engineering and Allied Workers Union (Seawu), part of the Council of Unions of SA (Cusa), has said it will take Seifsa's latest offer back to its members. But sources at the council say Seawu left little doubt that it, too, will declare a dispute with Seifsa.

The artisan unions affiliated to the more conservative Confederation of Metal and Building Unions (CMBU) will probably continue negotiations — vividly reflecting the different approaches of unions representing skilled labour on the one hand, and unskilled and semi-skilled on the other.

Nevertheless, there is no hiding the fact that Seifsa's surprisingly high wage offer took all union parties aback. Last year Seifsa kicked off the wage talks by proposing a wage freeze for the hard-pressed industry, final settlement ranged between 8,3% and 9,8%. This year is different. As things stand, it has offered increases ranging from 56c/hour (10,75% up) for workers in the highest wage category, to 28c/hour (14,7%) in the lowest. The proposal would bring the minimum hourly wage in the industry up to R2,18.

This is, however, still a long way short of the R3,50 minimum demanded by Mawu and Seawu (*Current affairs* April 18), which between them represent about 70 000 of the industry's more than 300 000 employees.

Seifsa has taken a conciliatory approach to demands that May Day be regarded as a paid holiday. Its policy will be "no work, no pay." But it has undertaken to make representations to government on the question of public holidays generally. If these fail, Seifsa says it will be prepared to negotiate a solu-

tion with the unions.

The employers have made concessions to union demands for re-employment guarantees for pregnant women. The offer now is that women reporting back to their employers within six months of going on maternity leave will be given preference when vacancies arise. Their employment will then be treated as continuous for purposes such as leave and service benefits.

In addition, the industry's sick fund will pay maternity benefits for 26 weeks instead of the present 13. Together with Unemployment Insurance Fund payments this would mean that women would receive about 90% of their wages for the period.

Seifsa has also offered to increase the leave bonus by 1,5% in the next three years (0,5% annually). It seems there will be no reduction in working hours this year, but the FM understands employers have proposed that a council sub-committee be established to examine the issue before next year's wage round.

The decision about how to handle the disputes declared by Mawu and EATUSA will now have to be handled by the council's executive committee. It may decide to proceed with voluntary arbitration, mediation, or the recommencement of negotiations.

Mawu is doubtless hoping that its one-hour work stoppage two weeks ago, in which it claims close to 30 000 workers at 200 factories participated, will scare Seifsa into substantially improving its wage offer. No one knows precisely what impression Mawu's demonstration has made on employers, but, publicly at least, they appear unflustered.

FIN MAY 2/5/86
MAY DAY IT IS

134 140A

Members of the National Union of Mineworkers (NUM) are legally entitled to strike on May Day — and that's official. The Supreme Court made this ruling on Monday when it rejected an urgent application by the Chamber of Mines to interdict the union from instigating a strike over demands that May 1 be regarded as a paid holiday.

The judgment comes at a time of high expectations that thousands of workers around the country will take the day off.

Mr Justice A J Vermooten held that the dispute between the NUM and the chamber over the issue dated back to last year's wage negotiations and had not been resolved. The union was therefore entitled to call a strike. "The right to strike, once acquired, does not become stale until settled," the judge said.

The court did, however, accede to a chamber request to set aside a conciliation board appointed by the Minister of Manpower to consider the dispute. The chamber asked for a board which would consider an alleged breach of a past bar-

gaining practice. The court said the minister had exceeded his powers by appointing the board to consider a demand for a paid May Day.

As the *FM* went to press, the NUM was expecting the majority of its 250 000 members to heed the strike call.

The chamber has declined to comment on the judgment, saying it is "complex" and requires "careful study." But it has stated its member mines will follow a policy of "no work, no pay." The chamber has stressed that it does not regard a May Day holiday as a "holy cow."

A May Day strike by black mineworkers could, however, cause major headaches for the chamber. Last week the Council of Mining Unions — an umbrella body for unions representing mainly white workers — announced that its members will not in future do the work of black strikers. And the rightwing Mineworkers' Union has threatened to instruct its members to unilaterally declare January 1 a holiday if black mineworkers treat May 1 as a holiday.

FIN MAIL 2/5/85
MINING INDUSTRY 140A

Gencor raises wages

Gencor has implemented general wage increases for all black employees and the majority of officials on its gold, coal and platinum mines. But it has done so without the agreement of the National Union of Mineworkers (NUM) — raising the prospect that old animosities from last year's legal mine strike will be rekindled.

The increases, backdated to April 1, flow from a Gencor decision to make "market adjustments" to wages. However, implementation was delayed pending the outcome of negotiations at the Chamber of Mines on three disputes — at Marievale gold mine, Matla Colliery, and Transvaal Navigation Collieries — hanging over from last year. The decision to implement the general increase came after the negotiations broke down last week.

Not adjusted

Gencor's wages have not been adjusted since July 1 last year when the group unilaterally implemented the offer the chamber had standing at the time in the annual industry wage negotiations. On collieries, wages for lowest grade surface workers now rise by R4 a month (over and above the R25 implemented last July 1), while wages for the highest grade workers increase by R32 a month (R61). Hikes for underground workers range from R6 (R26) to R33 (R64). On Gencor's gold and platinum mines the wages of the lowest grade surface workers rise by R4 a month (R23) and by R32 (R64) for the highest grade workers. Underground workers receive increases ranging from R6 (R24) to R33 (R64).

Gencor pay has generally lagged behind that of most other mining houses. While the NUM has indicated that it finds the offers per se acceptable, the core of the dispute is that it wants them backdated to July 1 1985.

Says Gencor Mining manpower director Naas Steenkamp "We were anxious to settle the lingering dispute in the best way possible — which is through negotiation — and anxious also to conduct them in good faith. Regrettably, they broke down. It was not because of what we were prepared to offer, but because of a long-standing industry convention that negotiations take place once annually, that agreements are implemented in the month after they are clinched, and that management does not backdate. This convention is accepted by all the unions

we deal with, including the Num, which last year accepted late offers from two mining houses without backdating. However, the union is now disputing the convention."

Steenkamp also points out that in all but three categories, the increases exceed the NUM's demand. His comments reflect an obvious concern about the Industrial Court's adverse remarks about the group's industrial relations practices during the Marievale hearing.

Nevertheless, the NUM is standing firm. The union plans to discuss the dispute with its members, and the possibility of renewed strike action cannot be ruled out. ■

CLAIRE PICKARD-CAMBRIDGE

EIGHT metal unions are to hold talks to establish a giant union to represent their workers

The decision was taken at a conference of the council of the International Metalworkers' Federation (IMF) in Johannesburg earlier this week

The Motor Industry Combined Workers' Union (Micwu), the National Automobile & Allied Workers' Union (Naawu) and the Metal & Allied Workers' Union (Mawu) report good progress in the merger talks

However, the formation of the giant union will be a complicated task, which is an important, but longer-term aim.

The question of disinvestment proved more controversial

The council voted in support of international pressure aimed at

BUSDAY 2/5/86

Metal unions talk on merging forces

eliminating apartheid. Unions agreed to obtain a mandate from members to formulate a clear policy on disinvestment before the end of 1986

The question of political policy is an issue which has not yet been thoroughly debated within the council.

However, a motion was carried which included not affiliating to any political organisation. Unions nevertheless resolved to take up political struggle — if it was in the interests of workers — through their membership and through alliances with progressive community and political or-

ganisations

Mawu's David Madupela said unions faced the danger of being used by political organisations and being left to bear the consequences of certain actions

"We have seen Zambian and Zimbabwean political organisations obtain what they want, but then suppress the unions who helped them to power," he said

Other resolutions were

- To fight to establish a living minimum wage in the metal industry
- To work for effective co-operation by affiliates in collective bargaining

Pick 'n Pay staff call off strike

Own Correspondent

DURBAN — The planned nation-wide strike by Pick 'n Pay workers for today has been called off, according to Mr Rene de Wet, the company's personnel director

And a Supreme Court interdict which the company was to have brought against the Commercial Catering and Allied Workers' Union (CCAWUSA) to stop the strike, has been postponed until 2pm today

Speaking from Pick 'n

Pay's headquarters in Johannesburg, he said further talks would be held with the union today in a bid to resolve the dispute

CCAWUSA had threatened earlier this week to call its 5 200 members at Pick 'n Pay to go out on strike in support of their demand for a R90-a-month across-the-board wage increase

Mr de Wet said the company was willing to drop the interdict if CCAWUSA was willing to negotiate

May Day detentions and police action for discussion

Weekend Argus Labour Reporter

DETENTIONS of unionists and police disruption of May Day rallies in the Western Cape are to be discussed at all levels by the Congress of South African Trade Unions (Cosatu)

A statement from Cosatu's Western Cape region today said that three of their seven rallies yesterday were disrupted by police action

Attempts by organisers at both the Bonteheuwel and Bellville South rallies to negotiate the orderly dispersal of people from the halls met with no co-operation by police.

"The crowded meeting at Nyanga East was thrown into confusion and panic when teargas canisters were fired into the building

"Assist the situation"

"We cannot see how actions such as these could assist the situation," the statement said

"We see the police actions as desperate attempts to disorganise the disciplined unity of workers celebrating May Day as their holiday."

Although many employers had recognised the seriousness with which organised workers had taken up the call for May Day as a paid holiday, the actions of police were seen as confrontational

An SAP liaison officer, Lieutenant Attie Laubscher, said police did not interfere while meetings were in progress because they were not banned

Police action happened after the meetings when people formed groups and started to shout and sing and throw stones at police and passersby.

These illegal gatherings were warned to disperse and after a reasonable time police "used minimum force — tearsmoke — to disperse them".

He denied that tearsmoke was fired into the hall at Nyanga East but it was possible that tearsmoke fired outside could have drifted into the hall

Attempts by the organisers at dispersal of the people were unsuccessful and police acted against what were then illegal gatherings

Parties Employer Organisation: the Eastern Province Automobile Manufacturers' Association

Court stops Inkatha woman from assaulting Cosatu man's family

By SIBUSISO MNGADI

AN Inkatha Women's Brigade executive member has been ordered not to threaten an activist and his family

Women's Brigade ward chairman Virginia Shandu was temporarily restrained by the Durban Supreme Court from threatening Samuel Dlamini and his son, Kisa - a Health and Allied Workers' Union member - or damaging their property

Dlamini said in an affidavit that he believed recent attacks on his home were the result of hostility between Inkatha and the United Democratic Front - which his son supported

Dlamini said his son told him the initial hostility between him and Shandu be-

gan last September, when he was involved in the Education Crisis Committee

Kisa told him a meeting had been held at Shandu's home on March 8 this year, where three Inkatha members made plans to attack their home

On March 25, a group of men attacked their home armed with sticks and sjamboks

He also saw about four people with rifles and shotguns, who fired shots through the diningroom

and bedroom windows

Dlamini said he was dragged outside and assaulted with sjamboks and sticks

When he went to the Ntuzuma police station, he was told the case could not be reported and no statement was taken

Dlamini said Shandu's neighbour told him the next day that the women's brigade boss had said she would kill him and his family and burn his house if they did not move from the

area

The following night, a group attacked his home again He was wounded in the face and neck and a small shack and bedroom were set alight He went to hospital for treatment

On March 29, a Putco bus with armed men stopped outside his house

The men demanded to see him, but his wife told them he had fled and they left again

Dlamini said the family eventually left their home

because it was "too dangerous to stay there"

He and his son were afraid to return because they believed Shangu and those under her control wanted to kill or seriously injure them

● Judge Leon postponed the case until May 20 to allow Shandu to explain why she should not be interdicted

Shandu is Inkatha Women's Brigade chairman in Ward 7, Ntuzuma

Inkatha men 'hit unionist's house'

HOSTILITIES between Inkatha and the Congress of SA Trade Unions reached a peak this week, with two Inkatha Youth Brigade organisers and two KwaZulu cops appearing in the Ntuzuma Magistrate's Court in connection with attacks on the home of a union organiser

Inkatha youth organiser Mathews Sibanda, 36, Inkatha Youth national organiser Ntwe Mafole, 28, Elliot Mbele, 35, Abraham Makathini, 31, Lungisani Mtshali, 21, Zwelisha Magwaza, 18, and four youths were charged with two attempted murders, arson and two charges of malicious

damage to property

Makathini and Mtshali are both cops

The charges arose from the attack on the home of Cosatu regional secretary Thami Mohlomi, who spent six years on Robben Island on "terrorism" charges

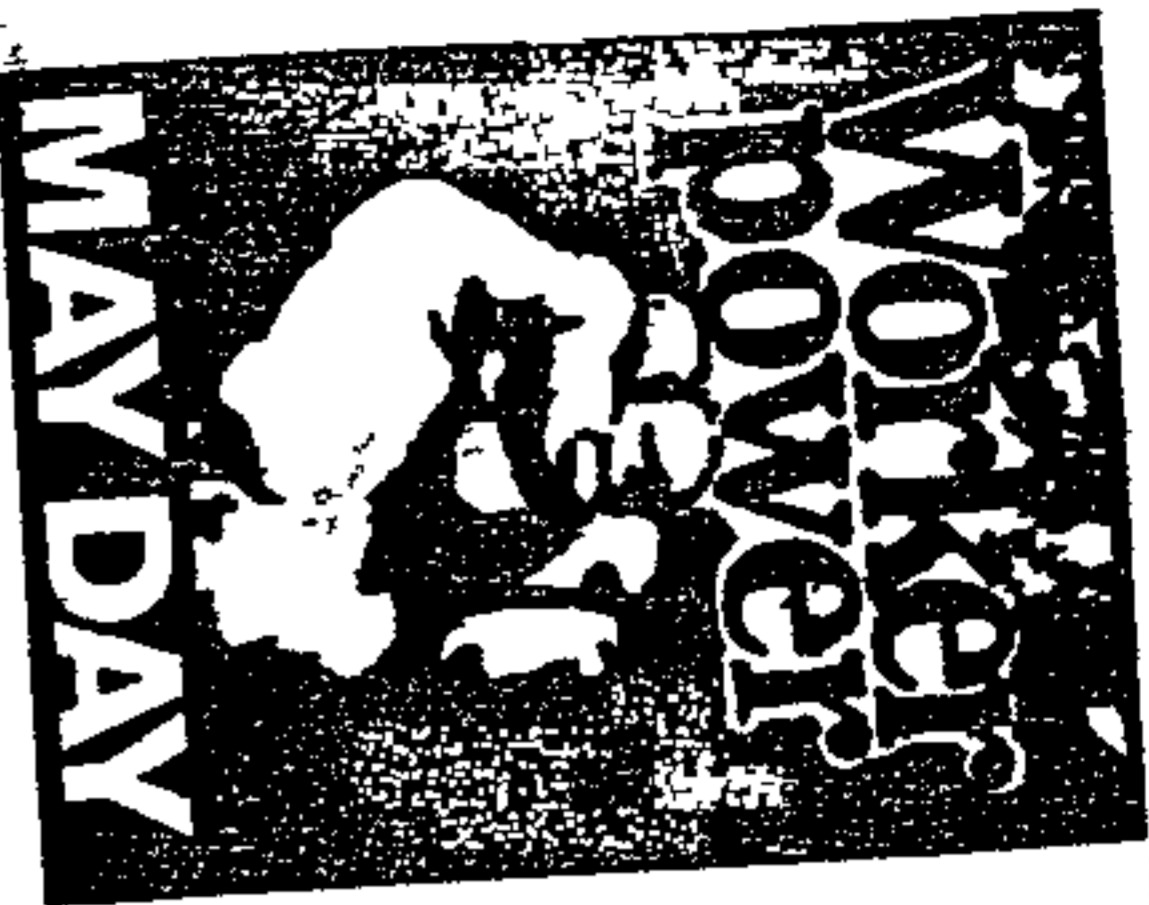
Two people were wounded, two cars gutted and the

house petrolbombed during the attack

The case was postponed to June 3 and the men released on R100 bail each

● Fierce battles between Inkatha and progressive organisations in Natal have left many people injured in recent weeks

Political comment and newsbills by Percy Qoboza, and headlines and sub-editing by David Niddrie and Chris Vick - all of 204 Eloff Street Extension, Johannesburg

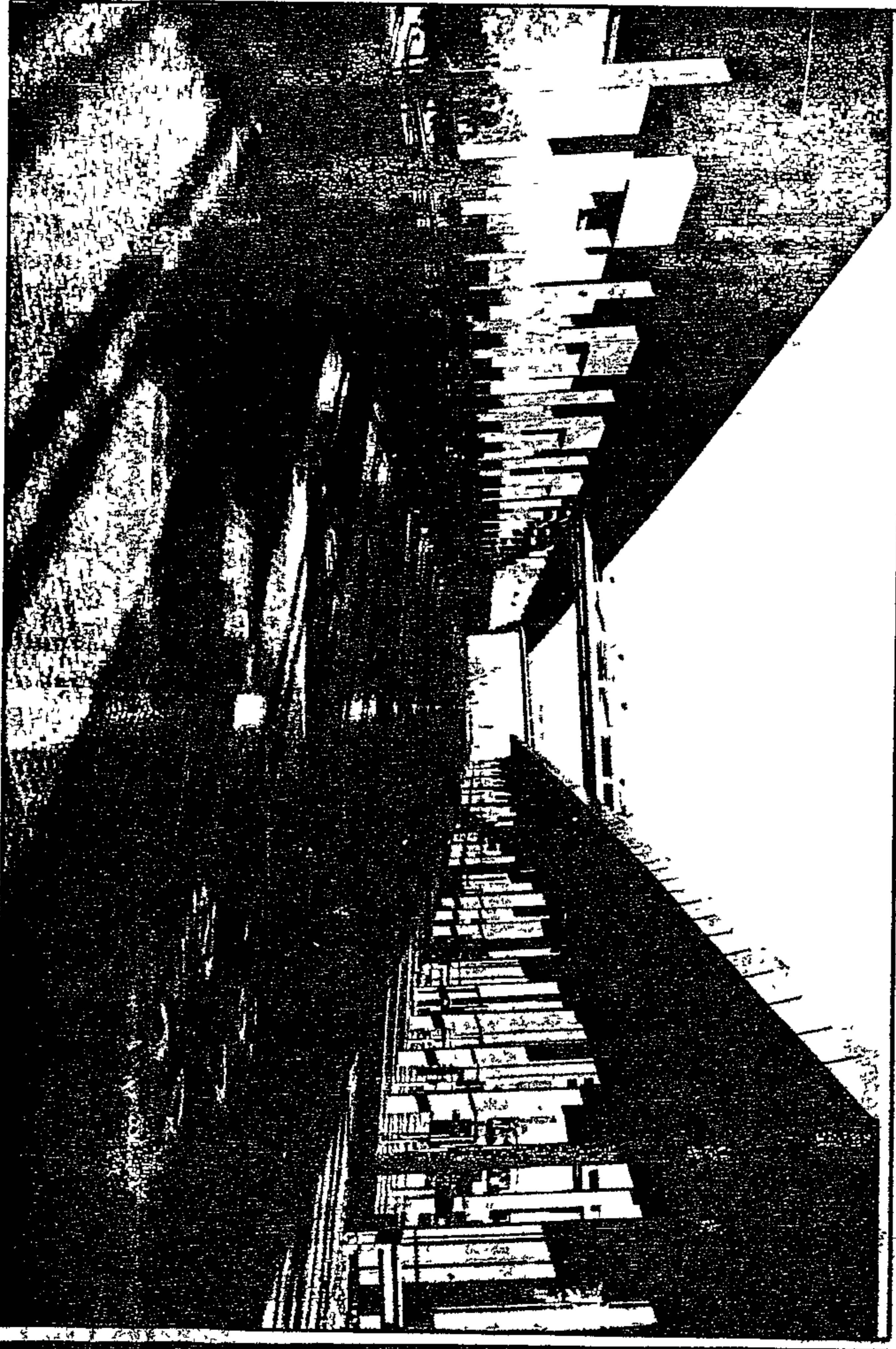


Workers close the factories - and go to rallies instead

MORE than a million workers yesterday made May Day 1986 the biggest worker celebration in South Africa's history

- A nationwide stayaway left factories deserted - with much of the country's workforce flocking to May Day rallies, called to mark the 100th anniversary of international labour day
 - The main focus was on Durban, where the Congress of SA Trade Unions and the Inkatha-backed United Workers' Union of SA held two different rallies
 - An almost total stayaway was reported in Johannesburg, Pretoria, Cape Town, the Western Transvaal, East London - and Port Elizabeth where May Day rallies were banned by the local magistrate
 - A massive rally was held at Orlando Stadium where 15 000 workers waved the Cosatu flag under the eye of a minority of police and troops
 - Ten miners were injured - one of them seriously - in clashes with security officials at Libham gold mine on the eve of May Day
 - A massive stayaway was reported on some of the country's mines
 - Picked reported an "almost 100% stayaway" by its drivers and staff - and no buses ran scheduled routes in the Transvaal
 - Schools throughout the country were empty as students virtually turned May Day into a second June 16
 - May Day was also marked by a limpet mine blast in Cape Town - which wrecked a toilet - and the petrol-bombing of trains running from Soweto to Johannesburg
- All eyes were on Durban, though, where Inkatha launched Uvusa at a rally attended by more than 50 000 people - and at least 10 000 workers flocked to a Cosatu May Day rally at Curries Fountain in the three-kilometre square

MAY DAY MILLION



Soweto's Baragwanath early empty bus terminus yesterday - indicative of the situation through the country
PHOTO BY MIKE KZILENI

AGE
DECK WITH
HIS TAIL
WATERS
Born again
Highlands
Park buys out
Pretoria
CALLS

URGENT
W.D.O
Botho
Bishop
Nkomo

...All eyes were on Durban, though, where Inkatha laun-
ched Uvusa at a rally attended by more than 50 000 people
- and at least 10 000 workers flocked to a Cosatu May Day
rally at Curries Fountain, just three kilometres away.
The Council of Unions of SA also held a joint meeting at
a Durban hotel with the Azanian Confederation of Trade
Unions.

The rallies showed the stark differences between worker
groupings - with Inkatha making a particularly strong bid to
woo workers to its rally, paying the streets of nearby
townships with anti-Cosatu pamphlets, and offering free
lifts to Durban on hired buses and taxis.

There was an incident between Cosatu officials and a
Durban police sergeant who questioned them about May
Day pamphlets being unloaded from a car.
Later, Cosatu also protested against the diversion of 10
buses to the Uvusa rally.
By pro-Uvusa forces.

East London

**Cosatu
walks
against
sackings**

FACTORIES and busi-
nesses in the border area
came to a halt yesterday as
thousands of workers re-
sponded to the May Day
call.

And while many organi-
sations were preparing to
attend rallies yesterday
morning the UDF and Co-
satu called on bosses to re-
cognise May Day as a pub-
lic holiday.

They warned that dismis-
sals at Da Gama Textiles,
Trace Industries, SA Trans-
port Services and in the
Fort Jackson industrial area
would not go unchallenged.
Schools in black, col-
oured and Indian areas
were closed as pupils stayed
away despite the heavy
presence of security forces
in Durban Village and its
surrounding areas.

Meanwhile, Captain H
Koozeberg of East Lon-
don's security police said
police warned Sasu on
Tuesday night that it was a
crime to disrupt the city's
essential services and to en-
courage workers to stay
away.

A ballot to gauge the re-
sponse of traders to the May
Day stayaway call by un-
ions and the UDF was con-
ducted by security cops, a
spokesman for the East
London Oriental Plaza
Traders Association said.

Soweto's Baragwanath eerily empty bus terminus yesterday - indicative of the situation through the country.



City Press cartoonist Abe Berry pays tribute to workers on the 100th anniversary of May Day.

But pupils were told they
could stay at home if they
could.

The exception was Kwa
Zulu, where classes were
held "as normal" after a
directive from KwaZulu
Education Minister Oscar
Dhlomo.

South Africa's mines
were the only area where
clashes had been reported
with police at the time of
the stayaway call.

According to a National
Union of Mineworkers spo-
kesman, armed white mi-
ne officials broke up a meeting
at Libonon gold mine just
before night-shift workers
were due to leave a May
Day meeting.

When they saw the mi-
ners weren't prepared to go
underground they fired to
warn them out," the spokesman
said.

A mine security spokes-
man said police were pre-
venting the intimidation of
mineworkers who wanted to
work.

Most Western Transvaal
miners were reported to
have observed the call for no
work following the NUM's
successful court battle over
the right to strike on May
Day.

Port Elizabeth

PORT Elizabeth workers
are planning to shut down
the city until Monday - be-
cause their indoor May Day
rally was banned at the last
minute by the city's acting
chief magistrate.

And their May Day cele-
brations scheduled for
10am yesterday and banned
by acting chief magistrate
DFM Smith in terms of Sec-
tion 40 (1) (B) of the Internal
Security Act - will now be
held at the Active Transport
Hall in Korsten at 10am on
Monday.

The banning notice -
from yesterday at 5pm to
tomorrow at 5pm - was ad-
dressed to Congress of SA
Trade Unions PE chairman
and May Day Coordinating
Committee chairman A
Mkhapi on Wednesday.

The decision to extend
the stayaway was an-
nounced to thousands of
pamphlets distributed in the
black townships by the area
and street committees last
night.

The pamphlets - issued
by the co-ordinating com-
mittee which represents the
Cosatu, the United Demo-
cratic Front and the Council
of Unions of SA - said
Bannings won't stop us.

"The banning is a clear
indication that the State
does not respect and serve
the interests of the people
who are producing the we-
alth of the country and
community at large," it
read.

At a meeting on Wednes-
day night the co-ordinating
committee also decided
that:

- Workers would stage a to-
tal stayaway on Friday.
- This action would be re-
peated until workers were
allowed to hold their May
Day rally. Because the in-
door rally has been banned
until Saturday, workers are
now forced to stay away on
Monday.
- Workers will collect their
wages today between 12 and
3pm.
- Shops in the townships
will be open today - Sapa

Planeloches cops took
the registration numbers of
all vehicles entering the sta-
dium.

Speakers at the rally in-
cluded Cosatu president
Elijah Barayi, NUM secre-
tary general Cyril Ram-
phosa and Soweto Civic As-
sociation organising secre-
tary Amos Masondo.

Other speakers included
Sobhuqa were completely
deserted and there were
more police vehicles on the
streets than private cars.

Trams on the city as in
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were empty or had very few
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CITYA 4/5/86.

UDF condemns raid on Border activists group

By BENITO PHILLIPS

THE UDF and Cosatu have condemned the detention of Border UDF publicity secretary Mafa Goci and three other UDF activists

Goci was allegedly held with Chief Ndindwa, SA Allied Workers' Union organiser Xola Madikana, and UDF activist Andile Ntiyana at a meeting at St Peter Claver's Catholic Church in Duncan Village

Police allegedly also confiscated certain documents after photographing and questioning those present

Cosatu and the UDF said the disruption of their joint meeting contradicted the Government's statement that SA was a democratic state

"The UDF and Cosatu try to practice that democratic right, as both are legal organisations - but this right has been by the security forces"

● Border police liaison officer Lt Dot van der Vyver confirmed Goci and Ndindwa had been detained under Section 50 of the Internal Security Act

She said there was no record that Madikana and Ntiyana had been detained

TUCSA LOSS MEANS GAIN FOR COSATU

By SIBUSISO MNCADI

THE Congress of SA Trade Unions is set to receive a major boost to its already large membership with the affiliation of two major trade unions — among them a disenchanted Trade Union Council of SA break away

After several talks on unity, five domestic workers' organisations from all over SA have finally agreed to form one union — the SA Domestic Workers' Union

This resolution was taken at a meeting held at the Lutheran Centre in Johannesburg, where October 24 was set as D-day for the new union's launch

The organisations which are due to disband to make way for Sadwu are South African Domestic Workers' Association, the Cape Town based Domestic Workers' Association, National Domestic Workers' Union, East London Domestic Workers' Union and Port Elizabeth Domestic Workers' Union

Sadwu national organiser Mary Mkhwanazi said the decision to unite came at a time when it was needed more than ever before

"We felt unity will make the domestic's voice stronger and struggling side by side with our sister organisations within Cosatu will help bring the Government to a negotiating table

"Our main priority is to fight for domestic workers to have laws regulating their minimum wages and working conditions

"And so the resolution to affiliate to Cosatu came as no surprise as already some of us have been closely linked to certain of its af-

filiates," said Mkhwanazi

She said Sadwu will be launched at a mass rally in Johannesburg. At first they had chosen Durban but after experiencing fighting there during the National Education Crisis Committee Conference they decided to change venue

Mkhwanazi said some of their members who attended are still having nightmares about the impi raid which left two of their members dead

In major policy shift, the 6 000-strong Durban Integrated Municipal Employees' Society is to investigate the possibility of affiliating to Cosatu. This follows a decision taken at its annual general meeting to pull out of Tucsa

Dimes honorary organising secretary Dharam Kisson Singh said "At our AGM it was pointed out that Tucsa no longer represented the views of the majority of workers and failed to identify with the aspirations of the black people"

"It was also pointed out that Tucsa was moving in the opposition direction to the general mood of the majority of workers who sought a new deal. It had failed to respond to the challenges facing the country and identified too closely with the State and establishment," said Singh

Singh said it has been suggested by some members that Dimes affiliate to Cosatu, but as notice of this was not given to the meeting, no decision could be taken.

But the general view was that Dimes should affiliate to Cosatu. This will be discussed at a later stage

Cosatu's May Day success

THE Congress of South African Trade Unions (Cosatu) said at the weekend more than 150 000 workers took part in Cosatu May Day rallies across the country.

A statement from a Cosatu spokesman said this was twice the number of those who turned up for the Inkatha trade union launch in Durban.

But the statement also said. "For Cosatu the question of who attracted most workers to May Day rallies is overshadowed by the achievement of the biggest ever general strike in South Africa's history"

According to Cosatu

1,5 million workers followed the call not to go to work on May Day

"In effect South African workers have taken May Day and turned it into a workers' holiday

"They have not waited for employers or Government agreement but seized the initiative themselves

"It is another sign of the growing confidence of workers and the increasing strength of trade union organisations".

The statement said 152 000 workers took part in Cosatu May Day events, including 30 000 at Soweto, 25 000 in Witbank, 15 000 in Durban and 19 000 at va-

nous locations in the Western Cape

Cosatu alleged police disrupted several meetings

Cosatu had planned to hold 24 rallies on May 1 and of these nine were totally disrupted through bannings and police action, the statement said

Attempts

"The police and army also prevented buses reaching some rallies

"Cosatu May Day rallies were banned in Port Elizabeth, Uitenhage, Pretoria and Brits

"If they had been allowed, the participation in Cosatu rallies would have been even bigger,"

the spokesman said

"This was achieved without the help of Johannesburg Press consultants and with a lack of public transport as bus drivers stopped work for the day

"Despite serious attempts by the authori-

ties to stop Cosatu from holding May Day rallies in several locations and teargas attacks by the police in some stadiums, the massive turnout by workers showed Cosatu's continuing strength and popularity". — Sapa

SOWETAN 5/5/86

140A

5/5/86

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17/6/73 5/5/16

Woodworkers' Union wants to join Cosatu

Labour Reporter (140/1/23)

THE 4 000-member Woodworkers' Union will apply for membership of the Congress of South African Trade Unions (Cosatu)

Union secretary Mr Eddie Kapp said the decision had been taken at a meeting in March. It had subsequently been approved by the branches.

Meanwhile, a dispute created by the New Zealand Cavaliers match against Western Province has been settled.

Contractors building a new stand at Newlands wanted to put workers off for the day without pay. Workers objected to losing a day's pay because of a "rebel" rugby tour. After representations from the union and the Building Workers' Union they worked the day in on a Sunday at overtime rates.

2 May Day deaths on Reef ^{5/3/86} ⁽¹⁴⁰¹⁾ ~~Cosatu~~

By Jon Qwelane ^{STAN}

At least two people died on May Day in the Vaal Triangle, according to the Congress of South African Trade Unions (Cosatu), which was among the organisers of the countrywide stayaways

One of those who died, Mr Joseph Mkhwanazi, could probably have been saved had the ambulance not "stood unattended with injured people inside for more than two hours"

UNION'S CLAIMS DISMISSED

But Major M J Halgryn of the SAP Directorate for Public Relations (West Rand), dismissed the union's claims that there were fatalities as a result of police action in the Vaal Triangle on May Day.

He said the police were attacked with petrol bombs in the township of Boipatong in the area

"The police opened fire with shotguns, firing three bullets. Three people were injured and were taken to Sebokeng Hospital where they were placed under po-

lice guard," Major Halgryn said

The other person was allegedly shot dead by police. He was taxi driver Mr Madala Mofokeng, who died near Sebokeng Hostel from where he was transporting people to a May Day rally.

The police said the meeting at the stadium was illegal, so it was transferred to the NG Kerk. Cosatu's "marshalls" directed people to the church.

"Hardly an hour after the meeting started at the church, the police arrived and gave orders to one of the marshalls to close the gathering.

"The people were given 10 minutes to disperse, but before a minute had passed teargas was fired into the church," says Mr Richard Mnculwane, regional organiser for Cosatu in the Vaal Triangle

The teargassing was followed by a stampede in which many people were injured

Cosatu, which is seeking legal advice on the alleged activities of the police, says those who were injured or have relatives missing should contact the union's Vaal advice office at (016) 21-2131 and 22-4362

Wage strike is suspended

6/5/86 SOWETAN

THE Commercial, Catering and Allied Workers' Union of SA (Ccawusa) has indefinitely suspended a planned wage strike by 5 000 union members at Pick 'n Pay stores.

Ccawusa has accused Pick 'n Pay management of picking "a discriminatory section" in the Labour Relations Act to prevent union members from going on strike last Friday

Pick 'n Pay management had invoked a

By LEN MASEKO

140A

clause in the legislation, describing as illegal any strike taking place before the 30 days conciliation period expired. Any strike before today (Tuesday) — when the conciliation period expires — would have been illegal, the management argued.

A Ccawusa spokesman yesterday criticised Pick 'n Pay of taking

"full advantage of apartheid legislation inconsistent with the civilised countries such as South Africa." The union would review its strike threat and decide soon on any form of industrial action, he said.

Protest

Meanwhile, dozens of Ccawusa members at Foschini are still out on strike, protesting against the retrenchment of 301 colleagues at various divisions of the company.

- The Food Beverage Workers' Union yesterday deplored the detention of a union member, apparently arrested after a funeral in Vosloorus at the weekend.

The member is Mr Joseph Oupa Masuku, a FBWU shop steward at Unilever in Boksburg. According to the FBWU, the unionist had been traced to an East Rand police station.

- The 250 workers employed by AECI's Alrode plant returned to work yesterday, almost eight weeks after downing tools in demand of pay rises.

Their union, the SA Chemical Workers' Union, recently reached agreement with AECI management.

Company goes to court to head off strike

Mercury Correspondent
JOHANNESBURG—Pick 'n
Pay will make a last-minute
attempt in the Supreme
Court today to head off a
planned wage strike by the
Commercial, Catering and
Allied Workers' Union.

The company postponed
its application for an inter-
dict to prevent the union
organising a strike at Pick
'n Pay until today after the
union undertook to tempo-
rarily postpone the strike,
which was due to start last
Friday

The union is contesting
the application

Dismissed

The union is also expect-
ed to respond today to the
company's improved wage
offer of a R60 increase
backdated from March and
another R30 from July.

The union believes its de-
mand of an immediate R90
across-the-board increase
on a minimum wage of R303
is barely enough to keep
abreast of racing inflation

The union says it will call
out 8 000 workers at more
than 60 Pick 'n Pay stores if
its demands are not met.

The company has said
that only 5 000 employees at

38 concerns are affected by
the dispute

The Phosphate Develop-
ment Corporation (Foscor)
in Phalaborwa is to meet
the National Union of
Mineworkers (NUM) today
to discuss issues which in-
clude the possible
reinstatement of workers
dismissed after a May Day
stay-away.

NUM leader Cyril
Ramaphosa said Foscor
was the only company in
South Africa to dismiss
workers who took part in
the stay-away. About 1 000
workers had been fired, he
said

The company has not dis-
closed the number dis-
missed, but says the
dismissals were the result
of workers staging three il-
legal stay-aways since De-
cember, 1985

140A
Mercury 9/9/86

6/5/53
STAR 140A

Union decides on Pick 'n Pay offer

The Commercial, Catering and Allied Workers Union (Ccawusa) is expected to announce today whether it will accept a revised wage offer from Pick 'n Pay.

The offer was made after the union threatened last Friday to call a strike which, it said, would affect about 8 000 workers at nearly 60 stores.

Pick 'n Pay says only 5 000 employees would be affected.

Ccawusa suspended the strike on Friday after Pick 'n Pay threatened to take Supreme Court action.

**NUM leaders
allegedly
in custody**

ADWA

BUS OAI 6/3/86
NATIONAL Union of Mineworkers president James Molatsi and other regional members have allegedly been detained by police.

According to Marcel Golding, a spokesman for the union, Motlatsi and the others were detained on Sunday after a funeral in Khutsong township, under Section 50 of the Internal Security Act

However, police would not confirm the detentions.

"NUM condemns the detention of its office bearers. We demand their immediate release and an end of harassment of unionists," Golding said.

"The president's detention will only exacerbate the already tense situation on the mines"

Union decides on Pick 'n Pay offer

6/5/53
STAR *1401A*
The Commercial, Catering and Allied Workers Union (Ccawusa) is expected to announce today whether it will accept a revised wage offer from Pick 'n Pay.

The offer was made after the union threatened last Friday to call a strike which, it said, would affect about 8 000 workers at nearly 60 stores.

Pick 'n Pay says only 5 000 employees would be affected.

Ccawusa suspended the strike on Friday after Pick 'n Pay threatened to take Supreme Court action

Pick 'n Pay sit-in pay strike planned

7/5/86
STRIKE
1450H
1600H

About 8 000 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) were expected to stage a sit-in strike today at 60 Pick 'n Pay concerns around the country after wage talks between the union and the company deadlocked yesterday

A Pick 'n Pay spokesman said today the group had received reports of work stoppages from stores, but that it was too early to gauge the extent of the strike. Contingency plans had been made and would swing into action immediately.

Housewives had phoned to offer help. School children, university students, casual employees and white monthly-paid staff would stand in for the strikers.

Those expected to go on strike included packers, till operators, cleaners and warehouse staff.

According to company estimates the strike is expected to affect 38 stores, warehouses and hypermarkets and will involve a maximum of 5 200 of its 13 100 black employees.

The decision to stop work follows Pick 'n Pay's failure to meet Ccawusa's ultimatum to agree to a R90 a month across-the-board increase by yesterday afternoon. Pick 'n Pay has offered the workers a monthly increase of R80, backdated to March 1, or a split rise of R60 from March with a further R30 in July.

7/5/86 (140A) 152

Num threatens to act

MEMBERS of the National Union of Mineworkers threatened action if their detained president, Mr James Motlatsi, and another four union members are not released.

The five were detained by Carletonville police under Section 50 of the International Security Act after attending a funeral at Khut-song township.

Sapa reports that Num spokesman Mr Marcel Golding said yesterday the union had made no decision on stoppages following a call for the immediate release of the Num president and the other members

Meanwhile lawyers representing Pick 'n Pay and the Commercial, Catering and Allied

Workers' Union (Cca-wusa) were yesterday locked in talks in a bid to avert a strike at the retail group's stores.

As the 30-day conciliation period expired yesterday, Pick 'n Pay indicated that the lawyers would most probably decide on going to court.

Ccawusa is demanding a R90 per month increase for its 5 000

members at Pick 'n Pay, while management offers a split increase of R50 from March 1 and R40 from October this year.

Sapa reports that employees of the Foschini clothing chain group staged a placard demonstration yesterday outside the group's divisional office in Durban to protest against retrenchment of 300 workers

SOWETAN

CHAMP TMS 7/5/66
Motlatsi
free after
two days

Own Correspondent

JOHANNESBURG. —
The president of the
National Union of
Mineworkers, Mr James
Motlatsi, was released
from detention yester-
day after being held for
two days under section
50 of the Internal Secur-
ity Act

This was confirmed by
police yesterday. But
several other NUM
members arrested with
Mr Motlatsi in Khutsong,
near Carltonville, on
Sunday do not yet ap-
pear to have been re-
leased

Representatives from
several regions of the
NUM said yesterday that
workers were threaten-
ing work stoppages if Mr
Motlatsi and the others
were not released

An Anglo American
spokesman said the com-
pany was now aware of
six employees, including
Mr Motlatsi, who had
been detained in Carl-
tonville. "We are con-
cerned about their well-
being and have made
inquiries with the
police. But we cannot
comment further be-
cause they were de-
tained in terms of secur-
ity legislation," he said

A police spokesman
said 47 people had been
arrested in Khutsong on
Sunday. He said Mr Mot-
latsi and several others
had been released, but
he could not establish
who had been NUM
members

7/5/86

BLW DAY

140A

Pick 'n Pay staff rejects wage offer

CLAIRE PICKARD-CAMBRIDGE

THE Commercial, Catering and Allied Workers' Union (Ccaawusa) yesterday rejected Pick 'n Pay's revised wage offer and announced it would take industrial action at more than 60 stores.

The union is demanding a R90-across-the-board increase while the company's latest offer is R80

Ccaawusa organiser Jeremy Daphne said up to 8 000 workers could be affected by industrial action "which could take any number of forms"

The company said it would affect just over 5 000 employees

Daphne maintained the union's demand was reasonable. The increase to the company's present average monthly wage (R433) would not make it a living wage, he said

The Rand Supreme Court ruled yesterday that a proposed strike by Ccaawusa against Pick 'n Pay between May 2 and May 5 would be illegal

But the union is to go ahead. It believes the strike would be legal as, among other reasons, 30-days have expired since a conciliation board was appointed to resolve the dispute

□ A strike at Foschini stores in the Transvaal, Natal and Free State continued yesterday. Workers are demanding the reinstatement of more than 200 retrenched workers

Cape Times
7/5/86

Shop workers plan 'action'

Own Correspondent

JOHANNESBURG — The Commercial, Catering and Allied Workers' Union (CCAWUSA) yesterday rejected Pick 'n Pay's revised wage offer and announced that it would embark on a campaign of industrial action at more than 60 stores

The union is demanding a R90 across-the-board increase while the company's latest offer is R80.

CCAWUSA spokesman Mr Jeremy Daphne said up to 8 000 workers could be affected by industrial action "which could take any number of forms", while the company says just over 5 000 employees are affected

Mr Daphne said the action would be nationwide with the exception of stores in the Western Cape and parts of the Northern Transvaal

He said both sides had urged each other to reconsider their positions but neither was prepared to back down

Mr Daphne said the union's demand was reasonable because the company's present average wage of R433 a month, with the increase, would still not be a living wage.

Pick 'n Pay general manager Mr Rene de Wet told Sapa last night that the company had not given in to the wage demands and had asked CCUWASA to return to the negotiating table

He said. "We cannot continue to try to sort this thing out over the telex machine"

He said the company had contingency plans to deal with any action

"We intend to trade as normal and trust there will not be too much disruption to customers," Mr De Wet said

Police release NUM president from detention

Bus DAY 7/5/85

140A

NATIONAL Union of Mineworkers' (NUM) president James Motlatsi was released from detention in Carletonville yesterday, police said.

But several other NUM members arrested with him in Khutsong township, near Carletonville, on Sunday have apparently not yet been released.

Motlatsi was held for two days under Section 50 of the Internal Security Act.

Several NUM regional representatives said yesterday that workers were threatening work stoppages if Motlatsi and the others were not released.

NUM Press officer Marcel Golding

CLAIRE PICKARD-CAMBRIDGE

said the union welcomed Motlatsi's release but was still demanding the unconditional release of those still in detention.

An Anglo American spokesman said the company was now aware of six employees, including Motlatsi, who had been detained from Sunday.

"We are concerned about their well-being and have made inquiries with the police. But we cannot comment further because they were detained under security legislation," he said.

Union's aim is to bring down retail industry, says Ackerman

Strike forces 4 stores to close

8/5/86
STAIR
140A

By Mike Siluma and Sapa

Four Pick 'n Pay stores were forced to close yesterday as a sit-in wage strike by about 6 000 employees continued

The action came as the group's chairman, Mr Raymond Ackerman, claimed in a speech to the Cape Town Clothing Institute last night that the aim of the striking union at the chain's outlets was to bring the "whole retail industry down" and make South Africa ungovernable

The group's personnel director, Mr Rene de Wet, said today workers at some of the strike-hit stores slept at their work places last night. The company would issue a statement on the total situation later in the day

The Commercial Catering and Allied Workers' Union (Ccawusa) could not be reached for comment early today

Mr de Wet said the four stores — two in Natal and one each in Vanderbijlpark and Vereeniging — had to be closed because striking staff were interfering with customers

Yesterday Ccawusa said it was investigating the allegations. A spokesman charged in turn that a "petrol-bomb type explosive" was thrown into a canteen in which strikers had gathered at the company's Norwood hypermarket. Mr de Wet dismissed this as untrue

Ccawusa said nearly 8 000 workers at 55 outlets had downed tools while the company put the number of outlets at 40, with 6 000 workers taking part.

Ackerman tells of threat

In his address last night Mr Ackerman quoted an unnamed negotiator as saying "We want to make South Africa ungovernable, we don't care if your workers are dismissed, we don't care if your whole image that you've built up is smashed"

The union leader told him that if Pick 'n Pay was "brought down" the whole retail industry would collapse, he said

"Our offer was so eminently fair and the methods used by the union were so disgraceful and so distasteful that we felt we just had to make a stand" Mr Ackerman said

"But I'm afraid we'll be forced to fire next week if this doesn't settle"

Ccawusa said strike-hit outlets were kept in operation by a "skeleton" staff of Pick 'n Pay head office employees, casual workers and a small number of coloured and Indian workers who had not joined the strike. The workers would continue with industrial action until their demand was met, a union spokesman said

Mr de Wet said the strike action was largely peaceful. The company did not anticipate a problem with the sleep-ins, saying services and food would be made available to the strikers where they were needed

The strikers are demanding an across-the-board monthly rise of R90 and have rejected a company offer of R80, backdated to March, or a two-phase increase of R60 in March with a further R30 in July

8/5/86
CF.

workers begin strike

1400
150
150

Own Correspondent
JOHANNESBURG

Thousands of workers began a wage strike at Pick 'n Pay outlets across the country yesterday and a bomb blast rocked the shopping centre housing one of the chain's stores here

Pick 'n Pay property was not damaged and police said they did not believe the blast was related to the strike

The Commercial, Catering and Allied Workers' Union (CCAWUSA) said 8 000 workers were on strike at 55 outlets in the Transvaal, Free State, Natal and Eastern Cape

The company said 6 000 workers had stopped work at 45 outlets

The strike is believed to be the biggest to have hit the company

Pick 'n Pay personnel manager Mr Rene de Wet said four of the company's outlets in Natal and the Transvaal were closed yesterday due to "unruly behaviour" by strikers

Pick 'n Pay in the Western Cape is not affected as the union is not recognized in the region.

Pick 'n Pay's Benmore store in Johannesburg was closed briefly yesterday after a bomb exploded in the complex where the store is housed

The bomb had been placed in a fire escape. Several window panes in the complex were shattered in the blast. No one was injured

In Natal at least two supermarkets were closed yesterday

Most of the other stores, including the Durban North Hypermarket, stayed open manned mainly by white casual employees and members of the management staff.

The union is demanding a R90 across-the-board increase and has described Pick 'n Pay's average monthly wage of R433 as a "starvation wage"

The company is offering an R80 increase backdated to March, alternatively R60 from March and a further R30 from July this year

Deadlock was reached more than a month ago and conciliation board meetings have failed to resolve the dispute

Exciting winter scenes
Pretty Printed Scarves
CITY CAVEENDISH SQ
TYGER VALLEY PARADE
PART

Calvicks

- 25 Dempsey: A series of four programmes based on the life of ex-heavyweight boxing champion of the world Jack Dempsey
 - 30 Indight
 - 30 Small Claims Court: Reviewing all the steps which have to be taken when instituting a claim
 - 50 Late News
 - 55 Feature Film. The Black Tent. Romantic drama concerning an army captain wounded during a Libyan battle who is cared for by Arabs and marries the sheik's daughter
- Transvaal Ends

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the LOUNGE FACTORY

NUM claims
many are held

CLAIRE PICKARD-CAMBRIDGE

THE National Union of Mineworkers (NUM) secretary for the Carletonville region, Temba Manyosi, and several NUM members are still allegedly being detained by Carletonville police under Section 50 of the Internal Security Act

This was reported yesterday by NUM Press officer Marcel Golding. Police have not confirmed Manyosi's arrest, which allegedly took place in Khutsong township near Carletonville on Sunday. Carletonville police have said, however, that about 47 people were arrested and detained under Section 50 on Sunday.

NUM president James Motlatsi, who was among those arrested, was released on Tuesday.

Golding said the NUM also wanted the "unconditional release" of the others who had been detained for "no apparent reason". He said NUM members in the Carletonville region were discussing possible industrial action if the others were not released.

Argus 8/5/86 (1401)

Four Pick n Pays close after workers stage sit'n stay strike

The Argus Correspondent

JOHANNESBURG. — Four Pick'n Pay stores closed yesterday as a sit-in wage strike by about 6 000 employees continued.

And the group's chairman, Mr Raymond Ackerman, claimed in a speech to the Cape Town Clothing Institute last night that the aim of the striking union was to bring the whole retail industry down and to make South Africa ungovernable.

The group's personnel director, Mr René de Wet, said today that workers at some of stores slept at their work places last night.

"INTERFERING"

The Commercial Catering and Allied Workers' Union (Ccawusa) could not be reached for comment.

Mr de Wet said the four stores — two in Natal and one each in Vanderbijlpark and Vereeniging — had to be closed because striking staff were "interfering" with customers.

Yesterday, Ccawusa said it was investigating the allegations.

A spokesman charged in turn that a "petrol-bomb type explosive" was thrown into a canteen in which strikers had gathered at the company's Norwood hypermarket. Mr de Wet dismissed this as untrue.

Ccawusa said nearly 8 000 workers at 55 outlets had downed tools. The company put the number of outlets at 40, with 6 000 workers taking part.

● Pick'n Pay stores in Natal will open tomorrow regardless of whether the strike is over or not, Mr Vernon Mitchell, general manager of Pick'n Pay in Natal, said today.

"The only problem is people being victimised. If our workers are threatened for coming to work, then we will have to close some stores."

He said the strike had affected 11 stores in Natal and there were about 100 workers at each store.

Businessess Day

(45c + 5c tax) For other prices, see Back Page

8 000 Pick 'n Pay workers in nationwide strike

THOUSANDS of workers began a wage strike at Pick 'n Pay outlets across the country yesterday and many were planning to sleep over in the company's canteens last night.

The Commercial, Catering and Allied Workers' Union (Ccawusa) said 8 000 employees were on strike at 55 outlets in the Transvaal, OFS, Natal and Eastern Cape. However, the com-

CLAIRE PICKARD-CAMBRIDGE

pary said 6 000 workers had stopped work at 45 outlets.

The strike is believed to be the biggest experienced by the company. Pick 'n Pay personnel manager Rene de Wet said four of the company's outlets in Natal and the Transvaal were closed yesterday because of

striking workers' "unruly behaviour".

Pick 'n Pay's Benmore store was also closed briefly yesterday after a bomb blast occurred in the shopping complex where the store is housed. Pick 'n Pay properly was not damaged and police do not believe the blast was related to the strike. Ccawusa spokesman Jay Naidoo said striking workers had experienced

severe harassment yesterday. This included having a petrol bomb thrown at them when they were gathered in the company's Norwood hypermarket canteen.

Aubrey Zelinsky, GM of the Norwood store, dismissed this report as "absolute nonsense", saying staff

Stoppage at 45 Pick 'n Pay stores

were sitting peacefully in the canteen singing songs, reports LINDA ENSOR. Black workers at the store and police also said they knew nothing of the event.

The union is demanding a R90 across-the-board increase and has described Pick 'n Pay's average monthly wage of R433 as a "starvation wage". The company is offering an R80

8/5/86. BUSBY (1404)

● To Page 2

8/5/86
From Page 1
1404

They had also been shot in the head.

She then saw Mrs Matakovic, with a single bullet wound in the head, lying face down on a carpet next to her bed. She was lying on a .22 Browning pistol used for target shooting

Toddler hanged

Mrs Matakovic was last seen alive on Wednesday between 6 and 7 pm

She apparently suffered from a nervous disorder, and according to Mrs Engelbrecht, had suffered severe depression since the birth of her youngest child

Driven home from his engineering firm in Ellisras by a colleague yesterday, Mr Dubravko Matakovic (36), was carried into his mother's home, where he collapsed

No letters were found at the scene of the family tragedy

In the Western Transvaal, the Rob Ferreira holiday resort

man and his three-year-old daughter in the bathroom of one of the cottages yesterday.

District investigating officer Major N J R Ferreira said today a worker at the resort called the police when he found the cottage locked from the inside.

Police unlocked the door and found the bodies of 27-year-old Mr Hendrik Jacobus (Hennie) Coetzee of Randfontein and his daughter Chantel.

He said investigations had shown that Mr Coetzee had probably hanged his daughter and himself from a roof beam. A nylon rope was used.

The two could have died two days earlier, police said

Major Ferreira said Mr Coetzee was divorced from his wife, Maria last December. Mrs Coetzee had custody of the child

● A Johannesburg man, Mr Alwyn Rautenbach (53), hanged himself with electrical cord in his Berea flat on Wednesday, police said

Union denies chainstore boss's claim

By Mike Siluma

The Commercial, Catering and Allied Workers' Union (Cawusa) today strongly denied its aim in calling a strike at Pick 'n Pay was to bring down the retail industry, as claimed by the group's director, Mr Raymond Ackerman

The strike is continuing today. About 4 500 strikers slept in 24 of Pick 'n Pay's supermarkets and five hypermarkets country-wide on Wednesday and last night. Cawusu spokesman Mr Jeremy Daphne said workers at all organised stores would con-

tinue with sit-ins today

Mr Daphne said the union viewed Mr Ackerman's charge seriously and would hold him personally responsible for any State intervention in the dispute

In a speech to a meeting of the Cape Town Clothing Institute on Wednesday night, Mr Ackerman quoted an unnamed negotiator as saying the union wanted to make South Africa ungovernable and to bring Pick 'n Pay, and with it the whole retail industry, down

Mr Daphne said Mr Ackerman's statement had potentially grave consequences for the dis-

pute between Pick 'n Pay and Cawusa. The union demanded Mr Ackerman publicly dissociate it from the statement allegedly made by the negotiator

In his speech Mr Ackerman also accused the union of using disgraceful methods

Rejecting Mr Ackerman's allegations of union intimidation, Mr Daphne said the union regarded Mr Ackerman's "resort to slander with disappointment", and pointed out that Cawusa had gone through the full negotiating process provided by the country's labour legislation

140R 15 STAR 9/5/86

Pick 'n Pay ^{COPE Mtg} ^{10/5/76} closes 18 stores

JOHANNESBURG. —

Pick 'n Pay closed 15 stores and three hypermarkets countrywide yesterday and the pay dispute involving about 6 000 of their workers enters its fourth day today.

Indications last night were that the strike in support of a demand for an across-the-board rise of R90 a month is set to continue today as strikers in most stores slept in the canteens last night.

And in a bid to resolve the dispute which disrupted trading at about 45 outlets countrywide, a top-level meeting between representatives of the management and the Commercial Catering and Allied Workers' Union (CCAWUSA) is to be held in Johannesburg today.

There were also reports of confrontations at some of the stores yesterday as the company released a statement saying that the 18 closures were due to "unlawful and unruly behaviour on the part of striking workers" and was to "protect our cus-

tomers".

Pick 'n Pay's chairman, Mr Raymond Ackerman, said yesterday that all the company's employees would receive a letter advising them to reconsider their position and requesting them to return to work by "either Monday or Tuesday next week".

Mr Jeremy Daphne, negotiator for CCAWUSA, confirmed that there had been "incidents" at some of the stores, but these had not been "criminal and unruly".

"One must remember that in a strike of this magnitude, there is bound to be a lot of anger among the workers."

He accused Pick 'n Pay management of "over-reacting" to the closing of the 18 outlets and "issuing melodramatic statements" — Sapa and Own Correspondent

BUSINESS BRIEF

Gold (close) ...	\$345.05
Rand ...	\$0,4755/65
FT Index (close)	1330,30
BD 100 ...	1234,80
Dow Jones	1 789,43

nasty

crack of dawn

May Day police action investigated

By DICK USHER
Labour Reporter

POLICE action at May Day rallies held by the Congress of South African Trade Unions (Cosatu) is to be raised with employer groups and in the Provincial Council

Cosatu representatives will meet the Cape Chamber of Industries and the Cape Town Chamber of Commerce today.

"We want to know whether employers condone the police action," said Mr Nick Henwood, regional secretary of Cosatu


Mr Jan van Eck, Progressive Federal Party MPC for Grooteschuur and head of the party's unrest monitoring committee, is collecting a dossier of events at the Cosatu rally in Nyanga

"The last speaker had just asked the crowd to exercise discipline and go home peacefully when teargas coming into the hall caused a stampede. It is a tribute to the discipline of the crowd that there was not a tragedy," he said

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Argus 9/5/86

Pick'n Pay strikers 'manhandle' customers

The Argus Correspondent
 DURBAN — Pandemonium erupted at Pick'n Pay Hypermarket here today when strikers stormed the store, manhandling customers and workers who defied a strike call

the Commercial Caterers and Allied Workers' Union of South Africa over a R90 across-the-board wage dispute — which has been agreed to in principle by the management, but on condition that the increases are paid in two instalments. This was rejected by Ccawus

A cashier who asked not to be identified said that when staff reported for work they were met by about 1 000 strikers who told them there would be "bloodshed" if they went inside

So far the strike is said to have affected some 70 stores and about 5 000 workers around the country

The cashiers ignored the warning and about 30 minutes later the strikers rushed into the building and started "pushing around" staff and customers. The cashier said several customers vaulted over the tills to escape

Pick'n Pay chief Mr Raymond Ackerman today stood by his claims that Pick'n Pay was a prime target because it was an efficiently run organisation with high staff morale. It was in the front line against militant unions and this had been spelt out to him by union leaders

Mr Martin Rosen, general manager of the Pick'n Pay Hypermarket, could not be contacted for comment. However, initial reports are that the store has been closed for the day

Ccawus negotiator Mr Jeremy Daphne denied that the strike was anything more than a wage dispute and that the union was not "gunning" for Pick'n Pay

The strike has been called by

Pick 'n Pay dispute on new ground

9/5/86
BUS DAY

NEW battle lines have been drawn between the Commercial, Catering and Allied Workers' Union (Ccawusa) and the strike-hit Pick 'n Pay chain, which accuses the union of trying to destroy the retail industry.

Ccawusa has strongly denied this and other statements by Pick 'n Pay chairman Raymond Ackerman, who has quoted an unnamed union negotiator as saying, "We want to make SA ungovernable, we don't care if our workers are dismissed, we don't care if your whole image that you've built up is smashed."

Ackerman said this on Wednesday when thousands of workers began a wage strike at more than 40 stores in the Transvaal, Free State, Natal and Eastern Cape.

Ccawusa negotiator Jeremy Daphne said Ackerman's allegations would have "grave implications" for the company's relationship with Ccawusa. Daphne said the union was demanding that Ackerman publicly dissociate Ccawusa from this

● To Page 2 →

New lines for wage strike

9/5/86
BUS DAY

"simplistic" statement

Ackerman told *Business Day* yesterday his information about Ccawusa's attitude had come from a Ccawusa negotiator in Johannesburg 18 months ago, as well as from Australian unions, the African National Congress (ANC) and the South West African Peoples' Organisation (Swapo) when he met them jointly in Australia to discuss the dispute over Pick 'n Pay's Melbourne site in January. Ackerman said, "I think there are grave implications when a union tells blatant lies about a petrol bomb being thrown at workers in the Norwood hypermarket canteen, when it refuses to meet with management over the past six days and when it issues pamphlets to workers threatening "necklacing" if they do not

sign strike ballots."

He said the union claimed Pick 'n Pay paid "starvation wages", when the company's wages were far higher than those of other retail chains.

Daphne denied that the union issued the pamphlets. He said the union felt meetings with management about the wage dispute were unnecessary because Ccawusa had been negotiating over the past two months.

"The union is demanding an increase of R90/month, a bare minimum because the minimum wage is presently R303/month and the average R433," Daphne said. The company is offering an R80 increase, backdated from March.

● From Page 1

1401A
SNAW 9/5/86.

Cosatú divided over tactics, says labour expert

By Sheryl Raime

Radicals were ahead of the rank and file membership of the Congress of SA Trade Unions (Cosatu) and insufficient attention was being paid to seeking mandates from members for executive action, says a labour expert.

Mrs Kate Jowell, a senior lecturer in industrial relations at Cape Town's Graduate School of Business, recently addressed the Johannesburg branch of the school's alumni association.

The topic of Mrs Jowell's address was: "Trade unions and politics after Cosatu".

She said the more pragmatic leadership within Cosatu realised the confrontation politics being espoused by some Cosatu officials posed a real danger for the union movement unless those responsible knew how and when to beat a strategic retreat.

"Insufficient attention is also being paid to seeking mandates from the membership for executive action," she said.

Similar criticism has been levelled at Cosatu from the Inkatha-sponsored United Workers Union of SA. Cosatu has consistently repudiated such criticism, stating that it is a federation which follows democratic principles.

Mrs Jowell said unions could be broadly categorised as reformist or radical in intent.

Reformist unions worked within the economic system to reform it, using legal channels and focussed industrial action to achieve their ends.

Such unions gave selected support to political actions outside the workplace.

Radical unions wanted the destruction of capitalism.

Unions could be used as a mobilising force towards an overall radical end, although their independence and role in collective bargaining were likely to be the first casualties of any new non-capitalist regime.



Placard carrying Pick 'n Pay workers marching through the giant Norwood store yesterday. The workers have been staging a sit-in at the store from Wednesday in support of wage demands.

Pick 'n Pay in court bid to prevent violence

● From Page 1

result of the action was not known. In Port Elizabeth, Grahamstown and the Transvaal, Pick 'n Pay is in the process of drawing up papers, but management is still assessing the situation in these areas before taking action.

In Johannesburg, talks between management and the Commercial, Catering and Allied Workers Union of South Africa are to start today.

Urgent court actions were initiated after pandemonium at a Durban store when striking workers allegedly manhandled customers and workers defying

At present, an estimated 6 200 workers are striking at 45 Pick 'n Pay outlets.

A Pick 'n Pay spokesman emphasised that the company was not trying to evict the striking workers by means of court action.

"We don't deny workers the right to strike. If it is a peaceful strike, we can accept it as part of the process leading to negotiations."

It was unacceptable, however, if people's behaviour became so unruly that it scared away customers.

Pick 'n Pay goes to court over violence

By Estelle Trengore

Pick 'n Pay has launched Supreme Court actions nationwide in an attempt to prevent violence and intimidation from erupting at shops where workers are striking.

A court order was granted in Bloemfontein yesterday restraining certain people from violence, intimidation or other unlawful acts. A similar application was heard in the Natal Division of the Supreme Court last night. At the time of going to press, the

● To Page 2, Col 2



fact remains... 0 years only the really a... has been good... st the

Dispute over 'dismissal' at PE bakery resolved

Post Reporter

THE dispute between workers and management at Mr Crusty Bakery that led to a walkout by all the African staff at both outlets today has been resolved.

The workers — who downed tools after demanding the reinstatement of a worker they claimed had been unfairly dismissed — agreed, after talks with the Sweet and Allied Workers Union, to go back to work even though the worker was not reinstated.

The manager of the bakery, Mr Max Redman, said a representative of the union, Mr Lucky Dindale, agreed last week that the worker, Mr William Notsiooa, had left of his own accord and had not been fired.

The dispute was solved today after Mr Dindale came to speak to about 20 hourly paid African workers from both the Greenacres and Westbourne Road outlets on the issue.

The workers agreed to return to work.

140A
E. Post
12/5/86

New P&P talks due today

Talks between the Commercial, Catering and Allied Workers' Union (Ccaawusa) and Pick 'n Pay are expected to resume this afternoon in a bid to end the five-day strike by about 6 500 employees.

The talks began at the weekend after the company had closed more than 100 of its stores in Natal and the Free State at a cost of between R4 million and R5 million in sales.

Pick 'n Pay's group personnel director Mr Rene de Wet said this morning that the company hoped that all strike-hit stores would open for normal trading today.

He added that the company was granted a Supreme Court order in Natal and the Free State at the weekend restraining strikers from acting unlawfully.

The company has charged that the closure of the stores was a result of unruly behaviour by the strikers, while the union maintains that the strikers were merely holding demonstrations.

Ccaawusa spokesman Mr Jeremy Daphne confirmed that another meeting with the company was possible this afternoon.

Workers are demanding a monthly increase of R90 as opposed to the company's offer of R80, backdated to March, or a two-phase rise of R60 in March and another R30 in July.

12/3/80
WEDNESDAY

Pay talks to continue

PICK 'N PAY is to continue negotiations today with the Commercial, Catering and Allied Workers Union (Ccawusa) as a nationwide strike enters its fifth day

Ccawusa and Pick 'n Pay met for six hours on Saturday, but failed to resolve the wage dispute. The union is demanding a R90 a month across-the-board increase. Pick 'n Pay has offered R80, back-dated from March 1, or R60 from March and R30 from July

Personnel director Rene de Wet said yesterday discussions would continue this afternoon. He said all stores would be open. He estimated the company had lost R5m in turnover since the strike began last Wednesday.

Ccawusa was reporting back to workers countrywide yesterday. Organiser Jeremy Daphne said that, depending on the outcome of the report-back, negotiations could take place this afternoon.

The minimum wage in the industry was R303 a month. The average wage



PETER WALLINGTON

paid by Pick 'n Pay, said Daphne, was R433

Daphne said workers would not go back until a settlement had been reached

He saw statements threatening dismissal as a form of intimidation.

De Wet said no deadlines had been made for workers to return. Nor had any threats of dismissal been made.

Dismissals were a possible course that would have to be looked into should the strike remain unresolved.

About 6 500 workers are involved in the strike.

The dispute took an unexpected turn last week when company chairman Raymond Ackerman claimed a union negotiator — not part of Ccawusa — had told him the strike was part of a plan to make SA ungovernable.

Ccawusa rejected the claim, describing it as "naive and simplistic"

CLOSE

PICK 'n PAY WAGE TALKS CONTINUE

SOWETO 12/5/86

(140)

SOWETO 12/5/86

WAGE talks between strike-hit Pick 'n Pay's management and the Commercial, Catering and Allied Workers Union of SA (Ccawusa) continue in Johannesburg today.

Under spotlight at the talks, which began on Saturday, is Ccawusa's demand for an across-the-board wage increase of R90 for its 6 500 union members who have been on strike since last week.

According to Pick 'n Pay management, "unruly behaviour" of striking employees had caused the closure of 16 stores and five

hypermarkets last Friday. Five hypermarkets and 38 supermarkets were affected by the strike.

Mr Rene de Wet, Pick 'n Pay's personnel director, told Sapa in a statement "Negotiations between the parties will continue today. No information concerning the content of discussions will be made at this time"

Normally

Mr de Wet said all stores in the Northern Transvaal and Western Cape not affected by the strike were trading normally

"We are confident that all stores will be trading today," the Pick 'n Pay director said

No incidents were reported in the stores where workers chose to sleep-in, Mr de Wet said

Meanwhile about 300 members of the Johannesburg branch of the Food Beverage Workers' Union (FBWU) yesterday resolved to disband the branch and join a new union to be launched in the food industry

The members took the stand at a meeting held at Pelican Club, Soweto.

Pick'n Pay strike: *news 7/15/66* Talks to *(1/14/66)* continue *(1/15/66)*

The Argus Correspondent

JOHANNESBURG. — Talks between the Commercial, Catering and Allied Workers' Union and Pick'n Pay are expected to resume today in a bid to end the five-day strike by about 6 500 employees

The talks began at the weekend after the company had closed more than 10 of its stores in Natal and the Free State at a cost of between R4-million and R5-million in lost sales

Pick'n Pay's group personnel director, Mr René de Wet, said the company hoped all strike-hit stores would open for normal trading today after the weekend talks

He said the company was granted a Supreme Court order in Natal and the Free State at the weekend restraining strikers from acting unlawfully.

The company claims the closure of the stores was a result of unruly behaviour by the strikers. But the union says strikers were merely holding demonstrations

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Call Time 12/8/86 (140A) (82)

Retail strike negotiations to continue

Own Correspondent

JOHANNESBURG — Retail giant Pick 'n Pay plans to continue negotiations today with the Commercial, Catering and Allied Workers Union (Ccawusa) as a nationwide strike, which involves 6 500 workers, half of its staff, and has cost the company about R5m in turnover, enters its fifth day.

Ccawusa and Pick 'n Pay met for six hours on Saturday but failed to resolve the dispute, over wage increases, which began on Wednesday. Ccawusa are demanding a R90-a-month across-the-board increase, while Pick 'n Pay has offered R80, back-paid from March 1, or R60 from March and R30 from July.

Pick 'n Pay personnel director Mr Rene de Wet said yesterday discussions would continue this afternoon. He said all of Pick 'n Pay's stores would be open. Fourteen stores were closed last week.

Ccawusa was yester-

day reporting back to workers around the country. An organizer, Mr Jeremy Daphne, said that depending on the outcome of the report-back, negotiations could take place with Pick 'n Pay this afternoon.

Mr Daphne said Ccawusa considered the increase a reasonable demand that would bring workers a "living wage".

The minimum wage in the industry is R303 a month. The average wage paid by Pick 'n Pay according to Mr Daphne is R433 a month.

Settlement

Referring to earlier reports that workers would be sacked if they did not return to work by a certain date, Mr Daphne said they would not go back to work until a settlement had been reached.

Mr De Wet said no deadlines had been made for workers to return to work, and neither had any threats of dismissal been made.

Dismissals were a possible course of action that would have to be looked at should the strike remain unresolved indefinitely, he said.

The dispute between Ccawusa and Pick 'n Pay took an unexpected turn last week when company chairman Mr Raymond Ackerman said that a union negotiator — not part of Ccawusa — told him that the strike was part of a plan to make South Africa ungovernable.

Rejected

Ccawusa rejected the claim, and described it as "naive and simplistic".

Sapa reports that Pick 'n Pay closed 16 stores and 5 hypermarkets at the weekend. The company also obtained a Supreme Court rule nisi in the OFS and Natal.

All stores in the Northern Transvaal and Western Cape not affected by the strike are trading normally.

PICK 'n PAY management were optimistic yesterday that all their stores would open today for trading, using casual labour.

The strike is estimated to have cost the company more than R5 000 000 countrywide in lost sales . . . R2 000 000 in Natal alone.

A meeting of more than 500 Pick 'n Pay employees in Durban yesterday voted to continue their strike, but also gave the Commercial Catering and Allied Workers' Union a mandate to continue negotiations to settle the wage dispute which disrupted trading in most Pick 'n Pay stores throughout the country

Losses

Mr Vernon Mitchell, Pick 'n Pay's Natal regional manager, said last night that he was pleased with the union's decision to continue negotiations with management

'In fact this is what we've been trying to get the union to do for the past few days. We have no objection to the workers striking, but on condition that it is peaceful and they do not victimise our customers and those who want to work,' he added

He said the industrial action in Natal alone had resulted in losses of more than R2 000 000 but he was optimistic that stores would open today using casual labour and other employees not on strike

Mr Jay Naidoo, branch secretary of the union, said the union had received a new mandate, but he was not prepared to disclose the details at this stage

'We will do everything possible to ensure that the strike is peaceful and non-violent,' he said

On Saturday only two of the supermarket chain's 11 stores in Natal opened for business after a Durban judge granted temporary interdicts against the striking workers, restraining them from using any form of violence or threats against patrons or non-striking employees of the store

Court

Mr Justice Booysen granted the interdict at his home on Friday night after an urgent application by the supermarket chain. The interdict applied to the chain's stores in Natal.

Meanwhile 15 university students arrested by police during a picket demonstration outside Pick 'n Pay's store in the Musgrave Centre in Durban on Saturday morning are to appear in court today, a police spokesman said yesterday

They were taken to C R Swart Square where they were charged with public disturbance and were later released after being served with a summons to appear in court, Capt Winston Heunis said

The top-level talks between Pick 'n Pay chairman, Mr Raymond Ackerman, and Mr Jeremy Daphne, chief negotiator of the Commercial Catering and Allied Workers' Union in Johannesburg at the weekend, failed to reach settlement on the pay dispute

The workers are demanding an across-the-board hike of R90 a month after rejecting the company's offer of R80 a month backdated to March or a split increase of R60 backdated to March and further R30 from July 1

The talks are to continue today

Labour Reporter

Stores hope to beat strike

1/10/81

1/10/81

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1/10/81

Pick 'n Pay strike ends in agreement with R85 increase

By Mike Siluma

The five-day sit-in strike by thousands of Pick 'n Pay employees has ended.

The strike, which cost the company at least R4 million in lost sales, ended today after agreement was reached in all-night talks between the company and the Commercial, Catering and Allied Workers' Union (CCAWUSA).

Company and union representatives agreed that workers would be given an R85-a-month increase, retrospective to March 1. The agreement would be in force until the end of February next year.

The strike, which began last Wednesday, affected about 6 500 CCAWUSA members at more than 40 Pick 'n Pay concerns in the Transvaal, Free State, Natal and Eastern Cape.

At its peak, violence broke out in some of the affected areas with fights between customers and strikers.

Sapa reports fists flew when irate shoppers clashed with strikers at the Kingsburgh Pick 'n Pay checkouts yesterday.

HUMAN CHAIN

Witnesses said the violence erupted after an irate customer barged through strikers who had formed a human chain at the checkouts.

The supermarket, in the usually busy Sanlam Centre, erupted as management staff tried to pull about 20 customers away from 40 strikers.

Bottles of tomato sauce and chutney were smashed in the aisles by the strikers and one of the working staff was cut in the face by a polish tin.

The strikers eventually fled. Stones and bricks were thrown at management cars and company vans by the strikers. A rock was hurled through a skylight and narrowly missed customers outside the CNA.

No action will be taken against the 40 or so Pick 'n Pay strikers who destroyed R300 worth of tomato sauce and chutney in a pitched battle with customers demanding service at Kingsburgh yesterday.

The regional manager of Pick 'n Pay in Natal, Mr Derek Connor said today that it was difficult to pinpoint the main culprits.

Costly workers' strike at Pick 'n Pay stores ends: new deal on pay

E. Post 13/5/86

140A 226

By CATHY SCHNELL

THE week-long strike by Pick 'n Pay workers ended today.

After talks which ended at 2.30am today, shop stewards and management representatives agreed to an R85 a month across the board wage increase backdated to March 1

A spokesman for the Commercial, Catering and Allied Workers Union (Ccawusa) said the union's members had agreed to end their sleep-in strike today, but that workers were given the right in terms of the agreement to take the day off

Many workers, he said, would attend report back meetings today and "get some sleep" before returning to work tomorrow, he said.

The Pick 'n Pay chairman, Mr Raymond Ackermann, said the strike had cost the company more than R7 million in turnover throughout the country and "we just have to fight to get it back".

Mr Ackermann added. "The ending of the strike is a victory for labour relations.

"I am pleased that the resolution of the wage dispute came about at the negotiating table and consider the settlement to be confirmation that negotiation can eventually triumph over violence and industrial strife"

A union spokesman said. "We see the settlement as another step towards a living wage for workers

"We believe the action

taken by our members was legitimate and correct under the circumstances. Overall, the industrial action was conducted in a peaceful and disciplined manner"

A management spokesman, Mr Peter Dove, said all stores appeared to be operating normally today. They were still using casual staff and head office personnel until all the strikers arrived back at work tomorrow.

Workers at the Hunters Retreat Hypermarket in Port Elizabeth went home early today after spending the night in the canteen.

The general manager, Mr Fred Perl, said all the African staff had walked

● Turn to Page 3

Major gain for NUM

140X

THE National Union of Mineworkers had won "significant" production bonuses for its members at Western Deep Levels gold mine, the union said in a statement to Sapa yesterday.

The statement said the scheme, negotiated with the mine's management, included a 27 percent increase on the production bonuses for all stoping production

SOWE.NAVN:13/5/86

Pick'n

PICK 'N

Pay ^{13/15/06} talks ^{200/140/4} go on

Own Correspondent

JOHANNESBURG. — Pick 'n Pay closed five stores in Natal yesterday as union representatives and management continued top-level negotiations into the night in attempts to end the five-day-old strike which has cost the company millions

The supermarket chain's warehouse in Prospecton and other stores, including the Durban North hypermarket were kept open for trading, manned mainly by white management staff and part-time employees

Mr Vernon Mitchell, Pick 'n Pay's general manager in Natal, said that apart from "an ugly incident" between strikers and customers at the supermarket at Kingsburgh there had been no major incidents of violence at other stores

At Kingsburgh, customers, many of them Transvaal holiday-makers insisting on their groceries, were involved in a punch-up with strikers

Nobody was injured but the store was shut down by management "for the safety of customers and staff", he said

Mr Mitchell said the stores that were closed within two hours of opening yesterday were at Maritzburg, Shelly Beach, Kingsburgh, La Lucia, and Empangeni

Increase

Late last night, representatives of the Commercial, Catering and Allied Workers Union (Ccuwsa) were still in a meeting with Pick 'n Pay management in Johannesburg.

The strike is over a wage increase. The union is demanding a R90 across the board increase, while the company has offered R80

Asked whether he planned to better his offer of R80 a month, the Pick 'n Pay chairman Mr Raymond Ackerman said: "The very fact that I am prepared to negotiate speaks for itself"

It is rumoured that management may meet them halfway by raising their offer closer to the R90 increase

Only stores in the Northern Transvaal and Western Cape are unaffected by the strike

CHAIN STORE STRIKE SETTLED

ACKERMAN
13/5/86

140A

DURBAN. — After 11 hours of negotiation the five-day strike at Pick'n Pay ended today with a compromise pay deal.

The supermarket chain and the Commercial, Catering and Allied Workers' Union of South Africa agreed to an increase of R85 a month

Pick'n Pay chairman Mr Raymond Ackerman said the end of the strike was "a victory for labour relations"

About 5 000 workers from stores throughout the country went on strike last week to press demands for a R90-a-month wage increase. Management offered R80 a month backdated to March 1

Mr Ackerman said negotiations with union representatives began at 5pm yesterday and ended at 4am today

No strike pay

He said. "Negotiations were difficult. The union dropped its demand of R90 a month and after some hard negotiations we finally settled for R85 a month. It was also agreed there would be no strike pay.

"Everything should be back normal today at most of our stores.

"The ending of the strike is a victory for labour relations. I am pleased that the resolution of the wage dispute came about at the negotiating table and consider the settlement to be confirmation that negotiation can eventually triumph over violence and industrial strife"

Mr Ackerman said the strike had cost the company more than R7-million in turnover nationwide and we "just have to fight to get it back"

● Employees would receive their R85 a month across-the-board increases next Wednesday, according to Mr Frans van der Walt, the chain's chief personnel director

Mr van der Walt said all workers would receive the increase

Battle

He said 16 stores were closed on Friday, eight on Saturday and six yesterday. Strike action was aimed at stores in the Free State, Natal and Transvaal. Stores in the Western Cape were not affected

● No action will be taken against the 40 or so Pick'n Pay strikers who destroyed R300 worth of tomato sauce and chutney in a pitched battle with customers at Kingsburgh in Natal yesterday

The fight — during which 15 furious shoppers, many of them holidaymakers from the Transvaal, put the strikers to flight — began when a woman striker shoved a woman customer

The regional manager of Pick'n Pay in Natal, Mr Derek O'Connor, said "Feelings were running high. The shop was actually closed when it happened. We've cleaned up all the mess now and decided not to take any action"

He said the cost of repairs to about 10 vehicles stoned by the strikers was still being assessed

He was surprised by the militant attitude of the staff. "We've been open here for only six months and when we advertised for staff about 3 000 people turned up. Those who were appointed seemed very glad to have the jobs" — Staff Reporter and The Argus Correspondent

PICK 'n Pay wage talks still on

13/5/86
SOWETO KN
132
134
140A

THE countrywide strike by 6 500 Pick 'n Pay workers entered its fifth day yesterday, as management and workers' representatives met behind closed doors in an effort to reach a wage agreement.

At the time of going to press, it was not known whether the two parties had reached agreement during their talks in Johannesburg late yesterday.

Meanwhile Sapa, quoting union spokesman Mr Jay Naidoo, reports that representatives from 13 Pick 'n Pay outlets in Natal decided at a meeting in Durban at the weekend to move from the R90-increase demand in "a spirit of negotiation".

Workers in the Eastern Cape and the Transvaal were due to give their response late yesterday.

As Pick 'n Pay management and striking workers' representatives — the Commercial, Catering and Allied Workers' Union of South Africa (Cawusa) — met yesterday, a punch-up between strikers and customers was reported at a Pick 'n Pay outlet in Durban.

• About 2 000 workers employed by the Sentrachem group of companies have downed tools demanding wage increases, a union official disclosed yesterday.

Eight Sentrachem subsidiaries in Sasolburg, Germiston, Pretoria, Newcastle and Kempton Park are affected.

The workers' representatives, the South African Chemical Workers' Union (Sacwu), were locked in negotiations almost all day yesterday.

• About 350 striking workers employed by Adcock Ingram returned to work yesterday.

DD 13/5/86 (140A)

Strike: EL shop remains closed

Dispatch Reporter
EAST LONDON — Pick n' Pay supermarket here remained closed to shoppers yesterday while representatives of the company and the Commercial, Catering and Allied Workers' Union (Ccawusa) continued negotiations in Johannesburg to resolve the dispute over wage increases

The company's general manager in Port Elizabeth, Mr Terry Carroll, said yesterday he could not say when Pick n' Pay here would be open to shoppers again but added that he hoped the dispute would be resolved some time before today

The store's branches in Queenstown and Bisho had continued to operate normally, he said

The store's East London branch was closed on Saturday morning shortly after it had opened for business

Meanwhile, it was reported from Port Elizabeth that Pick 'n Pay shops in the Eastern

Cape were open yesterday but employees of the Commercial, Catering and Allied Workers Union of South Africa still refused to work

The chief manager of the hypermarket in Port Elizabeth, Mr Fred Searle, said students and pupils would be employed as "casuals" to keep stores in the area open

Five Pick 'n Pay stores in Natal were forced to close yesterday as the strike entered its fifth day. The countrywide work stoppage has cost the company millions of rands

The supermarket chain's warehouse in Prospecton and other stores, including the giant Durban North hypermarket, were kept open for trading — manned mainly by white management staff and part-time employees

Pick 'n Pay's general manager in Natal, Mr Vernon Mitchell, said that apart from "an ugly incident" between strikers and customers at the

supermarket at Kingsburgh there had been no major incidents of violence

At Kingsburgh, irate customers — many of them Transvaal holiday-makers insisting on getting their groceries — were engaged in fist-cuffs with militant strikers

Nobody was injured but the store was closed by management "for the safety of customers and staff," he said

The stores that were closed within two hours of opening yesterday were at Pietermaritzburg, Shelly Beach, Kingsburgh, La Lucia and Empangeni

● Almost half the 2000 workers at two National Chemical Products (NCP) plants in Germiston and Chloorkop downed tools yesterday, but production was not affected because non-striking white employees took over the work of their black colleagues, NCP managing director, Mr John Job, said yesterday

DD 14/5/86 (140K)

Strikers back at work

Dispatch Reporter
EAST LONDON — All Pick 'n Pay employees returned to work here yesterday after negotiations in Johannesburg between representatives of the company's management and the Commercial, Catering and Allied Workers' Union (Ccawusa) management when an R85-a-month across the board increase was accepted by the union

The company's general manager in Port Elizabeth, Mr Terry Carroll, said all employees in the Eastern Cape had reported for work yesterday morning and all stores which had been closed were again open to shoppers

The situation at Pick 'n Pay stores throughout the country was expected to return to normal today as thousands

of striking workers get back to work.

Although their wage dispute was settled at 3 am yesterday after all-night talks between the company and Ccawusa, most of the strikers did not return to work but attended report-back meetings

With the exception of the Shelly Beach store, which was forced to close yesterday because the strikers were still waiting for union confirmation about the settlement, all other stores in Natal were kept open manned by casual workers

Mr Jay Naidoo, the Natal organiser of Ccawusa who accompanied the 16-man negotiating team to the wage talks, said settlement had been reached after hard bargaining on both sides

Mr Vernon Mitchell, Pick 'n Pay's general manager in Natal, said yesterday he expected all striking employees to return today

He said the chain's Shelly Beach supermarket was forced to close within hours of opening yesterday because the strikers refused to accept an official's word that the pay dispute had been settled

"They wanted confirmation from a union official Cashiers and members of head office staff who were helping to keep the store open were threatened by the strikers so we sent them home and closed the store"

The Durban North hypermarket's general manager, Mr Martin Rosen, said the store was "very quiet" yesterday

because the strikers were attending a report back meeting

He expected all his employees to return today

"I can't understand why the workers did not return to their jobs They are going to lose another day's pay," he added

In the wage talks which began at 4 pm on Monday and ended at about 3 am yesterday, the company and union representatives agreed that workers would be given an increase of R85 a month, retrospective to March 1

The agreement will remain in force until the end of February next year

Ccawusa members went on strike last Wednesday after the company had rejected their demand for a rise of R90 a month Instead, it offered R80 a month or a split rise of R60 from March with another R30 in July

● The Dispatch's Johannesburg correspondent reports that Pick n' Pay must now count the cost of the six day strike that affected 55 stores throughout the country and spilled over into violent confrontations between strikers and customers in Natal which forced management to close stores around the country

P'n P now BUDDAY 140A counting 14/5/86 the cost

ALAN RUDDOCK

PICK 'N PAY must now count the cost of the six-day strike that affected 55 stores throughout the country, spilled over into violent confrontations between strikers and customers in Natal and forced management to close stores around the country.

Pick 'n Pay lost about R7,5m in turnover, and the backdated R85 a month pay award will increase its wage bill by more than R13m this tax year.

The strike ended in the early hours of yesterday morning after a marathon 10-hour negotiating session in Johannesburg. Pick n' Pay and the Commercial Catering and Allied Workers Union (Ccawusa) agreed to an increase backdated to March 1.

A spokesman for the Ccawusa said the strike was the "most widespread industrial action to have affected the retail trade and the largest sleep-in to have been carried out in SA. We see the settlement as another step towards a living wage for workers"

Pick 'n Pay chairman Raymond Ackermann said the ending of the strike was "a victory for labour relations".

Director Peter Dove said the company "could have lost some customers because of the dispute — some people may have disagreed with the way we handled it — but we have to continue building good relationships with our staff."

He said the lost turnover would have to be made up through increased efficiency and productivity.

Supermarket strike wins wage increase

CAPE TOWN 14/5/86

THE five-day sit-in and sleep-in strike by more than 5 000 Pick 'n Pay workers has ended after the trade union and management agreed to an R85-a-month across-the-board wage increase backdated to March 1.

Western Cape employees of Pick 'n Pay will also benefit from the wage agreement reached with the Commercial, Catering and Allied Workers Union (CCAWUSA) after exhaustive wage talks which ended at 3am yesterday.

Pick 'n Pay lost about R7,5-million in turnover during the strike, and the backdated pay rise to 13 000 workers nationwide will increase its wage bill by more than

R13-million this tax year.

A union spokesperson said the strike was significant because it was the most widespread industrial action in the retail industry in South African history.

"Co-ordination of the strike over huge distances and arrangements for the sleep-in were done mostly by shop stewards. This reflects the fact that shop steward structures have now reached a high level of organization," he said.

Management spokesman Mr Peter Dove said all stores appeared to be operating normally yesterday and were using casual staff and head office personnel until all

the strikers arrive back at work.

Pick 'n Pay chairman Mr Raymond Ackerman said "The ending of the strike is a victory for labour relations.

"I am pleased that the resolution of the wage dispute came about at the negotiating table and consider the settlement to be confirmation that negotiation can eventually triumph over violence and industrial strife," he added.

From Durban it is reported that in Natal, where the strike was most intense, losses are expected to be more than R3-million, with the hypermarket in Durban North losing about R1,2-million — Own Correspondent and Sapa

N/M 14/8/86



140A

Senior jobs wait for black miners

MANY black gold miners would be promoted to senior positions at Harmony gold mine once the government dropped job reservation.

The mine general manager, Mr Karl Eick, speaking to visiting British journalists, said white mineworkers had missed the possibility of a wage rise in return for negotiating an end to job reservation with the mines.

'Now they have missed the boat,' he said

He said white miners had totally rejected the opening of skilled jobs to all races and there was a possibility of a strike if the legislation was abolished

But he said the media had exaggerated the power of the white Mineworkers' Union

Training manager Mike Bond said there was a shortage of skilled workers and 60 black miners at Harmony could be ready to take the blasting certificate within a year of job reservation being dropped

Harmony has given the black National Union of Mineworkers (NUM) permission to organise but management will not recognise the union until more than 50 percent of workers have joined

An NUM shop steward, Philemon Kose, said union officials were not allowed to hold meetings to recruit workers and were not allowed to canvas in workers'

hostels

After recruiting at Harmony for a year, the NUM had signed up about 8 000 of the mine's 30 000-strong black work-force

Kose said he was sure the union would reach the 50 percent mark, but he did not know when

Harmony could close down if total economic sanctions were imposed on South Africa Mr Eick said

He believed South Africa would find a way around international economic sanctions

'We'll keep the country going There's no doubt about it,' he told the visitors to the mine, which produces about 27 000 kgs of gold a year and employs some 32 000 people

Low

But Eick said the mine was heavily dependent on imports of capital equipment and would be hit hard by sanctions 'This mine could well close if sanctions were applied We are a marginal mine'

The reef mined by Harmony, part of Rand Mines, has a fairly low gold content, averaging less than

four grams per ton of ore mined

Profit margins are already tight and the mine would no longer be viable if gold fell below \$290 an ounce, Eick said

If foreign supplies were cut off, it would be possible to make vital equipment locally, although it would probably cost more and be of poorer quality, Eick said

'I don't think the government could subsidize us to keep this mine going if sanctions were applied,' Eick said

Sanctions could throw more than 30 000 people out of work, the vast majority of them migrant black workers from Mozambique, Malawi and Lesotho and the tribal homelands, he said —(Reuter)

Talks on yen

TOKYO—Prime Minister Yasuhiro Nakasone will soon call a meeting of the cabinet council for economic measures to discuss emergency steps to combat the effects of the rising yen on Japan's economy, Government officials said — (Reuter)

Forex move delayed

JOHANNESBURG—South African Reserve Bank Governor Dr Gerhard de Kock said the bank may have to extend its target for withdrawing from the forward currency market.

At present, the Reserve Bank alone provides forward cover to commercial banks But the bank has made large losses on its foreign exchange dealings and in 1983 said it aimed to phase out its role in the forward exchange market by August 1986

Dr De Kock told Reuters the bank had taken no firm decision yet on whether to extend the target, but added 'at the moment it certainly looks as though we may have to extend the phasing out period to avoid disruption (to the market)'

It remains our longer-term objective, but we do have to

The result of the accounting policy...

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Back to work but what will happen now at P&P?

14/5/86 SMR

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— What short, medium and long-term effects are likely to have?

— Union spokesman: It was the most industrial action to have affected the country and the largest sleep-in carried out in the country. It was a legal strike in terms of the Industrial Relations Act. The union wishes to emphasise that industrial action was only resorted to after the full bargaining process had been exhausted.

Industrial action was highly co-ordinated and members and shop stewards country-wide were working in unison. This is a reflection of the development of shop steward structures at Pick 'n Pay.

Checkers now have increased confidence in their union. A lot more people are joining. At the start of the strike we had 5 200 members at Pick 'n Pay. We have received a lot of new application forms.

In the medium to long term we view this as a step towards a living wage. We would like to see retail managements in general will now take seriously and take more cognisance of workers' demands.

— Mr Rene de Wet, Pick 'n Pay group director: It has made us more aware of our vulnerability as well as of our strengths. Through a strike like this, I would not advise anyone try it just for the experience! But, it had a lot of impact.

The immediate impact is a wage bill which will require some swallowing. Also, there is likely to be an increase in union membership. There are some inevitable questions that will go through the retail industry's mind after a wage rise — how labour intensive do we really have what are our productivity levels?

Retailers realise their time is coming. De-

After seven days the strike is over

Pick 'n Pay wage strike involving more than 15 000 workers — mostly black but including a handful of whites at Transvaal stores — closed 21 outlets in the Vaal Triangle and affected more than 45 stores nationwide.

Seven days of industrial action, including five sleep-ins, cost the company about R6,5 million in lost sales. Add legal fees to that and the figure is now R7 million.

Industrial action involved sit-ins, sleep-ins, placard demonstrations and rousing songs by members of the Commercial Catering and Allied Workers Union of SA (Ccawusa).

De Wet claims a total paid-up membership of the union at the start of the strike, it had 5 200 members at Pick 'n Pay.

At a store in Natal punch-ups occurred between customers wanting their groceries. At a store in the Vaal Triangle, strikers marched through supermarket aisles. Customers fled.

Thousands of Pick 'n Pay workers streamed back to work today after one of the biggest and most effectively co-ordinated strikes in the South African retail industry. SHERYL RABIE spoke to union representatives and the company about the strike and its implications.

Demands will be made on them. I believe this is the start of a new era of aggressive and militant bargaining related to the broader socio-political circumstances in the country.

Q — Pick 'n Pay offers the best salaries and conditions of service. Why was it singled out for industrial action?

A — Union. Workers see the company as the wealthiest retailer in the country. Considering its obvious wealth and resources and the gap between management and worker salaries, they felt they weren't getting a fair share of the profits. In spite of company benefits such as housing loans, workers are interested in the hard cash they take home every week. Even with the latest increase of 19,6 percent (bringing the average wage to R518 a month), the monthly minimum is R388.

Checkers' minimum in Johannesburg ranges from R240 to R270 a month and we were granted about a 14 percent increase this year. OK Bazaars granted an approximate 10 percent increase this year.

A — Mr de Wet: We accept the bona fides of the union that it is not a political issue, but an economic one. I think the politically tense situation involving a struggle for a redistribution of wealth is a contributory factor. Pick 'n Pay is perceived as a rich company and workers' expectations are much higher.

Q — During the strike there were claims of in-

Pick 'n Pay sought various court orders "to prevent violence and intimidation from erupting" at certain outlets, it said.

The union believes the demonstrations were legitimate ways to put the workers' cause.

After a marathon negotiating session, the parties settled their wage dispute.

More than 13 000 weekly paid workers of all races will now get an extra R85 a month in their pay packets, backdated to March 1. The minimum Pick 'n Pay wage is now R388 a month.

The approximately 20 percent increase will add R16 million to Pick 'n Pay's wage bill when overtime and peripheral costs such as pension contributions are taken into account.

Within hours of the settlement, Pick 'n Pay group chairman Mr Raymond Ackerman was touring Johannesburg stores talking to customers and trying to repair any damage done to the chain's image.

tense militancy, violence and intimidation. What is your view of these claims?

A — Union: There has been a marked increase in militancy. This is due to improved union structures, a new layer of shop steward leadership, the economic circumstances in the country, raised worker consciousness and increased ability to articulate aspirations.

We don't see it so much as militancy but as a union carrying out its job correctly and representing its members efficiently. We now have the resources and organisation to do it.

A new form of shop-floor demonstration was initiated. Police, some customers and management reacted strongly against demonstrations. We maintain demonstrations are a legitimate and correct form of industrial action carried out in the process of persuading management to see reason.

Reference has been made by management to violent methods and threatening behaviour by union members. The union maintains that management is overreacting and, in general, the industrial action was conducted in a disciplined, peaceful and structured manner.

There were examples of rude and threatening behaviour by some customers, management and police which sparked off incidents. No arrests or injuries were reported.

Management in Natal and the Eastern Cape who had not experienced strike action reacted particularly badly to the situation.

The company has agreed not to institute disciplinary action except in very specific instances and special committees will be established to investigate each case. We will be monitoring any cases of victimisation of strikers.

A — Mr de Wet: I believe the militancy experienced can be attributed to many factors, including the current unrest, the country's political problems and the formation of the Congress of SA Trade Unions (Cosatu) with the potential for greater solidarity among unions.

Militancy was particularly pronounced in Natal and Port Elizabeth, where management has not had strike experience. Although our management undergoes rigorous labour relations training, there is nothing like a real strike in the training process. We anticipate a period of readjustment and tension between strikers and managers in some areas. Debriefing sessions for managers are already underway to ease the situation.

There was tremendous intimidation. The union used "hit squads" in the Transvaal, which travelled to supermarkets in the region stirring up strikers to stage strategic marches through the stores with placards.

There were threats of violence and the "necklace". Our staff were terrified.

As far as customers were concerned, the union used strong-arm tactics but stopped short of bodily contact. At some stores they used a mass of people on the march to terrorise customers.

Tense five days over as chain, union give way

Review 14/5/86
(40A)



Mr RAYMOND Ackerman owner of the chain store He made a controversial statement about the strike

THE Pick 'n Pay strike ended yesterday after five days of tense drama

The strike, which started last Wednesday, was the climax of the tension that characterised wage talks between the company and the Commercial, Catering and Allied Workers' Union, which started in January

Agreement was reached yesterday during talks lasting all night when Ccawusa moved down by R5 from its original demand for a R90 across-the-board increase and management moved up by R33 from its original offer of R52

It was the union's rejection of management's offer which led to a dispute being declared by the union during the middle of February

According to Mr Rene de Wet, Pick 'n Pay's personnel director, Ccawusa had repeatedly refused to give to the negotiation table to resolve the dispute

He said an agreement could have been reached much earlier and without a strike if the union had not refused to continue talking

Ccawusa applied for a Conciliation Board meeting and this was

FOCUS

By SAM MABE

granted by the Minister of Manpower on April 4 During the 30 days "cooling off" period allowed by labour law, management revised its offer on two occasions

The first was an offer of R50 effective from

March 1 and R40 effective from October 1

The next revised offer was R60 effective from March 1 and R30 effective from July 1

The offer was rejected and on April 28 Ccawusa threatened to call a strike from Friday, May 2

Management applied for a Supreme Court interdict preventing Ccawusa from staging the strike on the grounds that it would be illegal since no ballot for the strike had been taken and the 30 days "cooling off" period had not expired

Stuck

This was conceded by Ccawusa and after the expiry of the "cooling off" period on May 4, the union decided to go ahead with the strike, which started on May 7

Subsequent negotiations failed to resolve the dispute when Ccawusa stuck to its original demand for R90, while management was offering R80 The union ar-

gued that although there was a difference of only R10, its members regarded it as a lot of money because their wages were low

The minimum wage earned by Pick 'n Pay employees was R303 a month

Disrupted

The workers resolved to stage a sit-in Some of them brought blankets to work and about 4 500 slept in the stores

In many instances business was disrupted Customers were stunned when workers in some of the 58 stores affected by the strike in the Transvaal, Natal, Free State and Western Cape, waved placards, chanted freedom songs and marched inside the stores

In some cases blows were exchanged between strikers and angry customers who had to wait in long queues because they were served by a skeleton staff of white school pupils

In Natal, 11 stores were closed on Friday resulting in a loss of R3,5 million in turnover All in all 21 stores in the group were closed

At the Sandton store there was a bomb explosion although no injury or damage was caused Some pamphlets were also found threatening those who were not on strike with the "necklace"

A Ccawusa spokesman, Mr Jeremy Daphne, said the union knew nothing about the bomb, neither was it responsible for the pamphlets threatening non-strikers with the "necklace"

Warned

The owner of the chain store, Mr Raymond Ackerman, said last week that he was told by one negotiator outside of Ccawusa that the strike was part of a plan to make South Africa ungovernable

Ccawusa denied that and warned that management would be responsible if the police took action against striking workers as a result of Mr Ackerman's statement

A unique feature of this strike is that from beginning to end, police were not involved and it was resolved round the negotiating table If police could keep out of other industrial disputes, the country's labour relations could change drastically



Political comment in this issue by J Lata kgomo and A Klaaste Sub-editing headlines and posters by S Mathaku All of 61 Com mando Road Industria West Johannesburg

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N/M/14/5/86

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Strike-hit stores back to normal

Labour Reporter

PICK 'n Pay stores throughout the country, hit by work stoppages over the past five days, are expected to operate normally today as thousands of striking workers return to work.

Although their wage dispute was settled at 3 a.m. yesterday following all-night talks between the company and the Commercial, Catering and Allied Workers' Union most strikers did not return to work but attended report-back meetings.

With the exception of the Shelly Beach store, which was forced to close yesterday

because the strikers were still waiting for union confirmation of the settlement, all other stores in Natal were kept open, manned by casual workers.

Mr Jay Naidoo, local organiser of the union who accompanied the 16-man negotiating team to the wage talks, said settlement had been reached after hard bargaining on both sides.

Mr Vernon Mitchell, Pick 'n Pay's general manager in Natal, told the Mercury yesterday that he expected all striking employees to return today.

He said the chain's Shelly

Beach supermarket had been forced to close within hours of opening yesterday because the strikers refused to accept an official's word that the pay dispute had been settled.

'They wanted confirmation from a union official. Cashiers and members of head office staff who were helping to keep the store open were threatened by the strikers so we sent them home and closed the store,' he said.

The Durban North Hypermarket's general manager, Mr Martin Rosen, said the store was 'very quiet' yesterday because the strikers were attending

a report-back meeting.

In the wage talks which began at 4 p.m. on Monday and ended at about 3 a.m. yesterday, the company and union representatives agreed that workers would be given an increase of R85 a month, retrospective to March 1.

The agreement would be in force until the end of February next year.

Union members went on strike last Wednesday after the company had rejected their demand for a rise of R90 a month. It instead offered R80 a month, or a split rise of R60 from March with another R30 in July.

Workers set for long strike

By Mike Siluma

A protracted battle seems to be in the offing between Foschini and the Commercial, Catering and Allied Workers' Union (Ccawusa) over the group's decision to retrench between 200 and 300 employees

Yesterday Mr Kaizer Thibedi of Ccawusa said about 100 workers — on a legal strike for nearly three weeks — had decided to sleep at the group's Isando warehouse. The union would intensify the campaign for the reinstatement of the retrenched workers.

In support, the 650 000-strong Congress of SA Trade Unions had launched a boycott of stores within the Foschini group. Stronger action would be taken if Foschini failed to negotiate the retrenchments with Ccawusa, the Witbank branch of Cosatu warned.

Repeated attempts to reach a Foschini spokesman yesterday proved fruitless.

Mr Thibedi alleged that management had implemented the retrenchments even though the parties had agreed on a pilot short-time scheme during a similar dispute at one of the group's subsidiaries last year.

AFFECTED STORES

Stores affected by the boycott are Foschini, Pages, Markhams and American Swiss.

● About 85 members of the Food and Canning Workers' Union, who have been on a sit-in strike at Tongaat Milling in Isando since Friday, have been given until today to return to work or be dismissed. The workers are demanding the reinstatement of two colleagues.

● The three-day wage strike by about 3 000 workers at seven Sentrachem subsidiaries in Natal, the Free State and the Transvaal will continue today after talks between management and the South African Chemical Workers' Union broke down yesterday.

The workers are demanding a R250-a-month across-the-board increase. A company spokesman confirmed the strike but declined to discuss the details of the dispute.

DD 15/5/86 140A

EL workers strike after dismissal

Dispatch Reporter
EAST LONDON — Workers at East London's OK Bazaars Oxford Street branch staged a sit-in yesterday in protest against the dismissal of one of their co-workers

The company's industrial relations manager in Johannesburg, Mr Keith Hardshorn, said yesterday that about 50 employees had staged a sit-in

"This strike is illegal in terms of the Labour Relations Act and is

also in breach of the recognition agreement with the Commercial, Catering and Allied Workers' Union (Ccawusa)," Mr Hardshorn said

He said that the available appeal procedures had not been made use of in the case of the worker dismissed

"We are quite happy to hear this man's appeal. We advised the union of this on Tuesday and asked them to intervene as they understand the agreement," Mr

Hardshorn added

He said that workers were now demanding the unconditional reinstatement of the dismissed worker. Management had not agreed to this and would only consider reinstating the dismissed worker if he applied for an appeal which would then be heard before the relevant senior management, Mr Hardshorn explained

Yesterday morning, representatives of Ccawusa met with the strikers to discuss the issue

A member of Ccawusa and an employee of the company, Mr N.A. Seoke, said workers were protesting against the "unfair" dismissal of one of their shop stewards, Mr A. Mondile, on Monday

"Management have given us no clear explanation as to why they dismissed him. They have said that he must now make an appeal before one of the senior management staff from Cape Town.

"Until the management representative arrives here we will continue the sit-in," Mr Seoke said

Cosatu rally allowed

Post Reporter 16/5/86 (140A)

PERMISSION has been granted for the Congress of South African Trade Unions (Cosatu) to hold a rally at the Dan Qeque Stadium in Zwijve, Port Elizabeth, on Sunday

The Acting Chief Magistrate of PE, Mr Dawie Smith, said today Cosatu could hold the rally between 10am and 4pm

Among the restrictions were that no political speeches be made and that no flags, banners or placards, except those bearing the emblem of the union, be displayed

AREA A: (Roibos tea only): Municipal Area of Clanwilliam

AREA B: (Roibos tea only): Bellville, The Cape, Goodwood, Kulis
-lver, Simonstown, Wynberg, Durban, Inanda, Pietermaritzburg,
Pinetown. Alberton, Benoni, Boksburg, Brakpan,
Germiston, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp,
Nigel, Oberholzer, Pretoria, Randburg, Randfontein, Roodepoort,
Springs, Vanderbijlpark, Vereeniging, Westonaria and Wonderboom.
Municipal Areas: East London, Port Elizabeth and Estcourt

AREA X: (Rest of industry): Areas A and B.

Pick 'n Pay, union still bickering over strike

By Sheryl Raine

The battle to end the strike at Pick 'n Pay may be over, but a war of words is still raging between the company and the Commercial Catering and Allied Workers' Union of SA (Ccawusa)

The union has called Mr Raymond Ackerman, chairman of the Pick 'n Pay group, a Philistine of industrial relations and a bad loser after his comments about a five-day strike which cost the company at least R7 million in turnover

Responding to Pick 'n Pay advertisements in newspapers and comments made this week, Ccawusa has warned that if Mr Ackerman wants more industrial action he is treading on the right path

Mr Ackerman has claimed that, had the strike not been resolved on Monday, "stores would probably have been set alight and lives lost".

ALLEGATIONS

The union has objected to Mr Ackerman's "repeated and irresponsible" allegations of violence, saying that striking workers conducted themselves in a disciplined and peaceful manner

In its reply to the union, Pick 'n Pay said today that as the strike progressed the company had found it increasingly difficult to contain the possibility of violence

"The relative absence of violence was as much a result of management restraint and cool heads as it was due to the workers' discipline"

The company said the union's statement reflected "a fair degree of petulance"

Mr Ackerman claimed that the strike ended only when he asked union representatives if they wanted to see 21 000 people, including 14 000 blacks, without jobs and homes

The union said "We settled only after the necessary industrial action had made Pick 'n Pay take the workers' demands seriously"

1. Additional Allowance - Bicycle

Footnotes

AREA C: In all other areas.

Worcester!

Stellenbosch, Strand, Virgi

Malmesbury, Odendaalsrus, Pa

AREA B: Bloemfontein, Ea

Wonderboom and Wynberg;

Town, Springs, Uitenhage, V

Pretoria, Randburg, Randfo

Nugersdorp, Kullis Rive

Urban, Germiston, Goodwood

AREA A: Alberton, Bellville

Superseding w.d. no's: 311

434 - FOOD INDUSTRY, REPUBL

Pick 'n Pay pick up the pieces

With the brief but acrimonious Pick 'n Pay strike behind them, company officials are busy smoothing ruffled feathers at both management and union level SEFAKO NYAKA reports



Strikers at the Norwood Pick 'n Pay in Johannesburg slept in the store canteen during the 5-day dispute. Here they serve themselves sandwiches. Picture STEVE HILTON BARBER Atrapix

PICK 'n PAY group chairman Raymond Ackerman was touring Johannesburg stores this week, talking to customers and trying to repair any damage done to the company's image — and its staff/management relations — by last week's brief but occasionally acrimonious wage strike.

The seven-day strike not only cost the company about R6,5-million in turnover, but it also strained staff relations, according to group personnel director, Rene de Wet.

This week, after protracted negotiations with the Commercial Catering and Allied Workers Union (Ccawusa), the company agreed to an R85 across-the-board monthly increase, backdated to March 1.

The union had initially demanded a R90 across-the-board increase, while the company was prepared to grant a R67 increase, De Wet said.

After negotiations at the Conciliation Board failed, the union decided to go on a legal strike. Its first choice of date was the Monday following the Conciliation Board deadlock, but, said De Wet, "we applied to the Supreme Court, stating that the union had not called for a ballot and the 30-day cooling off period had not elapsed." The strike was then postponed for 30 days.

In the meantime, the company offered an R80 across-the-board increase or a two-phase rise of R60 in March and another R30 in July.

The union rejected the offer and refused to negotiate further, De Wet said.

"We then said to them that their position was like they were holding a gun to our heads and thus submitting the whole company to blackmail."

The company refused to be subjected to "blackmail" and the workers went out on strike.

The strike, involving more than 5 500 workers — mostly black, but including a handful of whites at Transvaal stores — closed 21 outlets at its height and affected more than 45 stores nationwide. Ccawusa said the strike was the most widespread industrial action ever to have affected the country's retail trade.

Asked if it was worth the company's while to hold out for a week, De Wet said this was brought about by the unions' refusal to negotiate.

"After going out on strike we continued calling for meetings with the union, but they made it clear that they would not negotiate for anything below the R90 demand.

"It was only after we told them that they would never get R90 from us that

they went back to their members and were given a mandate to negotiate."

After sitting up for nearly the whole night on Monday, the two parties announced they had settled.

The loss in revenue might not be as great as the dent in the company's image.

At one store in Natal punch ups

occurred between strikers and customers.

At Three Rivers in the Vaal Triangle, strikers marched up and down supermarket aisles and customers fled.

Pick 'n Pay sought various court orders to prevent violence and intimidation from erupting at certain

outlets.

A union representative said the union believed the demonstrations were legitimate ways to put the workers' cause.

Pick 'n Pay is presently engaged in "detailed briefing and discussion sessions with store managers to explain why the company decided to

settle, and also to repair relations.

De Wet said his company has given the union an assurance that management will not subject to disciplinary action staff engaged in minor incidents which occurred during a "time of high emotions and conflict." The company will instead work towards repairing relations.

A FRESH PERSPECTIVE ON THE NATION'S CRISIS:

South Africa – The Grapes of Wrath



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PICK 'N PAY STRIKE

Worse off workers

It took an agonisingly drawn-out 10-hour meeting, which ended in the wee hours of Tuesday, for Pick 'n Pay (P'n P) and the Commercial, Catering and Allied Workers' Union of SA (Ccawusa) to reach settlement in the most costly dispute ever to hit the retailing industry in SA.

It could be asked why it happened at all — particularly as it was already apparent last week that the only face-saving settlement would be the R85 a month across-the-board increase P'n P has now agreed to pay.

Each of the 6 200 strikers will lose, on average, more than R100 for the time they were out. Over a year, this is more or less equivalent to the extra R10 a month they had been demanding from the company, and more than the R5 a month they eventually won.

But the strike was not without heavy financial cost to P'n P itself. It had to close down several stores in the face of strikers' shopfloor demonstrations. And many of the stores kept open had less business than usual. The company also paid premium rates for less efficient casual labour.

A P'n P source estimates R5,5m in turnover was lost during the strike. The company also had to consider the possible harm a strike could do to its high-profile corporate image. It has left bitterness between management and employees.

More than once during the two-week build-up to the strike, P'n P made improved offers. But Ccawusa rejected them, sticking to its R90 demand and refusing even to discuss the issue. As a P'n P spokesman says: "In the light of the union's refusal to negotiate, and with a gun being held to our heads, it was a matter of principle that we should not give in."

Essentially, it was a wage strike. Had there been a strong element of political agitation it could have dragged destructively on for some time.

It is, in fact, not clear that union officials actually whole-heartedly supported strike action, with the gap between the two sides so small. They acted according to the 80% "yes" vote in the pre-strike secret ballot.

However, political factors were not altogether absent. Analysts lay much of the blame for this year's increased strike activity on the general political situation, and this strike could be yet another symptom of it.

Other general frustrations also probably played a role. A Ccawusa spokesman tells the *FM* that during mass meetings before the strike, workers regularly raised niggling grievances against local managements.

The strike was an impressive, although ultimately empty, show of union strength

and unity. It was the first widespread store strike in years and by far the largest ever in retailing, covering at least 45 stores in all areas except the western Cape.

There is little doubt that if the strikers had been dismissed, the company would have been harder hit. A spokesman estimates that to employ and train replacements would have cost nearly R5m. And this does not take account of the ever-present threat of a consumer boycott.

The strike, moreover, is a clear signal to other retailers that, despite internal disputes that have beset the union recently, Ccawusa had the ability to mobilise its members. Whether it still has that ability must now be open to question.

For the inescapable fact is that the strike was a pyrrhic victory. The workers realised that in a prolonged dispute they might not recover in higher wages what they lost during the strike. Hence, eventually, they settled for a deal that left them worse off than before, despite the increase won.

That is most certainly an indictment of union leadership. The strike turned out to be a posture. Not only were the workers left worse off, but the financial strength of the company — its ability to pay higher wages in the future — was undermined. If the union leadership had no stomach for the strike, it should not have gone along with it.

As the strike began, chairman Raymond Ackerman — pointing to P'n P's employment record, its housing and education schemes and its relatively generous wage offer — bitterly asked why his company was being singled out. The simple answer ap-

pears to be that a socially responsible management is seen by the union to be vulnerable. What is at stake is power not equity.

The strike raises questions about what constitutes acceptable strike activity. P'n P recognises the right of workers to strike, and the union claims it accepts that violence and intimidation are illegitimate. It has not condoned the violent confrontations that occurred in some stores, but it failed to keep order among its members which, some may say, implies tacit support for violence.

There are other important differences. P'n P holds that it is entitled to keep operations running without interference from strikers. The union bluntly says it has the right to attempt to close down stores, using what it calls peaceful methods that nevertheless caused obstructions and which were seen by management in another light. ■

16/5/86 FIN MAIL



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Pick 'n Pay strike in perspective



NOW that the chutney and tomato sauce has stopped flying maybe there's space for a relaxed look at the Pick 'n Pay strike

The workers have come away with a R85 a month increase, R5 less than the Commercial, Catering and Allied Workers Union (Ccaawusa) was holding out for and R5 more than the company was offering when the strike began.

In the end, the tough line and tactics taken by Ccaawusa can be viewed as an indication of workers' determination to force the living wage issue.

It is a major element in wage negotiations in all industries as workers see their take-home pay being eroded by inflation and other factors

For example, unionists involved in pay talks with the Steel and Engineering Industries Federation of South Africa have described the federation's pay offer as "an insult to the concept of a living wage" and many other unions are battling to convince employers of the necessity of substantial increases to keep pace with inflation.

UNDER ATTACK

Wages are clearly under attack

The most visible threat is inflation which, at about 20 percent, automatically reduces the buying power of wages by that much each year

Even the long-awaited abolition of pass laws and influx control will probably contribute to the downward pressure

A more hidden aspect of the attack is the homeland system

Rebates and other inducements have encouraged industrialists to establish themselves there instead of the existing industrial areas. At the same time homeland governments have helped keep wages low by "union bashing"

Both processes have produced a flow of "cheap" imports.

Manufacturers in the textile industry, for example, are increasingly concerned by the threat these pose to their own operations. At the same time they undermine jobs and wages in the established industrial areas

The Government policy of encouraging small business also threatens wages

The theory behind it is that the development of the informal business sector needs to be stimulated to combat unemployment and to do this unnecessary red tape and regulations need to be eliminated — including relaxing minimum wage provisions, an obvious threat to wages in the formal sector

The draft Temporary Removal of Restrictions on Economic Activities Bill, published recently, is seen as another prong of the attack and unionists have condemned it as a wholesale attack on wages and conditions of employment.

STN 14571
17/5/80

Checkers probe strike cause

About 100 workers went on strike at Checkers in Sandton yesterday

Mr Andy MacLaurin, director of personnel of Checkers, said, "It was alleged the manager swore at a worker. It is a serious matter and we are trying to get to the bottom of it."

The strike started at 3 pm. As it was Friday there were a number of casual workers on duty who, together with management staff, manned the tills.

Representatives of the Commercial Catering and Allied Workers Union (Ccaawusa) were called in last night in an attempt to resolve the situation.

ACKERMAN
shuns 'war
of words
with unions

W/E 17/5/06
140A
Weekend Argus
Correspondent

DURBAN — Last week's resolution of the Pick 'n Pay workers strike was a victory for industrial relations, Mr Raymond Ackerman, chairman of the giant retail group, said here

"Neither side won — you don't win a war," he said

Mr Ackerman told a University of Durban-Westville-Natal Building Society economic forum he did not want to enter a "war of words" with the union

The union has called Mr Ackerman a "Philistine of industrial relations" and a "bad loser" for his public claims that the strike was "broken" and that group stores would "probably have been set alight and lives lost" if resolution had not been reached. The union has said the strikers were peaceful and disciplined.

Mr Ackerman responded "We were targeted as a high-profile company and it is very difficult to come to terms in those circumstances

"I have no idea why we were made a target. The unions say that we were not and that the strike was not political but that is plainly not the case."

He wanted to pour oil on troubled waters, but it was apparent the strike was orchestrated

Metal workers' unions ban overtime as pay talks fail

17/5/86
SAP By Mike Siluma

Two metal industry unions, representing more than 40 000 workers, have imposed a national ban on overtime from Monday.

The unions — both belonging to the local co-ordinating council of the International Metalworkers' Federation (IMF) — have included in their demands that the industry cease the production of equipment for the police and the army.

A spokesman for one of the unions, the Metal and Allied Workers Union (Mawu), said yesterday that members of both Mawu and the Electrical and Allied Workers' Trade Union had decided to stop working overtime in protest that the employer body, the Steel Engineering Industries Federation of SA (Seifsa), failed to meet wage and other demands made by the unions, which included

- A "living wage" of R3,50 an hour and an across-the-board 50 cents-an-hour increase
- The recognition of May Day as a paid holiday
- The reduction of the working week to 40 hours

Pages face boycott

1401A

By DAN DHLAMINI
FOSCHINI and Pages Stores face nationwide boycotts if they don't start negotiations with the Commercial, Catering and Allied Workers' Union within the

next seven days. This follows a resolution by the Witbank branch of the Congress of SA Trade Unions in solidarity with 301 workers retrenched at these stores. According to a Cosatu spokesman, Foschini and Pages management "failed to talk to Ccawusa representatives" about the retrenchments. Foschini spokesman JB Corlett said they reached deadlock with the union after it wanted them to introduce a "job-sharing" strategy. "But my door is always open," he said.

Checkers talks to workers

Talks between worker representatives and Checkers will continue this week following a strike by 100 employees at the Sandton hypermarket on Friday and Saturday

The Commercial Catering and Allied Workers Union of SA (Ccawusa) claimed abusive remarks by a racist manager sparked the spontaneous strike

Workers have demanded the removal of the manager but have agreed to return to work pending the outcome of negotiations

Members of Ccawusa recently staged a seven-day sleep-in strike at Pick 'n Pay

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NEWS ANALYSIS

High profile for Ccawusa

THE militant stance of the country's second-largest emergent union, the Commercial, Catering and Allied Workers' Union of SA (Ccawusa), has been highlighted recently as a result of a wave of high-profile strike actions.

There is also growing concern among employers in the retail industry who fear an increasing number of confrontations with Ccawusa as annual wage talks continue over the next few months.

Ccawusa members ended their wage strike at Pick 'n Pay stores last week, but the union is still embroiled in a lengthy strike over layoffs at Foschini. About 100 workers also went on strike on Friday over an incident of alleged racism at Checkers in Sandton, where Ccawusa is recognised.

Asked whether the fears of pending industrial action were warranted, Ccawusa organiser Vivi Masina said: "There is a potential for disputes to develop at many retail companies due to poor management attitudes, especially in the area of unfair dismissals and low wages. But we cannot predict future action as this will depend on management actions and worker decisions."

Ccawusa negotiator Jeremy Daphne added. "Workers in Ccawusa have reached saturation point in terms of unfair treatment, low wages and poor working conditions. If management is not prepared to improve these conditions

CLAIRE PICKARD-CAMBRIDGE

through negotiation it should expect strike action."

Union spokesmen said that while average wage increases in the retail industry ranged between 15% and 20% this year, the average wage was about R300 a month.

Several retail employers believe the union's impact on the industry will largely be determined by Ccawusa's ability to sort out internal differences over policy and leadership.

Labour consultant Gavin Brown saw Ccawusa going through a change of leadership and philosophy. He believed this could either result in the consolidation of its position and the development of a more coherent policy and direction, or a fall into the trap of internecine squabbling.

"Ccawusa is also under enormous pressure because of its rapid growth and its crucial shortage of negotiating and administrative skills," he said.

The union, established in 1975, now has 52 000 paid-up members in the retail and hotel industry.

Daphne said Ccawusa had had a steady increase in growth, activity and consolidation of shop steward and administrative structures since 1981.

He stressed that while recent Ccawusa disputes with Pick 'n Pay

and Foschini revolved around wages and job losses, it did not see itself as "workerist" in outlook.

"Ccawusa is fully committed to taking up political and community issues affecting its members and playing a role in the political arena," he said.

Ccawusa leaders believe the visible upsurge in worker militancy and expectations is also due to the fact that improvements in union structures now enable long-standing grievances to be articulated.

Many employers cite the formation of the Congress of SA Trade Unions (Cosatu) as a contributing factor to the militancy of its affiliate, Ccawusa.

Daphne said the establishment of Cosatu has improved back-up and support systems when workers clash with management.

"But the militancy of Ccawusa members is rather a result of SA's socio-economic factors, continued poor shop floor conditions and improved union structures which more effectively articulate worker militancy."

Ccawusa is preparing to start wage talks with companies including CNA, Woolworths, Gallo and Edgars, while negotiations with Pick 'n Pay, Checkers, Foschini, OK Bazaars, Makro and EMI are among those which have been completed.

It is involved in continuous negotiations on pay and other issues with many companies.

AIRLINE MOVEMENTS

Monday Air Schedule	2345	0140	SA398	1215	1520	SA409	East London to Johannesburg	SA415	0700	0930	SA417
				1540	1805					1115	SA418

Union to fight for retrenched workers.

THE Commercial, Catering and Allied Workers' Union (Cawusa) is planning national solidarity action at all companies where it is organised to back demands for the reinstatement of retrenched Foschini workers.

Cawusa national organiser Kayser Thibedi said yesterday options to be discussed with its 52 000 members over the next two weeks included strikes or work stoppages at companies in the retail and hotel industries.

The decision coincides with concern

CLAIRE PICKARD-CAMBRIDGE

expressed last week by retail employers that Cawusa would embark on a campaign of intensified industrial action to back a variety of demands

However, sources believe Cawusa's long-term impact on the retail industry will largely be determined by its ability to sort out internal differences over leadership and policy

Internal matters were among issues debated at a special Cawusa conference

313/86
140A
BU DAY
Cawusa has declined to disclose the outcome, but says Vivian Mtwa of Durban has been appointed acting general secretary of the union. A new executive has not yet been elected.

Several hundred workers at more than 50 Foschini stores have been on strike since April 25 over the retrenchment of 200 to 300 workers in February. Foschini believes Cawusa's demands for the reinstatement of retrenched workers and a job sharing scheme would be unworkable.

BUY DAY 2/15/81 (140A)

Steel workers strike

MORE than 4 500 workers are on strike at Highveld Steel plants in Witbank to demand the reinstatement of four workers who were dismissed after a national one-hour stoppage by thousands of metal workers in April

An Anglo American spokesman declined to comment, but confirmed that talks with the Metal and Allied Workers' Union (Mawu) were taking place

Mawu said plants affected by the strike were Highveld Steel, Vantra, Rand Carbide and Transalloys

The one-hour stoppage by Mawu members in April was in protest against the wage offer of the Steel and Engineering Industries Federation of SA (Seifsa).

Mawu said workers who took part were given warnings by the company. Four workers who already had warnings were dismissed.

CLAIRE PICKARD-CAMBRIDGE

□ About 3 000 workers have been on a wage strike at seven Sentrachem factories in the Transvaal, Orange Free State and Natal for more than a week. Demands by the SA Chemical Workers' Union (Sacwu) include a R250 increase on minimum rates. The present minimum is R400 a month

□ Nearly 2 000 Tembisa Town Council employees who went on strike on Monday are demanding a minimum wage of R700 a month. Sapa's Tembisa correspondent reports that workers also locked themselves inside the offices after management said pay would be deducted from workers who stayed away on March 14 to attend a funeral.

THE Commercial, Catering and Allied Workers' Union of South Africa may call out its 60,000 members on a solidarity strike in an attempt to break the stalemate at strike-hit Foschini subsidiaries.

The threat follows a resolution taken by Ccawusa members during a conference held in Port Elizabeth at the weekend.

The move to strike in a bid to put pressure on management to rescind its decision to retrench workers at the group's stores — was unanimously endorsed by delegates at the conference, a spokesman for the union said yesterday.

Dozens of Ccawusa members have been on strike since last month, demanding the reinstatement of their 301 colleagues retrenched "unilaterally" by Foschini. Foschini divisions affected by the strike are Pages, Markhams and American Swiss.

Ccawusa and Foschini management, which has

60 000

Sowetan 2/15/86

140A

in plan for mass strike

LEN MASEKO reports on strikes and disputes

reported a sharp decline in profits, have reached a stalemate on alternatives to retrenchment.

Meanwhile 2 000 members of the SA Chemical Workers' Union continued their

wage strike at seven Sentrachem subsidiaries yesterday.

The striking Sentrachem workers are demanding an across-the-board increase of R250. Talks between management and the workers' union have reached a deadlock.

• Sapa reports that more than 4 500 workers had stopped work at the plants of Highveld Steel in Witbank.

The plants involved are Highveld Steel, Vantra, Rand Carbide and Transalloys plants.

The Metal and Allied Workers' Union (Mawu), whose members are involved in the work stoppage, said the workers were demanding the reinstatement of four colleagues who had been dismissed following an industrial action at the plants.

The four were dis-

missed after a national one-hour stoppage called by Mawu to protest against Seifsa's "refusal to negotiate a living wage".

The company was not available for comment.

• About 700 Mawu members downed tools at Barlow Rand Appliances in Alberton yesterday. The strikers are protesting "harassment of black staff" at the plant.

Barlow Rand management could not be reached for comment.

• Dozens of GEC workers were involved in a work stoppage at Knights on the East Rand yesterday, but the *Sowetan* could not establish the reasons for the industrial action.

The GEC management promised to respond to a *Sowetan* inquiry, but by late yesterday it had not done so.

• About 30 workers at Algarve Engineering were involved in a one-day stoppage this week.

STAR

nesday May 21 1986

3

4 500 steel workers on strike

1401A

By Sheryl Raine

More than 4 500 workers are on strike at four plants of Anglo American's Highveld Steel in Witbank after the dismissal of four colleagues

Plants affected by the Metal and Allied Workers' Union (Mawu) stoppage are Highveld Steel, Vantra, Rand Carbide and Transalloys

"Workers are demanding the reinstatement of four workers dismissed after a national one-hour stoppage recently in protest against the Steel Engineering Industries Federation of SA's refusal to negotiate a living wage," said a union spokesman

Highveld Steel would say only that talks were continuing with the union

"All the workers who took part in the hour-long stoppage were given written warnings by the company," said the union spokesman

"Seven workers who already had warnings were then dismissed. The union's shop stewards appealed and three workers were reinstated"

"Workers at the plants have objected to the dismissal of the other four and have accused the management of being dictatorial

CLAIRE PICKARD-CAMBRIDGE

ABOUT 1 200 workers at three General Electric Corporation (GEC) plants in Germiston, Boksburg and Springs went on strike yesterday to demand a 50c across-the-board increase, the Metal and Allied Workers Union (Mawu) said.

Company spokesmen could not be reached for

14017
GEC workers strike over wage demands

comment yesterday.

Mawu's Moses Mayekiso said the three plants were refusing to discuss the union's demand on grounds that they were already negotiating minimum wages at Industrial Council level.

□ About 4 500 striking workers at four Highveld

BUSINESS DAY, Thursday, May 22 1986

3
Steel plants in Witbank returned to work yesterday after a one-day strike to demand the reinstatement of four employees dismissed in April.

An Anglo American spokesman said Mawu had agreed to mediation and Highveld Steel had agreed to reinstate the four, pending the outcome.

NUM sets mine wage talks following with big demand

THE National Union of Mineworkers (NUM) has made an opening demand for a 45% across-the-board wage increase for black gold mine employees it will represent during annual negotiations with the Chamber of Mines.

The NUM, which claims 180 000 paid-up members and 250 000 signed-up members on chamber gold and coal mines, is expected to table similar demands for workers on chamber collieries where it is recognised. However, these negotiations will be handled separately.

NUM's opening demand in 1985 was a 40% increase and negotiations this year may well be as tough and prolonged as they were last year. NUM's Marcel Golding said other demands this year included a reduc-

tion in working hours — which are more than 90 hours a fortnight — to 80 hours a fortnight, 44 days annual leave, a holiday leave allowance of 100%, May Day, as a paid holiday, improved shift allowances and improved funeral and death benefit schemes.

Minimum increases negotiated for black workers on chamber gold mines last year ranged between 14% and 22%, and there was strike action at some Gold Fields, Anglovaal and Gencor mines.

NUM has also placed strong emphasis on improving the lot of women employees this year. These demands include six months' paid maternity leave and up to six months' additional unpaid leave if a worker or child suffers from illness

CLAIRE PICKARD-CAMBRIDGE
140 W
BUS DAY

before or after childbirth. NUM wants women workers to be guaranteed similar pay and benefits when they return from maternity leave, and are also demanding that fathers be given the right to time off when children are born.

The chamber has not yet made an offer and the parties are expected to meet later this week. The traditional implementation date for wage increases for black employees is July 1.

The monthly minimum for underground gold miners ranges between R193 and R800 and their average wage is R390,82c. Additional benefits such as food, accommodation and

medical attention amount to another R147 a month.

The Council of Mining Unions (CMU), representing about 24 000 white miners and other mining personnel, has called off its scheduled strike ballot on Friday after a new offer from the chamber.

The new offer has not yet been disclosed to the media, but it is likely that the chamber and the CMU are closer to reaching agreement now. There was previously a 0,5% margin between the CMU's demand of a 15,1% increase and the chamber's offer of 14,6% with no fringe benefits.

The three official associations representing another 37 000 members met with the chamber on Tuesday to present their wage proposals. The

Mine Surface Officials' Association and the Underground Officials' Association have presented joint demands, while the SA Technical Officials' Association has separate demands.

De Beers has also begun its annual wage negotiations with the CMU, but has not yet begun talks with NUM. NUM met to negotiate wages and conditions of employment with De Beers Namaqualand mines division for the first time last year, after the conclusion of a recognition agreement between the parties.

De Beers wage increases, with seven increments, amounted to about 12% for employees represented by the CMU and NUM last year, resulting in a minimum starting rate of about R340 a month.

Benoni, Boksburg, Brakpan, The
da, Johannesburg, Kempton Park,
orp, Nigel, Pinetown, Pretoria,
own, Springs, and Wynberg,

S.A.

membership doubled

Uwusa could create problems in labour

22/5/86 SMR
140A

Own Correspondent

DURBAN — The handling of labour relations in the future is going to demand a great deal of time, patience and ingenuity, especially since the emergence of the Congress of South African Trade Unions and the United Workers Union of South Africa, according to the Deputy Minister of Foreign Affairs, Mr Ron Miller

Addressing a seminar today by the Natal Chamber of Industries, Mr Miller said the formation of Uwusa could lead to intense acrimonious shopfloor battles for membership and supremacy.

"It will undoubtedly have to be treated with balance, caution and wisdom if we are to avert unhealthy polarisation, particularly between blacks, and if we are going to achieve the maintenance of stability at the workplace

"Labour disharmony and the uncertainty which surrounds it not only adversely affects the quality of life and the living standards of workers, but unduly disrupts business operations and the profitability of undertakings, as well as being socially, morally and politically defeating," he said

Membership of trade unions had increased from 0,7-million in 1979 to 1,4-million in 1985

Black membership of registered trade unions rose from zero to more than 60 000 in 1985. Unregistered trade unions had a membership of more than 700 000 at the end of 1985 - a figure which will be reduced with the recent registration of the National Union of Mineworkers with a membership of more than 100 000

Membership of multiracial trade unions had climbed from 206 000 at the end of 1978 to 769 000 at the end of 1985

NEW LEADERSHIP

"The vast growth in the memberships of trade unions and the changes in membership structure has been accompanied by the rise of a new leadership figures, increased inter-union rivalry, the establishment of new trade unions and the formation of trade union federations," said Mr Miller

There had been 469 strikes in 1984, but last year the figure dropped to 389. The number of workers involved had increased from 182 000 in 1984 to 239 816 last year

White miners' ballot shelved on new offer

By Sheryl Raine

A ballot to decide whether 24 000 white miners and other key white personnel in the mining industry should strike has been postponed indefinitely after an improved wage offer from the Chamber of Mines

The ballot, involving eight unions affiliated to the Council of Mining Unions (CMU), was to have been on Friday

CMU general secretary Mr Tom Neethling said today that the Chamber tabled an improved wage package on Tuesday "They have met our demand for a 15,1 percent package. It includes a 14 percent

wage increase, a 1 percent pension improvement, and a 0,1 percent improvement to injury leave benefits

"The Chamber has also agreed to our request that the implementation date of the package be backdated to May 1. The date has been a stumbling block in negotiations"

Though the CMU has not undertaken to recommend to members that they accept the latest offer, it is being referred back to them for discussion

"If members reject the package, we will have to set another date for the ballot," said Mr Neethling

NUM, chamber to start wage talks

The first round of wage talks between the National Union of Mineworkers and the Chamber of Mines is expected to take place this week, with the NUM demanding a 45 percent increase for workers on gold mines. Other NUM demands include

- Reduced working hours from 90 hours a fortnight to 80 hours
- May 1 as a paid holiday
- Increased shift allowances and improved funeral and death benefits
- Increased annual leave to 44 days and a holiday leave allowance of 100 percent
- Six months' paid maternity leave for women workers plus a further six months' unpaid leave to accommodate illness before or after the birth of a child
- Paternity leave

Test case for union politics

CAPE TOWN
22/5/86
MOR

THE town of Brits north west of Pretoria has been in the headlines recently because of the ill-fated visit by Deputy Minister of Information, Mr Louis Nel, who was booed off the stage by members of the Afrikaner-Weerstandsbeweging

Less well known is that an event of deep political significance is unfolding in Brits's old black location, where the community is resisting what it sees as a forced removal to the new township of Lethlabile, 17 km from Brits

Brits is an example of the politics of unions and employers — which has been the cutting edge of black-white relations in this country for more than seven years — spilling over into the communities, rather than vice versa

The Brits location is a union town and opposition to the removal has been spearheaded by union leaders, who have brought to the battle a pragmatic style of politics born of more than a decade of gradually acquiring power on the shop-floor

More remarkable is the response of Brits employers and the national employer federations who have intervened to try to stop the removal

With the anti-removals Brits Action Committee supplanting the community council as the township's representatives, Brits is emerging as a test case of whether an unofficial body can pose as a local authority and oversee the upgrading of a township

This is particularly significant in the alleged post-influx-control era — with infrastructure, housing and amenities becoming a desperate priority — but which coincides with the near-collapse of the government's black local authorities system

Against removal

he old location — known to residents as "Oukasie" — is right next to a white suburb and has been earmarked for removal for 25 years, though removals of families to Lethlabile only started at the end of last year

Some 5 000 out of 15 000 original residents of the old location were moved out — some because of the handsome financial compensation on offer, others because they were lodgers and had nowhere to stay when their landlords' homes were demolished, and others because they were government employees or policemen

The rest of the community is dead set against removal from the place they have lived in for 55 years because of the long distances they will have to travel to work and because of fears that Lethlabile, which borders Bophuthatswana, is to be incorporated into the homeland

What makes Brits unusual is that many of the leaders are shop stewards from the two leading unions in the area — the National Automobile and Allied Workers' Union (NAAWU) and the Metal and Allied Workers' Union (MAWU)

They have brought to the location a form of politics — working squarely within mandates towards achievable goals through pressure as well as negotiation — which they have learnt on the shop-floor

It is a style which has seldom been extended into the struggles in the townships, though unions are increasingly becoming a factor in the townships

Thus the Brits Action Committee first negotiated the departure of the army and the police from the township. They then managed, through negotiation, to secure facilities for meetings and, through Supreme Court action, got the development board to stop demolishing houses evacuated by people moving to Lethlabile, allocating them to people on the housing waiting list instead

Their next target is to get the township relieved by the government and, finally, they aim to get employers to finance the upgrading of the township by providing drainage, sewage, tarred roads, electricity and improved housing

Reasoned settlement

Mr Taffy Adler, the Transvaal secretary of NAAWU, says the key difference between the unions and other organizations in the township is that the unions are used to playing the politics of power and not simply of protest.

"The unions are able to say, 'These are our immediate goals,' and to use their access to pressure to reach a reasoned settlement. I doubt whether the removal could have been stopped if it hadn't been for the involvement and pressure of the unions on the employers"

The involvement of employers is also indicative of a new-found willingness to act against what they perceive as injustice. This was seen, for instance, in the employer-initiated appeal against the bannings of Eastern Cape activists Mr Henry Fazzie and Mr Mkhuseleli Jack.

The Federated Chamber of Industries (FCI) has arranged a meeting between the BAC and the MP for Brits, Dr Jan Grobler, and the Steel and Engineering Industries Federation of South Africa (Seifsa) has put pressure on the government to suspend the removal

Mr Arthur Hammond-Tooke of the FCI says the FCI is attempting to play the role of "principled mediation" because it feels that "while we have credibility with the government, we have some insight into the other side. We're using our influence to give the Brits community a hearing".

Mr Hammond-Tooke is aware of the importance of the issue "It's a test case for the whole country," he says

(14014)

A LENGTHY dispute over the membership figures of affiliates of the Congress of SA Trade Unions (Cosatu) in the Eastern Cape came to a head last weekend, leading to the postponement of the regional launch of the new federation.

Both the two-day congress and the subsequent mass rally due to launch Cosatu in New Brighton on Sunday were marred by allegations of violence and intimidation.

The interim chairman of the region, T Mkalipi, who is also a Chemical Workers Industrial Union shop steward, said some delegates had threatened him verbally. At one stage during the two-day congress, he added, knives were drawn.

Mkalipi also said that an unnamed SA Breweries worker was abducted by alleged "comrades" as he was leaving the rally and questioned about decisions taken at the congress. He was threatened but eventually released unharmed.

The dispute rose over conflicting assessments of membership between the regional credentials committee (set up to determine the number of delegates each union should have) and a group of four Eastern Cape unions, Motor Assembly and Component Workers Union of SA, (Macwusa), General Workers Union of SA (Gwusa), General and Allied Workers Union (Gawu) and the SA Textile and Allied Workers Union (Satawu).

A credentials committee source said it had had no response from Macwusa and Gwusa to a request to supply receipts to prove their claim to a joint membership of about 5 000 Saawu, which had claimed 10 000 members in the region, produced only 1 500 receipts, entitling the union to seven delegates, the sources said.

Satawu, which is closely linked to Saawu, had claimed regional delegates on the basis of 7 000 members, but was paying national affiliation fees on the basis of only 1 900 members.

A Saawu spokesman, Penrose Ntlonhi, said most of the union's

Membership dispute boils at angry Cosatu congress

A long-standing union dispute comes to a head. PIPPA GREEN reports



Thousands sing as a coffin inscribed "P W Botha" is carried through the Dan Qege Stadium

member receipts were lost in a fire which destroyed its offices earlier this year. The 1 500 receipts represented membership between November last year and March 30.

The congress agreed the union be allowed a certain number of delegates, but arguments arose when the union claimed an extra six delegates for new membership.

Satawu agreed to accept eight members on the basis of figures submitted to the Cosatu head office.

Temper flared during the congress, according to several sources, and several delegates from Saawu and Macwusa demanded that Mkalipi be

removed from the chair.

However, most unions supported his position at the meeting. Mkalipi claims he was also threatened with "a necklace" during the meeting.

After a seven-hour discussion on Saturday, the regional executive committee met in a last-minute bid to settle the dispute. There it was agreed that Macwusa and Gwusa be allocated the joint 22 delegates they had claimed on the basis of figures submitted to Cosatu's head office and that all unions be granted the extra six delegates claimed by Saawu on the basis of membership recruited over the past five months.

However, the latter proposal was rejected by the congress as being unconstitutional and the launch was postponed for two months.

Mkalipi claims he was then attacked by a "team" of people at the end of the congress. "But workers from other unions stopped them. Chairs were in the air and knives were out. My guys told me it would not be safe for me to go to the rally."

Commenting afterwards, Mkalipi said he was concerned "at the disregard for the constitution and the disregard for democracy. The only way I would have stepped down as chairman is if the meeting had taken a

formal democratic decision. It is not democratic for one group to howl and shout at the chairman."

Saawu's Ntlonhi said Mkalipi was not attacked "as such", but added that there was dissatisfaction with the way he had chaired the meeting. It had appeared that he had "favoured" some unions, he said.

Macwusa and Gwusa general secretary, Dennis Neer, said his union was satisfied with the delegation it was granted. He referred all enquiries about the allegations of violence to Mkalipi.

MIKE LOEWE reports that the launch flop could not have been made public at a more embarrassing time — three hours into the rally.

A crowd of 20 000 had turned out for Sunday's rally, called specifically for the launch. The mood was jubilant and festive. The throng erupted into song when a coffin bearing the inscription "PW Botha" was displayed before the crowd in Port Elizabeth's Dan Qege Stadium.

After three hours of waiting, the crowd gave a tumultuous greeting to the trade unionists who had been holding a two-day closed-door regional congress.

The picnic mood was cut dead by the national Cosatu vice-president, Makhulu Ledwaba, who announced that inter-union "differences" had prevented the election of four regional executive members, and that the launch rally had been postponed.

It was, he said, the second Eastern Cape launch attempt to have failed. The first had been thwarted by a magisterial banning order in January.

Local trade union leaders tried to cheer the crowd with workers' songs and slogans. But the unionists had to endure a blistering dressing down from Ledwaba, who effectively accused them of being directionless.

Ledwaba told the rally: "I want all the workers from different establishments and industries to come together and give direction to their delegates."

The postponement followed two days of deliberation over "a number of issues" at the regional congress.

"But this regional congress was unable — maybe because of certain differences that exist, or maybe because of personalities that exist — to elect four people who will look after the region," he said.

He had also been disappointed to learn there were still "differences of viewpoint" thought to have been resolved at Cosatu's national launch on November 30 last year.

However, the regional congress had resolved that the launch would go ahead at a later date and would be addressed by national Cosatu leaders, but only after the regional executive had been elected.

Journalists present at the rally were asked not to misconstrue those problems as a sign of serious divisions in Cosatu.

"They are only problems, and are not the first in the South African liberation struggle," a speaker told the rally.

23/5/86

FOSCHINI STRIKE

FINANCIAL

140A

At the crossroads

The drawn-out dispute between the Commercial, Catering and Allied Workers' Union (Ccawusa) and the Foschini group has been overshadowed by the more spectacular Pick 'n Pay strike. But, as the spectre of a consumer boycott and widespread sympathy action rises, its effects could be far more dramatic.

The legal strike over the retrenchment of 274 workers is now into its fourth week. It follows months of talks in which the union attempted to negotiate a short-time deal in an attempt to avoid lay-offs. But Foschini contends that the nature of group operations makes the scheme impracticable.

According to company spokesman John Corlett, about 250 workers from 46 Foschini, Markhams and Pages stores, and the group's Isando distribution centre, are on strike. The action is centred on the Witwatersrand and the Vaal, with some stores in Natal and the Free State also affected.

Since the beginning of the strike the group has maintained an easygoing attitude, tolerating picketing and sleep-ins. Last week, though, it obtained an interdict to end the sleep-in at Isando which threatened to become unmanageable. Neither side has yet shown any sign of softening its position.

Corlett says that although the strike is an irritant, it actually affects less than 10% of the group's stores.

But there are indications that the strike is coming to a head. Management has previously said it was not planning to dismiss strikers. But this week Corlett told the *FM*. "We are reviewing the situation daily."

And, at a weekend conference, the union decided to intensify a hitherto half-hearted consumer boycott of the group's stores. The major target is likely to be the 133 Pages stores which cater mainly for black trade. Ccawusa says the Congress of SA Trade Unions and the United Democratic Front are both supporting its cause. And the union is also threatening sympathy action at other retailers.

The strike has reached a critical stage. Resolution depends on a compromise settlement. But it has become increasingly difficult for either side to shift positions to initiate further talks. The alternative, though, is a lengthy conflict which will sap both. ■

RENE DE WET

Assessing the P'n P strike



The *FM* spoke to Pick 'n Pay (P'n P) personnel director René de Wet about the recent week-long strike by members of the Commercial, Catering and Allied Workers' Union (Ccawusa).

FM: P'n P has been singled out in both of the last two major retailing strikes — the previous having been in 1984. Why?

De Wet: We were the last big retailer to be unionised by Ccawusa. Also, there is P'n P's success and the workers' perceived deprivation regarding that. But we certainly compare relatively favourably with other companies in the way we handle our workers. Did the strike have anything to do with P'n P's image as a good employer and the effect this has had in raising employees' expectations?

Yes, I think so, and also because of our image as a family-type concern. To some extent we do tend to be paternalistic. But that is better than a cold and bureaucratic set-up. Nevertheless, there is less paternalism now that we recognise the need for negotiation. Hand-outs are out.

Could the strike have been handled differently?

We should have been more flexible about our offers. But once the workers voted for R90 "or else," a momentum was created which made a strike inevitable. It could have been avoided only if the union had changed its demand. But its leaders were carried along by the momentum of workers' expecta-

tions

It was difficult for us, too, because we understood that the demand was not unreasonable. With a minimum wage of around R300 a month, we realised we were vulnerable to comparisons with poverty datum lines, for example.

Was the strike worth it?

No strike can really be worth it. But ultimately we had to decide whether to capitulate or, as a matter of principle, try to restart negotiations. It is difficult to quantify the loyalty shown by some customers against the dissatisfaction of others, and whether turnover losses outweighed cost savings on wages. Nevertheless, I believe we made the correct decision.

How serious were the confrontations in the stores involving strikers?

One feature we did not anticipate was customer reaction. The union wanted to get the sympathy of customers but, on balance, the customers reacted in favour of P'n P. Many shopped despite the unpleasantness.

Are you saying that customers sparked off some of the incidents?

Yes. In Steeledale, for example, we had to close the store on the Saturday because there were armed vigilante groups outside wanting to get at the staff. But, in other cases, strikers forced customers' tolerance levels beyond breaking point. In Kingsburgh, Natal, strikers blocked the store entrance. Customers felt intimidated, so they reacted. On the other hand, given the scale of the strike, it passed off relatively incident-free.

Why was Natal worse than other areas?

After the 1984 strike, management in the Transvaal became more skilled in coping

with conflict. The union's approach in Natal was also much more militant. It seems that the 1984 strike made Transvaal workers more assertive and self-confident. I don't think they felt they had to reassert themselves.

At Bedworth Park, Vereeniging, the problem was eventually resolved in a novel way. The manager permitted about 50 strikers to demonstrate with placards and to sing as loudly as they liked, near the entrance to the store. In return, workers refrained from physically interfering with customers.

That was a positive development and could be a future option — if the union is prepared to negotiate such an arrangement. But we will also become more acquainted with our legal rights to control the behaviour of strikers by, for example, using trespassing laws and selective lockouts.

How are relationships between workers and store-level management now?

It varies. It is probably more polarised in the Natal stores. But even in Johannesburg there has been a management backlash. Despite great stress, however, our managers acted with tremendous restraint.

After a strike like this, it takes time to get both sides working together normally again. It is important that neither side feels that it has lost. We will continue conducting intensive training and discussion sessions with our management people. Generally, if they can talk out their pent-up emotions, things should return to normal. Afterwards, most are better for it. There is a lot more mutual respect between a more assertive worker and a manager who respects the worker and his rights.

FIN MAIL 23/5/86



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FACE TO FACE

1. 300 GEC workers' strike over pay, reinstatements

23/5/80 (10/11) By Sheryl Raine

About 1 300 workers are on strike at GEC plants in Benoni, Germiston, Springs, Welkom and Knights to back wage demands and the reinstatement of 48 dismissed colleagues

The Metal and Allied Workers' Union has accused the company of "anti-unionism".

GEC managing director Mr Paul Hatty said management was prepared to negotiate and the company regarded the strike as premature and unnecessary.

THE FIRST — AND ONLY — MERGER BEATS THE DEADLINE PIPPA GREEN reports

THE Congress of SA Trade Unions' (Cosatu) slogan, "One union, one industry", takes more concrete form this weekend with the first union merger in the new federation.

The merger, between the previously Fosatu-affiliated Transport and General Workers Union (TGWU) and the Cape Town-based General Workers Union (GWU), will take place in Pietermaritzburg.

It is the first and only merger within Cosatu to meet the federation's self-imposed aim of having one union in each industry within six months of its launch in December last year. The deadline runs out next week.

Talks are going ahead in the metal and engineering sectors for a merger, which will include motor industry workers in one very large union.

And in the food sector, a new single union — bringing together the Food and Canning Workers Union and the Sweet, Food and Allied Workers

Union is expected to be formed early next month.

The union that will be formed in this weekend's merger — to be called the Transport and General Workers Union — will have about 24 000 members and will operate in a sector employing nearly 400 000.

A crucial issue confronting the new union is the awesome prospect of organising railway workers, who constitute about 75 percent of all transport workers. There cannot be many in the labour movement who have forgotten the long and, in the end, unsuccessful battle that the relatively small GWU put up against SATS in the Port Elizabeth docks in 1982.

While the two merging unions agree that railway workers should be organised by a transport workers' union, it is a matter of some controversy in Cosatu itself.

The SA Allied Workers Union (SAAWU), which has some SATS workers among its members in the Transvaal, has argued that railway workers should be organised in a separate union.

Even within the new union, the "one union, one industry" aim does not translate neatly into reality. TGWU will bring about 14 000 signed-up members to the new union, 6 000 of which are municipal workers and 2 000 of which are employed in the cleaning and security sector. About half the GWU's 10 000 members are employed in the building supplies industry.

TGWU general secretary, Jan Barrett, said her union's position was that the 1 000 transport workers within municipalities should remain in the new TGWU. Other municipal workers would move into a new union "as soon as is practically possible".

As for the cleaning and security workers, Barrett said the union "had always pushed quite hard that they should come in with transport (workers)."

"One reason for this is that they are already in our union, the other is that they form part of the services sector, where wages are low and the workers are extremely vulnerable. So we felt it was important that they be linked with other workers in the transport sector."

TGWU also has close on 6 000 members in the goods and passenger transport sectors.

The organisational backbone of the GWU is its national membership among stevedores, which constitute the majority of its 4 000 transport sector members.

Both unions are confident that the new-found official co-operation between them will be a merger in the truest sense of the word.

CPM 7-13 295/82

Pick 'n Pay strike at 'edge of war'

By ROGER WILLIAMS
Chief Reporter

MR RAYMOND ACKERMAN, chairman and joint managing director of Pick 'n Pay, said yesterday the recent pay dispute within the group had reached "the edge of a war situation" and he warned that if trade unions did not act responsibly "they'll kill the whole union movement"

Speaking at a Cape Town Press Club lunch he said the strike action taken by employees in the group had had definite political overtones.

He disclosed that during the pay talks, Pick 'n Pay management had been openly threatened that 40 of the group's stores would be burnt down if there was no capitulation to the workers' demands

At certain stores there had been planned union action "to create absolute chaos, with the result that we had to close 20 stores to protect our consumers"

Management had, however, shown that while it respected the right of its staff to demand more pay, it did not respect the idea of having a pistol held to its head

"We showed we would not be intimidated and pushed around, and in the end all politics went out of the window and we agreed that both sides had won"

Mr Ackerman said the Pick 'n Pay pay dispute had been "a microcosm of what is happening in this country today"

He said that though the group had been through "an awful experience", this had not left him feeling depressed, it had in fact made him feel a bit more hopeful, as the value of the negotiating process had again been demonstrated

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Hears of more tension over scrapping of job reservation

Miners reject new laws

New laws proposed by the Government to scrap job reservation on the mines have been rejected by virtually all parties in the industry — and some union leaders fear the laws will increase labour tension on the mines.

This week the Minister of Mineral and Energy Affairs, Mr Danie Steyn, announced that job reservation would be scrapped during the current session of Parliament. He said draft legislation had been sent to the Chamber of Mines and all unions in the industry, including the National Union of Mineworkers (NUM).

Industrial Relations adviser to the chamber, Mr Johann Liebenberg, would not comment on the draft Bill's content but said the chamber was unhappy and still hoped to persuade the Government to amend it.

According to information the Government seems determined to create a statutory committee to control the advancement of blacks on the mines

'SCHEDULED PERSON'

The Government proposes to change the Mines and Works Act which defines a "scheduled person" as a white person and bars blacks from 13 key mining jobs. Without access to these jobs, blacks are barred from reaching the top in the industry

The words "scheduled person" are to be changed to "competent person". A statutory committee of 14 has been proposed to determine who qualifies for five of the 13 job categories presently reserved for whites. The committee's composition is unpopular with the chamber, the NUM and most white mining unions.

The committee will include

- The Government mining engineer.
- Two nominees from the Department of Manpower
- Two Mineral and Energy Affairs officials.
- Two representatives of the chamber
- Five people with blasting certificates and at least 10 years' blasting experience, nominated by unions
- Two further union nominees who hold either a winding-engine driver's, locomotive-engine driver's, lampman's or onsetter's certificate of competency.

LONGSTANDING OPPONENT

This means that half the committee will consist of white Mine Workers Union (MWU) members, the SA Technical Officials' Association and the SA Engine Drivers' Firemen's and Operators' Association who could together block or retard black advancement

The MWU, a longstanding opponent of scrapping job reservation on the mines, will discuss the most recent proposals at an executive meeting on Tuesday.

It was believed that the committee was mooted as a catalyst to achieve agreement between the deeply divided parties involved in negotiating an end to job reservation. Now, unless last-minute representations to Government can force an amendment to the draft Bill, the committee seems set to become a reality.

One mining union has suggested that unions as well as the chamber refuse to serve on the committee.

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mpedown, Delmas, East Hopefield, Kimberley, burg (Tvl), Newcastle, stroom, Standerton, Witbank and Worcester.

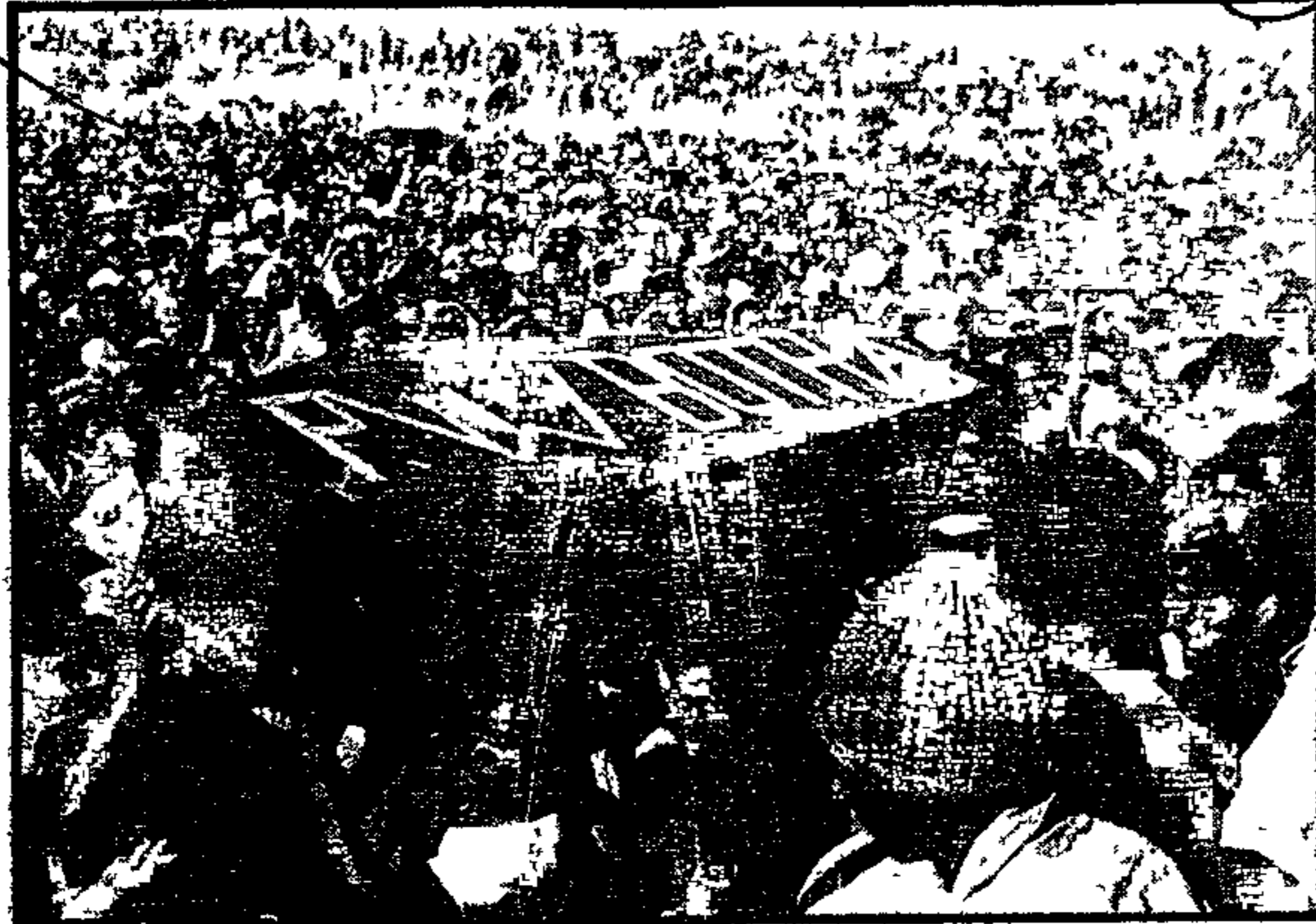
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Crowd 'buries' PW Botha at workers' rally

50 000 AT BIRTH OF EAST CAPE 'WING'

1408



**FROM R20
TO R20 000
FOR YOU??!!!**

Do you want to pay for your car, lorry, furniture, electrical appliances, clothes and 1 000

CP Correspondent

EVEN though the Congress of SA Trade Unions' official Eastern Cape regional launch was "postponed" at the weekend, it did not dampen the spirits of the 50 000-strong crowd who turned up at Port Elizabeth's Dan Qeque Stadium

They sang freedom songs, read revolutionary poetry - and staged a "fu-

neral" for President PW Botha;

The crowd - which converged on Zwide from as far as Graaff-Reinet, Cradock and other Eastern Cape towns - was disappointed to hear that the official regional launch had to be postponed until a directorate was elected and certain problems were ironed out in the interim structure

But they roared when

militant youths tossed the coffin onto the bearing PW name.

The crowds ly responded chant: "Down Botha regime!

Several youths with the exiled African Congress pres Tambo

Gunshots from Johnsc...



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the rally was in progress,
when a van carrying
armed Ibhayi town coun-
cil cops drove past the
stadium

City Press saw youths
fleeing in all directions

Later the youths re-
grouped outside a shop
and hurled some stones in
retaliation

Teargas was fired to
disperse groups of singing
youths

In another incident
Weekly Mail correspon-
dent Mike Loewe was
stopped and questioned
by cops, who also
searched his car

It was his second brush
with the cops at the week-
end - on Saturday he and
PE Youth Congress presi-
dent Mkhusehli Jack were
questioned at Humans-
dorp police station after
being stopped on a visit to
the township

Eastern Cape police
spokesman Lieutenant-
Colonel Gerrie van
Rooyen confirmed that
teargas had been used by
cops in Zwide at the week-
end - but "only once".

● In January, the first at-
tempt to launch Cosatu in
the Eastern Cape was
banned by a magistrate

Last weekend's rally
was sanctioned by Acting
Chief Magistrate Dawie
Smith



Handwritten scribbles and marks at the bottom of the page, including what looks like a signature or initials.

Iscor is racist in union dealings

By Mike Siluma

The Metal and Allied Workers' Union (Mawu) has accused Iscor of racism for refusing its participation in this year's wage talks

Mawu said Iscor had demanded the union have 30 percent membership before it could be allowed to take part in the talks — a condition not applied to white unions

It said while the union did not object in principle to the precondition, its demands for majority unionism had been rejected by the Steel Engineering Industries Federation, of which Iscor was a member. The federation had insisted that all unions, irrespective of membership size, be included on the metal industrial council

LEGAL ACTION

"Many small white unions are represented in the negotiations and Iscor has stated explicitly that the precondition would not be applied to these white unions. Mawu has substantial membership at Iscor, which is increasing rapidly," said the statement.

The union said it would consider legal action against both Iscor and Seifsa

An Iscor spokesman denied the company's actions were racially motivated. The company had to negotiate with up to 12 unions, with another seven still recruiting membership, he said

NUM job proposal is unorthodox

CLAIRE PICKARD-CAMBRIDGE

CHAMBER of Mines president Clive Knobbs said yesterday it would be highly unorthodox of the National Union of Mineworkers (NUM) to introduce the issue of job reservation into annual talks on wages and conditions of employment.

Knobbs said job reservation was a separate issue and it would complicate wage talks if it was introduced after the union had already presented its package of demands.

The NUM said it reserved the right to introduce the issue into wage talks for members if it was not satisfied with government's progress in scrapping job reservation.

The NUM presented its demands, which included a 45% across-the-board increase,

last week. However, NUM general secretary Cyril Ramaphosa said it had rejected some of the preconditions laid down by the chamber at the start of the wage talks.

The chamber is also expected to hold separate talks with the NUM and the white mining unions over the third draft Bill for the scrapping of job reservation which Government has sent to the parties for discussion.

The chamber and several unions are unhappy with the Bill.

The chamber has not yet specified its

objections to the Bill. But white unions and NUM say they are unhappy with the concept of a statutory committee which will control the advancement of blacks on the mines.

They reject the principle of government interference in future arrangements for the industry. And they believe the removal of job reservation should not be replaced by another mechanism, a committee which could reinforce discrimination.

Many white unions also opposed the Bill because it prevents them reaching agreement with the chamber on establishing an industrial council to monitor security of employment provisions.

Workers in demo against retrenchments

By Sheryl Raine

14014

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STAR 8/15/86

About 80 members of the Chemical Workers' Industrial Union staged a lunchtime demonstration at P G Glass in Germiston yesterday in protest against retrenchments

Waving banners which said "We want jobs" and "Retrenchment causes starvation", the workers marched peacefully around the premises

A union spokesman said the company had been retrenching workers at branches around the country and now there was talk of further retrench-

ments at the main plant in Germiston.

Mr Phil Cohen, P G Glass holdings group industrial relations director, said the company had retrenched between 50 and 60 workers countrywide. About 35 people would be retrenched at the Germiston plant.

"It is unfortunate that we have found it necessary to retrench people. We are aware of the feelings of our workers. We have applied retrenchment principles laid down by the Industrial Court and the International Labour Organisation conventions."

Mine wage talks run into some early snags

By Sheryl Rame

Annual wage talks between the Chamber of Mines and the National Union of Mineworkers (NUM) have got off to a sticky start with the Chamber demanding agreement on preconditions to negotiations.

The NUM, demanding a range of improved conditions of service for black miners and a 45 percent pay increase, said the chamber had not yet tabled a wage offer.

The chamber is demanding that the NUM accept certain preconditions before talks about wages get off the ground.

Preconditions include

- NUM acceptance of a schedule indicating the mines it represents and agreement that negotiations apply only to these
- Separation of negotiations for gold and coal mines if necessary
- Outstanding matters of 1985 wage negotiations should not be allowed to affect the present wage talks, since the NUM acquired the right to strike on those mines where a

dispute still existed.

● Issues on which the parties could not agree or which fell away not be permitted to appear later as issues of dispute.

● Any settlement reached be regarded as full and final

● No cost-related changes in conditions of employment be implemented before July 1.

● Union acceptance of the various exceptions of the basic conditions of employment sought by the chamber

NUM Press officer Mr Marcel Golding said the union was not prepared to accept these preconditions, especially those which were designed to undermine the NUM's bargaining position.

A spokesman for the chamber said NUM's response required further study and consideration. The chamber did not wish to delay negotiations and had undertaken to meet NUM shortly.

The Chamber and NUM will talk today on the Government's latest proposals to scrap job reservation on the mines.

Union rivalry 'spilling over'

Labour Reporter

RIVALRY between the newly formed United Workers' Union of South Africa and the Congress of South African Trade Unions is spreading into the townships, says Thami Mohlomi, regional secretary of Cosatu in Natal

Simon Conco, secretary-general of the Inkatha-backed Uwusa, has denied allegations that Uwusa members are bullying workers into joining its membership

He said yesterday that Uwusa would issue a statement today 'clearly setting out where it stood' and the steps it proposed to take in the current conflict between the two unions

Union conflict disrupted work at Clover Dairies in Durban on Friday, but the dispute was resolved and all the workers returned to their jobs later

Mr Ray Floweday, Clover's Divisional Manager in Natal,

told the Mercury yesterday that the company was holding an inquiry into the 'whole incident'

He said the company believed in freedom of association — leaving the choice of a union entirely up to its employees

Mr Mohlomi said that although Cosatu members at most industries said they would resist Uwusa infiltration at their factories, they would not resort to violence

'But if violence is meted out to them, naturally they will react,' he said, adding that Cosatu shop steward council meetings throughout the country had emphasised that members should not resort to violence

He said two Cosatu members had been injured in a shooting at Kwa Mashu last week.

'The only motive for the attack I can think of is that they are Cosatu members,' he added

~~REAR~~

M/M 27/5/86

140A

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Argus 28/5/86

14011

INTERNATIONAL

Cosatu establishes big new transport union

The Argus Correspondent

JOHANNESBURG — A 26 000-strong transport union encompassing two unions of the Congress of South African Trade Unions (Cosatu), the Transport and General Workers' Union and the General Workers' Union, has been formed

The formation of the union, part of a Cosatu programme to establish industrially based unions in every major sector of the economy, came after months of negotiations between the two groups

To be known as the Transport and General Workers' Union, the union organises in the transport, cleaning and security and building industries

"Working class"

Negotiations will continue with other unions organising in the same sectors

The Cosatu general secretary, Mr Jay Naidoo, said the task facing "the working class" was to organise millions of unorganised employees and thousands in "bureaucratic unions".

The organisation had to address itself to people in sectors such as agriculture and construction and the unemployed

He emphasised the importance of accountability and democracy in "the struggle of workers"

Striking workers face dismissal

28/5/85
STAR 140W
Striking workers at 65 Foschini stores nationwide have been given an ultimatum to return to work by tomorrow or face dismissal

About 250 members of the Commercial Catering and Allied Workers Union of South Africa (Ccawusa) have been on a legal strike for more than four weeks in protest against the retrenchment of about 270 colleagues

The union has repeatedly asked for the reinstatement of the retrenched workers. A job-sharing system to ensure some income for workers has been proposed. Foschini believes the system would be impracticable but has expressed willingness to discuss other suggestions from the union

A statement on Foschini's ultimatum is expected later.

140A

ABATTOIR BOYCOTT



Director 28/5/86

THE Mangaung Boycott Committee has called for a boycott of South African Abattoir Corporation products following the retrenchment of 124 workers at the company's Bloemfontein plant.

The boycott call was endorsed at a meeting in Mangaung at the weekend

The Retail and Allied

Workers' Union (Rawu) is involved in a dispute with the company over the retrenchments.

The union believes the action was sparked by a work stoppage in which its members were involved

Rawu members at the plant had downed tools in protest against management's refusal to recognise their union

Foschini threat to strikers

A SHOWDOWN is looming between the Foschini group and about 250 striking workers who have been issued with an ultimatum — to return to work by tomorrow or face dismissal

The legal strike over the retrenchment of more than 270 fellow workers in February has been running for nearly five weeks.

Foschini's John Corlett said the ultimatum had been delivered at the weekend.

The Commercial, Catering and Allied Workers' Union (Cawusa) has been de-

manding the re-instatement of the retrenched workers and the implementation of a job-sharing scheme.

Corlett said Foschini believed the job-sharing scheme would be untenable, but the firm was still open to "any new and significant" suggestions the union might have to try and resolve the impasse between the parties

Cawusa warned last week it would be consulting members at other retail companies about widespread sympathy action if Foschini did not accede to its demands

New union could 'help change SA'

By Mike Siluma

A new, 26 000-strong, union — the Transport and General Workers Union — has been formed. It encompasses two Congress of South African Trade Unions (Cosatu) unions — the Transport and General Workers' Union and the General Workers' Union.

The move, part of a Cosatu programme to form industrially based unions in every major sector of the economy, came after months of negotiations between the two unions.

NEGOTIATIONS CONTINUE

The new union concerns the transport, cleaning and security, and building industries.

Negotiations will continue with other unions organising in the same sub-sectors.

Addressing the inaugural congress in Maritzburg, Cosatu general secretary Mr Jay Naidoo said the task facing the working class was to organise millions of workers and thousands in "bureaucratic unions".

The organisation had to address itself to workers in such sectors as agriculture, construction and to the unemployed.

Mr Naidoo stressed the importance of accountability and democracy in the struggle. Shop stewards, he said, were the foundations of worker power.

STRATEGIC

Because of transport workers' strategic importance, their organisation was vital in transforming South African society.

Mr Naidoo said the Government was "directionless" — "The only way it can hang on to power is by escalating the violence against the people."

Workers wanted a society which guaranteed jobs, proper housing, free medical care for all and a Government elected by the majority of the people.

● Mr Jerry Ntombela, Cosatu's Natal regional chairman, was elected president, Miss Jane Barrett general secretary.

3 000 WORKERS IN WAGE DISPUTES

LEN MASEKO

ABOUT 3 000 workers were involved in work stoppage over wage demands in the metal industry yesterday.

Two companies, Barlow Rand and GEC, are locked in disputes over wage demands made by metalworkers' unions at plant-level. About 3 000 workers are presently involved at two Barlow Rand group subsidiaries, Fuchs and Barlow Rand Appliances in Alrode, and GEC plants on the Reef.

The disputes have roots in union demands outside the annual wage negotiations between the Steel Engineering Industries Federation of South Africa (Seifsa) and the metalworkers' unions.

At Barlow Rand Appliances, workers are demanding an hourly wage increase of R1,50; a bonus for R75; long service benefits.

Demands

The striking GEC workers are demanding across-the-board hourly wage increases ranging from 50 cents to R1,50.

These demands are in addition to wage proposals submitted by unions affiliated to the International Metalworkers' Federation at Seifsa-level. The IMF unions,

Mawu included, are demanding a minimum wage of R3,50 an hour.

The unions, which include the Metal and Allied Workers' Union, are pressing for negotiations at company-level. Meanwhile the South African Black Municipal and Allied Workers' Union has condemned the dismissal of its 1 000 members at the Tembisa Council. The union has warned that workers at other local authorities would go out on solidarity strikes.

Sabmawu general secretary Mr Philip Dlamini told the *Sowetan* that some strikers had been ordered to vacate council-owned houses in the area. "The workers who have been ordered out the council houses are those on the fire brigade and the ambulance service," he said.

Boycott

Local residents had resolved to intensify a rent boycott in a bid to force the council to set-

tle the dispute, Mr Dlamini said.

The town council fired the 1 000 workers after they took part in a strike over wage demands and better working conditions. According to Sabmawu, the minimum salary earned by a council employee was R280 a month.

Other work stoppages

Concor group was hit by strikes at its Johannesburg, Cape Town and Westonaria plants

yesterday. Members of the Building Construction and Allied Workers' Union at Concor are demanding hourly wage hikes.

Workers at six Pioneer Ready Mix Concrete are still out on strike. They are protesting "unfair dismissal"

Workers told the *Sowetan* that they had been dismissed, but this could not be confirmed by late yesterday. Pioneer plants affected by strikes are in Pretoria,

Vanderbijlpark, Vereeniging, Stiffontein, Johannesburg and Boksburg.

About 900 workers are involved in the dispute.

Strike

A number of workers at Supervision Cleaning Services have downed tools, but the *Sowetan* could not establish the reasons for the action.

The Brushes and Cleaners Workers' Union is investigating the matter

The wage strike by about 3 000 workers at Sentrachem subsidiaries is still on.

About 400 members of the General and Allied Workers' Union are involved in pay disputes with Securitas at Florida.

The Black General Workers' Union (Blagwu) and Raceco company in Witbank has reached an agreement over retrenchments which were to be effected this month.

CAPE TOWN 29/5/80 (1401)

Grenade kills Mawu man's wife

Own Correspondent
JOHANNESBURG — An explosive device — believed to be a hand-grenade — was hurled into the Brits Location home of trade unionist Mr David Modimoeng early yesterday morning, instantly killing his wife, Nkele, 29, and injuring him and his two daughters

Mr Modimoeng, an organizer for the Metal and Allied Workers' Union (Mawu), and his children, Miriam, 8, and Joyce, eight months, are being treated in the Garankuwa Hospital

The powerful explosion ripped off the roof of the house and caused extensive damage

Mr Modimoeng has been working closely with the Brits Action

Committee (BAC) — a residents' organization resisting the resettlement of the Brits community at Lethlabile, 20km away.

In March this year petrol bombs and a grenade were thrown into the homes of Brits activists Mr Marshall Buys, Mr Sello Ramakobye, Mr Jacob Moatshe and Mr Leonard Brown

About 5 000 Brits residents have already moved to Lethlabile, but 10 000 are adamant they will stay

Following negotiations with Mawu and the National Automobile and Allied Workers Union (Naawu), employers in the area have involved themselves in the Brits residents' battle to remain where they are

Cape Times
29/5/86

140A
140B
140C

Uwusa man gets order on 4 SFAWU unionists

Own Correspondent

DURBAN — A judge yesterday granted a temporary interdict against four members of the Sweet, Food and Allied Workers Union, from assaulting or interfering with members of the rival United Workers Union of South Africa

Mr Justice Galgut heard an urgent application brought by Mr Ernest Ngema and Mr Marungwana Mhlongo, who are members of Uwusa, against SFAWU members Mr Mzikayifani Gowabasa, Mr Mthembeni Msomi, Mr Ndodo Mkhize and Mr Sibusiso Zuma

All the men work at Clover Dairies. In an affidavit Mr Ngema said he was a canvasser for Uwusa and worked at Clover Dairies as a security officer

He said that on May 20 he started canvassing for Uwusa and persuaded six of his co-workers to join the union

The next day he received a telephone call from a Mr Enoch Mbhele who asked him to make more forms available for the enrolment of co-workers in Uwusa

Later that day Mr Mbhele and eight other persons came to the compound where he lives

They did not see him, however, and he was later informed by Mr Mbhele that these men had come to demand all the completed membership forms from him in order to ascertain which

members of SFAWU had changed their allegiance and joined Uwusa

He said he was told these people were angry and wished to know who the sellouts were who had betrayed their union

On May 22 he had gone to the offices of SFAWU and spoken to a woman known to him as Rene Roux

He explained to her what had happened and asked her to warn the members of her union not to interfere with him

She told him she was aware that members of SFAWU were angry with him for having joined Uwusa

'Principles'

He had explained to her that he had chosen to join Uwusa not to fight anyone but because he was in agreement with the principles and policies of Uwusa

Later Mr Gowabasa, Mr Msomi and Mr Mkhize came to his room in his compound and demanded the completed membership forms from him

He said they were in an aggressive mood and Mr Gowabasa and Mr Mkhize threatened him, saying they were sorry for his children because he would not return from the Congella factory alive if he went there again

Mr Justice Galgut ordered the SFAWU members to show cause on June 27 why the order against them should not be made final

Summons served on editor

Own Correspondent

EAST LONDON — A summons has been served on the Editor of the Daily Dispatch, Mr George Farr, and the paper's crime reporter, Mrs Niki Kotze

The summons, signed by a magistrate, orders them to testify in connection with a police investigation into allegations of subversion against the UDF and the Congress of South African Trade Unions, and certain of their representatives

It orders Mr Farr and Mrs Kotze to give a sworn statement that Mr Farr or his representative was approached by three men from the UDF and Cosatu who issued a statement over a May Day stayaway.

Unionist's wife dies in bomb blast

By Jo-Anne Collings

The wife of a Brits trade unionist was killed by a home-made bomb which blasted their home yesterday

Metal and Allied Workers' Union organiser Mr David Modimoeng (33) was taken to the GaRankuwa hospital where he underwent an emergency operation

His 29-year-old wife, Joyce, died before reaching hospital. The youngest child, eight-month-old Gladys, escaped uninjured as she slept between her parents in the tiny two-room house, relatives said

Two other daughters, Elizabeth (10) and Mirriam (8), did not spend the night of the attack in their parents' house

A relative of Mr Modimoeng claims that shortly before the blast men could be heard in the yard debating whether to bomb the vehicles or the house. Another relative said he saw four men running from the scene

Police say the explosive device was homemade. It ripped off the roof of the house and damaged the walls, and community members later demolished the unsafe structure

McNisa, father of a one- peared for the state

Conco blames 'mischief' for dairy conflict

Labour Reporter

THE Inkatha-backed United Workers' Union of South Africa (Uwusa) has broken its silence over a union conflict which led to a work stoppage at Clover Dairies in Durban last week.

Simon Conco, general secretary of Uwusa, said yesterday the conflict was a 'storm in a teacup' and had come as no surprise to him.

'It is an attempt by mischief makers to give credibility to their predictions that Uwusa's coming into being is going to bring about violent confrontation on the shop floor,' he said.

'It is to be expected that such incidents will be blown up out of all proportion by those who feel threatened by Uwusa's muscle'

A spokesman for the Congress of South African Trade Unions (Cosatu) said yesterday that methods employed by Uwusa members to recruit workers at Clover Dairies went against the principles of freedom of association.

He said Uwusa was putting names of members of the Sweet, Food and Allied Workers' Union on its list without consulting the workers.

Mr Conco said Uwusa would not initiate violent confrontation anywhere.

'On the contrary, Uwusa will seek peaceful solutions to any problems that may arise and, if need be, it will employ all lawful means at its disposal to protect its interests and those of its members'

29/5/86
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The smiling beauties of QwaQwa



THESE three QwaQwa beauties are all soccer fans. They were at Phuthaditjhaba Stadium to root for Fairways Computer Stars. They are, from left, Miss Rekeledi Machedi, Miss Sophie Phahle and Miss Ouma Hlaneng.

UNION MAN'S WIFE KILLED

A BRITS trade union organiser was injured and his wife killed in a grenade attack on his home early yesterday morning, a Metal and Allied Workers' Union spokesman said yesterday.

Two of their children were also injured in the blast

A "powerful explosion" destroyed the Brits Old Location house of Mr David Modimong at about 2 am yesterday, the spokesman said, seriously injuring him and killing his wife Nkele, (29). Mr Modimong, Miriam (8), and Joyce, 8 months, are being treated at Ga-Rankuwa hospital

Children

"It was not a petrol bomb, but most likely a grenade. The roof was blown off, and the house completely destroyed," the spokesman said.

A police spokesman in Pretoria confirmed that a blast "probably from a hand-made explosive device" occurred at the Old Location house, killing Mrs Modimong and injuring Mr Modimong and their two children.

He said a fire broke out in the one-room house, extensively damaging it. Police are in-

3 hurt in blast at Brits home

vestigating, he said

Mr Modimong was employed full-time with Mawu in Brits and had been involved with community activities in Brits. According to the spokesman, Mawu has spearheaded resistance to the removal of the Old Location to Letlhabile.

Attacked

He said Brits activists had been "severely harassed" in the last two months, but this was the first time an activist had been attacked

"The system is directly responsible," the spokesman told Sapa "We will not tolerate the murder of our trade unionists and will appeal to Cosato (the Congress of South African Trade unions)."

Source from 29/5/86

Judge grants order after union rivalry

Court Reporter

A DURBAN judge yesterday granted a temporary interdict against four members of the Sweet, Food and Allied Workers' Union (SFAWU) employed by Clover Dairies from assaulting or interfering with members of a rival union, the United Workers' Union of South Africa (Uwusa)

Mr Justice Galgut heard an urgent application brought by Uwusa members Mr Ernest Ngema and Mr Marungwana Mhlongo against Mr Mzikayifani Gowabasa, Mr Mthembeni Msomi, Mr Ndodo Mkhize and Mr Sibusiso Zuma, who are members of SFAWU

All the men are employed at Clover Dairies

In an affidavit Mr Ngema said he was a canvasser for Uwusa and worked at Clover Dairies as a security officer.

He said that on May 20 he started canvassing for Uwusa and persuaded six of his co-workers to join the union.

The next day he received a telephone call from a Mr Enoch Mbhele who asked him to make more forms available for the enrolment of co-workers in Uwusa.

Later that day Mr Mbhele and eight other persons came to the compound where he lives.

They did not see him, however, and he was later informed by Mr Mbhele that these men had come to demand all the completed enrolment forms from him in order to ascertain which members of SFAWU had changed their allegiance and joined Uwusa

He said he was told these people were angry and wished to know who the sell-outs were who had betrayed their union

On May 22 he had gone to the offices of SFAWU and had spoken to a woman known to him as Rene Roux.

Aggressive mood

He had explained to her what had happened and asked her to warn the members of her union not to interfere with him

She told him she was aware that members of the Sweet and Food union were angry with him for having joined Uwusa

Later the first three respondents had come to his room in his compound and demanded the completed enrolment forms from him

He said they had been in an aggressive mood and the first and third respondents threatened him, saying they were sorry for his children because he would not return from the Congella factory alive if he went there again.

In another affidavit Mr Mhlongo said he was a member of Uwusa

On May 23 he was approached by the fourth respondent at the dairy in Congella who had informed him that the workers did not want any Uwusa people on the shop floor of Clover Dairies and that they would 'necklace' any member of Uwusa

Mr Justice Galgut ordered the respondents to show cause on June 27 why the order against them should not be made final.

N/M 29/5/86

NOA

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30/5/86

Report incorrect

Sowetan



AN article which appeared in the *Sowetan* on Wednesday stating that the Manguang Boycott Committee has called for a boycott of South African Abattoir Corporation products following the retrenchment of 134 workers at the company's Bloemfontein plant was incorrect.

The 134 workers have not been retrenched, but they have been dismissed following a work stoppage in which the members of the Retail and Allied Workers Union (RAWU) downed tools in protest against management refusal to recognise the union

30/6/86 FINAL

MINE LABOUR

Into battle

The annual wage negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines are threatening to run into trouble even before discussions on actual wage increases begin

The chamber faces an opening demand for a 45% wage increase and various other improvements to conditions of employment (*Current affairs* May 23) This year the negotiations cover both gold and coal mines jointly

At the first round of talks last Friday the chamber made proposals aimed, it says, at "establishing generally accepted bargaining conventions" But the NUM interprets the move as an attempt to weaken its bargaining position

At the heart of the disagreement is the chamber's proposal that union demands which fall by the wayside, or are withdrawn prior to settlement, "should not later appear as issues of dispute" and that any settlement reached "should be full and final" Its concern emanates from this year's May Day dispute In last year's settlement the NUM failed to win any concessions for May Day But this year, after lengthy litigation, union members won the right to stay away from work on May 1

The chamber's view is that, in principle, all cost-related matters should be finalised in the annual negotiations But following its May Day court victory, the NUM will resist signing away its legally established right

Disagreements over other matters raised by the chamber seem to be less controversial There is some disagreement over precisely where the NUM is representative The chamber has also asked for the right to separate gold and coal negotiations if it so desires

Exemptions

In addition, it has asked the union to agree to certain exemptions from the Basic Conditions of Employment Act Certain mining practices do not meet standards laid down in the Act — meal intervals and Sunday work, for example In past years the union has agreed to the exemptions But this time round it says agreement will depend on the chamber's total offer

The 1986 negotiations, which will be resumed this week, promise to be as drawn-out as in previous years An equal amount of brinkmanship can be expected too In view of the mining companies' increased earnings due to the favourable foreign exchange rate, union expectations are higher than last year. In contrast, the chamber's industrial relations adviser, Johann Liebenberg, argues that, compared to the 1980 base, real earnings are not startlingly high

Nevertheless, there is at least one indication that the NUM may do better than last year. An industry source points out that the chamber and the predominantly white Coun-

cil of Mining Unions (CMU) are likely to agree on a 15,1% package this year This is significantly higher than the 12% the CMU received in 1985 Last year Anglo American, JCI and Rand Mines granted black miners increases ranging from 17% to 22% on chamber minimum rates. If the CMU negotiations are anything to go by, NUM members can expect increases in excess of last year's Liebenberg, however, rejects the notion that proportions need necessarily remain the same

□ The CMU, representing 24 000 workers, was due to meet the chamber on Wednesday this week to respond to its latest offer — a 14% wage increase and improved pension benefits and injury leave The package more or less meets the CMU's demand for an overall 15,1% increase

Some CMU unions are unhappy about the offer, particularly its pension component The chamber proposes that a percentage of bonuses becomes pensionable But there is a large disparity between the bonuses received by different classes of workers So unions representing miners for whom bonuses constitute a relatively small proportion of earnings have expressed misgivings about the offer Nevertheless, settlement seemed probable subject, perhaps, to technical adjustments

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Threatened Uwusa men win order

By CARMEL RICKARD,
Durban

TWO members of the Inkatha-backed United Workers Union of South Africa have been granted a restraining order by the Durban Supreme Court against four co-workers, including a shop steward of the Sweet Food and Allied Workers Union, who allegedly threatened them with death.

Security officer Ernest Ngema, who works at Clover Dairies, Congella, said he was a "canvasser" for the new union. On May 20 he started canvassing for Uwusa and persuaded six co-workers to join.

The next day a number of Clover workers called to see him at his room but he was not in. He was told they were angry and wanted to demand his Uwusa enrolment forms so they could see "who the sellouts were, who have betrayed their union (SFAWU)".

Ngema subsequently visited the offices of SFAWU, an affiliate of the Congress of South African Trade Unions which has a majority at Clover, and a SFAWU organiser made an appointment for him to see the union's chief shop steward at Clover to discuss the matter. Later that day a group of workers again came to his room and threatened him "saying they were sorry for (his) children and that (he) would not return from the Congella factory alive if (he) went there again".

After Ngema arrived at the factory the next day, the workers downed tools. He and two other Uwusa members were escorted to the gate and "evicted" by the crowd.

The second applicant, Uwusa member Marungwana Mhlongo, who is also a worker at Clover, said he was approached by SFAWU shop steward Zuma, who allegedly said the workers at the factory did not want any Uwusa people on the Clover shop floor and that "they would necklace any Uwusa member".

If not contested, the interim interdict will be made final on June 26.

Countdown once more to the big mine wage talks

By PHILLIP VAN NIEKERK

THE Chamber of Mines reached agreement this week with the white Council of Mining Unions, clearing the way for the annual battle with the black National Union of Mineworkers (Num) — possibly the most significant event on the labour calendar.

In the past two years wage talks between the Chamber and Num have reached deadlock and limited strike action, though an all-out confrontation — a black miners' 1922 — has been avoided.

So the question is being asked yet again whether this will be the year of the big bang, when black miners will close the country's gold and coal mines.

The Chamber's industrial relations advisor, Johan Liebenberg, told Weekly Mail this week "I think we are in for a tough series of meetings, but I am hopeful that by discussion we will be able to reach settlement."

Clearly, Num — which claims to have signed up 300 000 miners — is stronger than in either of the two previous years, but analysing the prospects of strike action depends on the mood on the ground and how the negotiations proceed.

There has been an extraordinary wave of industrial action on the mines since the beginning of the year (though it has slowed in recent weeks) and the political situation is acting as a further spur to worker militancy.

Num's press officer, Marcel Golding, said workers were in an extremely militant mood and were demanding wage increases which would ensure that mine workers would be among the best paid workers as a result of the hazardous conditions in which they have to work.

Num is demanding a 45 percent across-the-board increase as well as job security, a shorter working fortnight, a paid holiday on May 1 and improvements to fringe benefits such as leave, vacation pay, death benefits and maternity leave.

"The mines made record profits last year and they are easily in a position to meet our demands," said Golding. "High inflation has eroded workers' wages and we're not only trying to compensate for this, we're trying to improve the standard of living of workers."

"This will pave the way for the struggle for a living wage among black miners"

This year the talks have hit a snag before they have even begun. When they met with Num last week Friday, the Chamber set a number of preconditions to the talks, most of which have been rejected by Num.

Brokers shy away from gold

WEEKLY MAIL REPORTER FOREIGN stockbrokers are advising clients to avoid South African gold shares for fear of major disruptions on the mines, says a share analyst who has asked not to be named.

With wage talks underway between the National Union of Mineworkers and the Chamber of Mines, and June 16 just over a fortnight away, local investors are also holding back.

Lower prices and volumes on

the Johannesburg Stock Exchange indicate the extent of the damage. At the close of trading on Wednesday, the JSE all-gold index fell to 1 145,6 from a close the day before of 1 166,1, while the overall index slipped to 1 425,6 from 1 439,3.

If prices fall further, local institutions could change their minds. But overseas investors are expected to hold on to their money until July.

These include that Num accept a schedule indicating the mines it represents, that talks for gold and coal mines be separated if necessary, that outstanding matters of the 1985 wage negotiations not be allowed to affect this year's talks, that any settlement reached be regarded as full and final, that no cost-related changes in conditions of employment be implemented before July 1, and that Num accept the various exemptions from the Basic Conditions of Employment Act sought by the Chamber

Liebenberg said the Chamber was merely seeking an "affirmation of bargaining conventions" and did not see them as insuperable preconditions

Golding said Num could not agree to waive the outstanding matters from the 1985 negotiations as they had the right to a legal strike in terms of last year's dispute. To forego this would be to undermine their bargaining power

He said they could not accept the schedule because certain mines and categories on mines which Num claimed representativity were excluded.

These included two gold mines — Gold Fields' Venterspost and Rand Mines' Durban Roodepoort Deep — and a coal mine — Greenside colliery — where Num has recently applied for recognition

An attempt to resolve these matters and get the negotiations going will be made today when the Chamber is expected to unveil its offer

There is, however, agreement that Num will represent workers in various categories at a large number of gold mines. This year the union is well-represented in every major gold mining area — the Free State, the Western Transvaal, the West Rand and the Eastern Transvaal — though its representation at one mining house, Gold Fields, is still limited and representativity on Anglo Vaal

appears to have fallen away

Liebenberg said that at last count Num had 135 000 paid-up members on Chamber gold and coal mines. The discrepancy between this figure and Num's figure of 300 000 is explained by the number of Num members on platinum and diamond mines, on non-Chamber mines and the miners who are not paid-up yet

Mines represented include Anglo American's Elandsrand, President Brand, the three divisions of Western Holdings, the three divisions of Vaal Reefs, two divisions of Western Deep Levels, President Steyn and Free State Geduld

The Gencor mines represented this year include Manevale, Stilfontein, Bracken, St Helena, Buffelsfontein, Beatrix, Grootvlei, Kinross and Leshe. Gold Fields' gold mines represented include Deelkraal, Libanon and West Driefontein while Rand Mines has Blyvooruitzicht, and Johannesburg Consolidated Investments (JCI) — represented for the first time — has Randfontein Estates and Western Areas in this year's talks

One of the key questions around this year's talks is whether the mining houses, which represent vastly differing philosophies, will stand together or split as they did during the disputes of the past two years

The Num has warned they will not tolerate a split and are negotiating one deal for all their members. Liebenberg said the six major mining houses had managed to put together a unified offer to make to Num

But, in the strain of negotiations further down the line, it is difficult to see Anglo American and Gold Fields putting up a common front. This is so not only because of the differing labour relations and wage philosophies but because Anglo — where Num is much better represented — stands to lose more in the event of a strike.

Union plans action after bomb death

By PHILLIP VAN NIEKERK

THE Metal and Allied Workers' Union (Mawu) is planning "strong" action to protest against this week's bombing of the home of Mawu organiser and Brits community leader, David Modimoeng, in which his 29-year-old wife, Nkele, was killed.

The bombing of Modimoeng's house was the fifth violent attack on a Mawu member or official in recent weeks.

Mawu's Transvaal secretary Bernie Fanaroff said yesterday that Mawu was "not prepared to stand aside while the system murders our people or anyone else".

He said Mawu was considering strong action and had appealed for support to the Congress of South African Trade Unions (Cosatu) and the Geneva-based International Metalworkers Federation (IMF).

The bomb which ripped apart Modimoeng's house at 2am on Wednesday morning blew the roof off and completely destroyed two concrete walls. Two children — Miriam, 8, and Joyce, 8 months — were in the room at the time and "miraculously survived", said Fanaroff.

"The bomb landed right next to where the children were sitting and there was a short delay in the fuse," he said.

The bomb was a sophisticated and "incredibly powerful" home-made device filled with nails.

Modimoeng's wife died on the way to hospital while Fanaroff said it was suspected that shots had been fired at Modimoeng as he carried his children out of the house to safety.

Modimoeng is a leader in the resistance in Brits' old Location against forced removal to Lethlabile, 25km away. The two chief unions in the area — Mawu and the National Automobile and Allied Workers' Union (Naawu) — have led the opposition to the removal.

The attack came with Mawu in dispute with two companies: Autocast, where there was a mass dismissal last week, and Robert Bosch, where workers were occupying the factory on the night of the explosion.

Fanaroff said Mawu believed the attack had come from the "right" who have had a strong presence in the area recently.

Some of the recent violent incidents involving Mawu officials include

● Mawu member Terriman Kortman was shot dead by police at a union rally on the East Rand in March.

● In Esikheweni, Natal, Mawu vice-president Jeffrey Vilane was injured in the arm and had his home and car destroyed in a petrol bomb and shooting attack in late April.

● The home of a Mawu shopsteward at Alusef, Richard's Bay, was firebombed, though he was not at home at the time.

● The home of Mawu organiser Moses Mayekiso, a leading activist in Alexandra, was attacked during the recent wave of violence in the township.

Foschini 3.14.01 strikers aim to 30/5/8 hold out

By Mike Siluma

About 250 members of the Commercial, Catering and Allied Workers' Union (Ccawusa), who yesterday defied a Foschini management ultimatum to return to work, have vowed to continue with strike action until their demands are met.

The workers were given the ultimatum on Wednesday after striking in solidarity with colleagues retrenched by Foschini in February.

They insist that the group did not fully explore all alternatives before laying the workers off and have suggested that a job-sharing scheme be implemented. Instead Foschini maintains that the scheme is impracticable.

MONITORING

"Such retrenchments need to be avoided since they involve workers losing their jobs through no fault of their own," the company said.

A Foschini spokesman said that management was monitoring the situation and a decision would be taken later.

● Agreement has been reached between Ccawusa and the management of Allied Publishing after two months of wage talks.

The agreement, under which about 1 200 Transvaal Ccawusa members will get a 13 percent rise, will raise the minimum wage at the company to R400.

Giant food union is to be formed

By Mike Siluma

Two years of merger talks will come to fruition this weekend with the formation in Cape Town of a new giant food union

The union, yet to be named, will bring into one body more than 60 000 workers from the Sweet, Food and Allied Workers' Union (SFAWU), the Food and Canning Workers' Union (FCWU) and workers from food factories organised by the General Workers' Union, the South African Allied Workers' Union, the General Workers' Union and the Retail and Allied Workers' Union.

All these unions are affiliated to the Congress of SA Trade Unions (Cosatu)

1. Additional allowance
Footnotes

AREA A: Port Shepstone, and the Municipal Areas of Empangeni, Lameo, Grahamstown, Harrismit, Lichtenburg, Potgietersrus and Richards Bay.

AREA B: George, Highveld Ridge, Oudshoorn and Wellington, those portions of the Magisterial Districts of Somerset West, Stellenbosch and Strand falling outside the municipal areas of Somerset West, Stellenbosch and Strand, respectively, and the municipal area of Brits, Fochville, Kroonstad, Newcastle and Worcester.

AREA C: Bloemfontein, East London, Klerksdorp, Oendaaistrus, Pietermaritzburg, Virginia and Welkom. Municipal areas of Kimberley, Potchefstroom, Somerset West, Stellenbosch, Strand and Witbank.

AREA D: Knyana and Mossel Bay (excluding the village area of Herberdsdale), and the Municipal Areas of Bethlehem, Ladysmith, Middelburg (TV1), Nelspruit, Pietersburg, Rustenburg, and Uppington.

AREA E: Alberton, Bellville, Benoni, Boksburg, Brakpan, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kullis River, Nigel, Oberholzer, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Simon's Town, Springs, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonia, Wonderboom and Wynberg, and the Municipal area of Sasolburg.

No miners in offices

3/15/16
The National Union of Mineworkers yesterday denied that migrant miners had been living in the union's Johannesburg offices.

Several people reported yesterday that migrant miners with problems with their contracts had been living in the offices. They reported that this had caused problems between office workers and the miners.