

INDUSTR. REL. - Workers' Organisations - GENERAL

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January

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DEC

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New union may spell trouble

To many employers, a pro-capitalist, anti-socialist, pro-investment union like the United Workers' Union of South Africa (Uwusa) may sound, in these times of sanctions and socialism, like manna from heaven.

But it could also mean a new wave of labour turbulence, largely in the Inkatha stronghold of Natal, where competition between the Congress of SA Trade Unions (Cosatu) and Uwusa could get tough

Employers, largely caught in the middle, will have to walk a fine line if they are to avoid accusations of giving one or other side special treatment.

For workers, it will be a time of new choices, turbulence and possibly violence, if recent events are anything to go by. However, officially, Uwusa has stated clearly its attitude towards Cosatu is "not confrontational".

It is early days for Uwusa but the formation of this alternative labour movement, assisted by Inkatha muscle and funds, could go down as one of the most important events in recent labour history

RICHEST

Just how far Uwusa will penetrate outside of Natal remains to be seen but fall-out from its impact in that province is likely to affect labour relations countrywide.

At a well-orchestrated Press conference in a five-star Johannesburg hotel yesterday, Uwusa, one of the richest "emergent" unions around, spelled out its relationship with Inkatha, as well as its policies, for the first time (See box).

Ironically, the official launch of Uwusa will take place in Durban on May 1, the date on which socialists worldwide celebrate Labour Day. The new union plans to confront socialism on the day most dear to socialists and on a day which is

19/3/86 134 STAR
Policies announced yesterday at the Johannesburg launch of the Inkatha-sponsored United Workers' Union of SA (Uwusa) have highlighted substantial differences between Uwusa and another newly formed labour giant, the Congress of SA Trade Unions. What will Uwusa mean to employers and workers? SHERYL RAINE reports.

Union's objectives

Aims and objectives of Uwusa include.

- To unite all workers of South Africa regardless of colour, creed or sex in the pursuit of economic justice in the country of their birth
 - To ensure workers have a democratic right to direct their trade union leaders to express attitudes, values and aspirations that workers support
 - To provide essential secretarial and administrative services for all members.
- Uwusa principles included commitment to:
- A free and democratic South Africa in which all participate in the formation of the Government.
 - A campaign to liberate the free enterprise system from apartheid control to make it a vehicle for the progress of the country's working class.
 - Investment by foreign investors to ensure a healthy economy
 - Non-interference in business, union and labour affairs by political organisations or institutions, including Inkatha. Inkatha would move off the Uwusa stage once the union was firmly on its feet.

Uwusa policy standpoints included:

- Commitment to negotiation to solve political issues.
- An attitude towards Cosatu which is not confrontational.
- A commitment to one man one vote as a first option, but a willingness to consider other equivalent options.
- The unconditional release of Nelson Mandela as well as other political prisoners and the unbanning of political organisations

increasingly being regarded by black South African workers as a workers' day

The launch will be held at the same venue — the Kings Park Rugby Stadium — as Cosatu's launch on December 1 last year. Chief Mangosuthu Buthelezi has been invited by Uwusa to deliver the opening address. All workers have been invited to take the day off to attend

"Some months ago the central committee of Inkatha appointed a special sub-committee on trade union and labour matters in response to a demand from workers in South Africa to fight political inter-

ference in their affairs," said the chairman of that committee, Mr Simon Conco, yesterday

"Inkatha's role in labour affairs will be catalytic and supportive, based on the important principle that a healthy trade union movement can exist only in a healthy economy

"In line with this principle Inkatha will fight calls for disinvestment in the interests of the South African worker

"Membership of Uwusa is open to all workers, regardless of political affiliation or association"

He emphatically denied suggestions that Uwusa was trying

to establish "sweetheart" unions

"The basic theme of their drive has been to question Cosatu's motives in calling for disinvestment. The Uwusa logic is that without a vibrant and healthy economy there can be no jobs, without jobs there can be no unions, without unions there can be no meaningful, peaceful change in South Africa.

"Uwusa believes it is the primary objective of a trade union movement to address shopfloor issues and also to address a wide range of sociopolitical and economic affairs that either directly or indirectly affect all workers

"Uwusa will address these matters in South Africa but, unlike Cosatu, will do so through negotiation from a position of strength in a vibrant economy"

INITIAL REACTION

He attacked Cosatu for using what he referred to as "violence". Asked to elaborate, he said the disinvestment campaign constituted violence as it deprived people of jobs and a means to feed themselves

Once it had gathered support, Uwusa would then organise labour into industry or factory-based trade unions

"The initial reaction among workers and various union leaders has been one of overwhelming support and there is every indication several major unions will affiliate to Uwusa after the union is officially launched on May 1"

Mr Conco said that at the unions' request, the names of those prepared to join Uwusa would only be released later. He said he believed many Cosatu members, dissatisfied with the federation's political rhetoric, would join Uwusa, whose potential strength exceeded that of Cosatu

Rivalry as union is launched

RIVALRY for the support of Natal workers is expected to intensify from May 1.

A union backed by the 1-million-strong Inkatha movement is being 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 Simon Conco at a Press conference in Johannesburg yesterday.

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.

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.

Cosatu assistant general secretary Sydney Mafumadi said Inkatha's venture would not succeed because most workers had pledged their support for Cosatu.

Referring to Uwusa, Mafumadi said: "If a union is not dependent on subscriptions paid by its members, then whoever finances it has the right to control it."

Conco said Uwusa would not affiliate to Inkatha. Inkatha would withdraw its links with the union as soon as it had been established to allow for "worker control".

However, lawyers believe this decision stems from the fact that the Labour Relations Act prohibits unions from affiliating to a political party.

19/3/86
CLAIRE PICKARD-CAMBRIDGE

Unions could 'pave way to democracy'

23/7/86 N/M (134)

Political Correspondent

THE trade unions, with their impressive organisation from the bottom up, could pave the way towards a democratic future in South Africa, Mr Kaare Sandegren, a prominent European trade unionist, said yesterday.

'Some kind of development of basic democratic structures has to take place, and the unions as well as the churches are building up organisations,' he said.

Mr Sandegren, head of the International Secretar-

iat of the Norwegian Trade Union Congress and a member of the recent International Confederation of Free Trade Unions (ICFTU) delegation to South Africa, also said the delegation had failed in its bid to see six detained trade unionists

During a meeting with the Director-General of Manpower, Dr Piet van der Merwe, 'we delivered a list of 269 trade unionists who are in detention. We asked particularly about 120 unionists whose whereabouts are not known'

The delegation had also asked for a meeting with the Minister of Law and Order, Mr Louis le Grange,

but had been informed that he did not have enough time to meet them

Earlier this week, the delegation had a secret meeting with leaders of the Congress of South African Trade Unions (Cosatu), some of whom came out of hiding to meet them

He said the trade unionists they had met were 'very impressive'

The trade unions were 'living organisations and are organised to a very great extent from the bottom up'

However, only about 10-13% of the work force in South Africa was organised into trade unions

The trade unionists they had met had emphasised the need to create democratic organisation in South Africa.

'Sooner or later one must fall back on organisation. Bishop Tutu said these organisations are the cutting edge in South Africa — and they must have more assistance

'In spite of the emergency, the union system still works. The unions are getting through without being seriously disrupted'

Differences

'The unions have a leadership which is responsible to their members,' he said

It had to be realised that there was a well-organised white security force in South Africa and that there were differences between different groups, and this sometimes erupted into violence

'There must be involvement from abroad to contribute to those groups who will change the situation

'At the same time, one must not be over-optimistic about the situation

'How can the different groups move together? There is some infighting which is terribly wasteful'

Mr Sandegren said the situation in South Africa was important not only to South Africans but to the whole world

'It is my fear that a civil war will turn into an international war. It is not only the responsibility to South

Africans, it is also a responsibility to others

'You see so many different forces here. It is not only the ANC and Botha. There are so many other groups

'In this situation, the unions have shown that they have organisation, and they have created organisation from the bottom up. Very few other groups have this organisation'

Mr Sandegren said he had found the situation in South Africa more varied

than he had thought before he came to the country

'There is clearly not going to be any quick fix in South Africa. The ANC is the most important body but the churches and unions are building organisation

'There must be accommodation of different groups. The unions have made a beginning and they are influencing others. The trade unions are not the overall solution but they can influence the situation'

More labour strife certain, says ILO

28/6/86 SDRK

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By Sheryl Raine

Bus blaze hero saves children

By Bart Marinovich

The bus driver who rescued five handicapped children from a smouldering, smoke-filled bus on Thursday afternoon was back behind the wheel of a spare bus yesterday afternoon — less than 24 hours after his heroic act

Mr Goodwill Nkabinde (53) shrugged off his feat and said modestly, "It was all in the line of duty

"My job was to protect the children. My only concern was for them," said Mr Nkabinde, who has been a driver for Uncle Ted's Transport Services for the Handicapped since 1961

The charity organisation provides transport for handicapped children to and from their specialised schools. It has been running for 35 years

Mr Nkabinde was driving the children home when the fire broke out

"I didn't realise we were on fire until I heard the children screaming. I pulled off the road and ordered the children to get out as quickly as possible

"But the back of the bus was filling up with smoke and I could see the children were battling to get out. I decided I had better pull them out one by one," said Mr Nkabinde

Moments after he had rescued the children, Mr Nkabinde saw the bus go up in flames

A spokesman for the Hamlet school for the mentally handicapped in Parktown said "Mr Nkabinde deserves a medal for his courage and unselfishness"

The cause of the fire is not known

The political crisis in South Africa would inevitably lead to great turbulence and disruption in the labour field, the director-general of the International Labour Organisation (ILO) has warned.

Industrial action in South Africa was also likely to assume more political overtones as the internal struggle against apartheid progressed said Mr Francis Blanchard

Addressing the ILO's labour conference in Geneva recently, Mr Blanchard said the South African Government's determination to maintain its policies, and its inability to conceive acceptable political solutions, had led to political, economic and social instability which required trade unions to play a wider and increasingly active role in defence of their members' interests

In an exhaustive review of events in South Africa during 1985, Mr Blanchard said that in spite of promises of reform, the position of most blacks had not altered materially — and in some respects had deteriorated.

Outbursts of black public resentment had been vividly demonstrated in labour stoppages, public protests, school and rent boycotts and consumer boycotts of white-owned businesses. These actions had had an impact on the industrial sector and had prompted large industrial houses to join others in calling on the Government to introduce reforms.

The ILO noted that although 1985 was the fifth anniversary of the removal of the legal prohibition of black membership of registered trade unions, the year was marked by intense official pressure on trade unions. Freedom of association was seriously hampered and this led to serious questioning of Government claims that such freedom was now entrenched and allowed full scope

Mr Blanchard cited several instances of police actions that may not be reported in terms of the emergency regulations

The crisis through which South Africa was passing would inevitably lead to great turbulence and disruption in the labour field

"The cumulative effects of the crisis mean the distinctions between industrial relations issues and political issues have become increasingly blurred. Trade unions, in formulating their objectives on behalf of members, increasingly see this as part of the broader community effort to obtain both economic and political emancipation

Industrial action in South Africa therefore appears likely to continue to assume more political overtones as the internal struggle against apartheid progresses"

Influx control finally off the statute books

CAPE TOWN — The Abolition of Influx Control Act was published in a Government Gazette release here yesterday.

The Act repeals the laws relating to influx control of black persons and amends the Black Administration Act, 1927, to repeal certain provisions relating to the removal of "black tribes, communities or persons from land occupied by them" and to amend the Prevention of Illegal Squatting Act, 1951, to provide for the uniform application of the Act to all people.

The Provincial Government Act was also published and makes provision for the dissolution of Provincial Councils. — Sapa.

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By Sunday DISC

CML Times 30/6/86

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LMG report: 920 unionists in detention

JOHANNESBURG — About 920 trade unionists are known to be in detention and 15 have been recently released, according to a report released on Friday by the Labour Monitoring Group (LMG)

The figure includes 183 shop stewards and officials who were detained individually and 740 workers who were arrested en masse at their factories while on strike, the LMG said

This updates the figure of 171 union detentions contained in a report released by the LMG last week. The latest report takes into account the subsequent release of 15 unionists, 27 new detentions and the mass arrest of workers

The report says the 740 workers were detained about 10 days ago while on strike at various dairy depots in Johannesburg. They were demanding the release of detained union members

A strong feature of the detentions is that a large number of shop stewards as opposed to officials have been taken in, the report said

The Congress of South African Trade Unions (Cosatu) has been hardest hit as 88 percent of the individual detentions are from unions affiliated to it

Of these the largest

proportion is from the Metal and Allied Workers Union (Mawu), 21 percent, followed by the Commercial, Catering and Allied Workers Union (Ccaawusa), 11 percent, the National Union of Textile Workers (NUTW), eight percent, and the South African Allied Workers Union (Saawu), six percent

'Stoppages'

Nine percent of the known detentions are from the Council of Unions of South Africa (Cusa). No detentions from the United Workers Union of South Africa (Uwusa) and the Trade Union Council of South Africa (Tucsa) have been reported

"Meanwhile there have been reports of other strikes and stoppages at various unionised factories," the report said

"Apart from the stoppages that have occurred at over 100 retail outlets in the Transvaal and parts of the Orange Free State, unions have reported eight stoppages at pharmaceutical and chemical plants on the Reef"

Two of the affected plants are organized by the Cosatu-affiliated Chemical Workers Industrial Union (CWIU) and six by the Cusa-affiliated SA Chemical Workers Union (Sawu)

— Sapa

Argus 4/9/86 (134)

Govt to act on 'political' unions

The Argus Correspondent

PRETORIA — The Government will act against trade unions which pursue "dubious political goals", says the Minister of Manpower, Mr Pietie du Plessis

Speaking at the opening of the congress of the South African Iron, Steel and Allied Industries Union here last night, he said it was "deplorable" that attempts were being made to use the labour arena to achieve political aims.

"The South African labour system's freedom lends itself to misuse by trade unions," said Mr du Plessis.

"The Government has not shut its eyes to this and if certain people within unions busy themselves with pure politics or pursuing dubious political goals, the necessary steps will be taken"

He said it was unfortunate good relations on the factory floor did not enjoy the priority they should

"The past few years have seen a shift by certain unions to intimidation of workers, stayaways and illegal strikes"

He urged co-operation and mutual respect between the races

"There is more contact between different population groups on the factory floor than anywhere else," said Mr du Plessis

"Co-operation and trust exist there which deserve more appreciation"

Minister warns against politicisation of unions

Pretoria Bureau

The Government will soon publish amendments to the Labour Relations Act which will raise the status of the Industrial Court, extend its functions and define the terms "unfair labour practice" and "unfair dismissal" more clearly

Speaking at the 50th anniversary celebration of the Iron, Steel and Allied Workers Union in Pretoria last night, Manpower Minister Mr Pietie du Plessis said his department believed legislation and policy should keep pace with the times

POLITICAL GOALS

Draft amendments to the Labour Relations Act would be published soon and unions would be asked to comment

Mr du Plessis took the opportunity to issue another warning that unions should not be used "for attaining political goals

"But the Government is not unaware that this is a reality and if it should appear that sections of the union movement are involving themselves solely

in politics or that they have dark political aims, steps will be taken to prevent this"

The Minister said it was unfortunate that good labour relations on the shop floor were not the priority of all unions and employers

"In the past couple of years particularly .. there has been a move towards the intimidation of workers, stayaway actions, boycotts and illegal strikes I would plead for the continued building of effective communication, positive leadership, the training and retraining of leaders in the latest negotiation techniques and the maintenance of healthy inter-personal relationships with all parties"

Mr du Plessis gave the assurance that the Government was doing all it could to help the unemployed, saying unemployment benefits amounting to R130 million had been paid out between January and June this year.

An average of more than 80 000 people were receiving payments every month, he said He reminded delegates that the Government had also made R600 million available for job creation and training programmes.

9/9/80 DAVID DSP

Govt to act against unions in politics

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PRETORIA — The government would act against trade unions which involved themselves in dubious political activities, the Minister of Manpower, Mr Pietie du Plessis, said yesterday

Opening the congress of the Iron, Steel and Allied Industries Union, he said the freedom of the South African labour system lent itself to abuse by people who

wanted to use trade unions for political purposes

It was deplorable that the labour field should be used in this way, but it was a reality which had to be faced

“The government has not closed its eyes to this reality and if it appears that trade unions are taking part in pure politics or are striving towards dubious (dus-

tere) political goals, suitable steps will be taken to prevent this”

Mr Du Plessis said co-operation and mutual respect between workers of different race groups was essential for sound labour relations. Contact between workers of different races occurred on the factory floor more than anywhere else

“It is, however, also

true that factory floors in South Africa are an example of co-operation between people of different race groups and mutual trust, and deserve more attention than exists at present”

He said it was important that people should work together in a relaxed and happy atmosphere, to ensure the maintenance of high production levels — Sapa

FOCUS

WHAT is the significance of this week's birth of another labour federation in South Africa?

The new federation, Cusa-Azactu, was launched almost a year to the day after the Congress of South African Trade Unions (Cosatu) was launched with a membership of 500 000 workers

That there are now two federations is a result of last year's collapse of talks to bring the entire labour movement in South Africa under one umbrella

The two have so much in common that it is still not clear why they cannot agree to have one federation

Although affiliates of the two groups have an entirely black membership, both federations subscribe to the principle of non-racialism

Both aspire to a one-man-one-vote election in a unitary state after which workers will take over political and economic control of the country

On the question of ideology, which has been seen as the major bone of contention between them, the two groups are in fact, singing the same tune

Cusa-Azactu and Cosatu believe in retaining their autonomy by not affiliating to international confederations

According to Cusa-Azactu's president, Mr James Mndaweni, Cusa has been given a period within which to wind up its commitments with organisations such as the International Confederation of Free Trade Unions and the African American Labour Centre, to which it had been affiliated

Condemn

The two agree that foreign investment props up apartheid which ensures maximum exploitation of the working class

Both also agree on the need to research and develop an alternative system of education to replace the current one which they condemn as geared to serve the interests of the capitalist minority

There are only three issues on which the two federations disagree

Although they both accept that labour issues are inseparable from the overall political situation in the country, Cusa-Azactu does not believe in union affiliation to political organisations

Mr Mndaweni said

The thin divide between labour giants

By SAM MABE

"Our members belong to various schools of thought and we respect that position by not imposing any ideology on them

"We have, for instance, been labelled as a black consciousness group by certain newspapers. Nothing could be further from the truth

"Our policy makes it very clear that we do not push any ideological line at all

"We have within our ranks individuals who belong to the UDF, Azanian National Youth Unity (Azanyu) and to various Black Consciousness organisations and that does not in any way influence the federation's policy

"But it must be clear that the position we hold has been determined by our membership and its change will also be determined by our membership"

Cosatu is an affiliate of the United Democratic Front

Charter

The land question is another contentious subject

Cosatu, which subscribes to the Freedom Charter, is by implication supporting the Charter's preamble which states that "South Africa belongs to all who live in it, black and white"

Cusa-Azactu, on the other hand, states clearly in its policy document that "The feder-

ation recognises the fact that the entire country, balkanised or not belongs to the indigenous people of our country"

But the most contentious of the three is the question of leadership

Cusa-Azactu, while subscribing to the principle of non-racialism, believes in black working-class leadership

Worker

Whereas Cosatu believes that everybody who earns his living by selling his labour is a worker — irrespective of the colour of their skin — Cusa-Azactu believes that whites belong to a class that owns means of production and can therefore not be accepted as constituting part of the working class

For that reason, whites are not eligible for leadership positions within Cusa Azactu

Explaining this position, Mr Mndaweni said "This is by no means discrimination. We only believe that a leader has to represent the interests of his membership and this can be possible only if such a leader comes from the ranks of the people he is leading"

Mr Mndaweni maintains, however, that his federation will not be influenced by differences between Cosatu and itself in its decision to support any action taken on a national basis

"We obviously have a common attitude towards days like May Day and June 16 which we all recognise as public holidays," Mr Mndaweni said

The Media Council

THE South African Media Council is an independent body established to deal with various matters affecting media reporting and comment

One of the council's functions is to receive and act upon complaints from members of the public who have not been able to get satisfaction by approaching a newspaper or other news



Cusa-Azactu president James Mndaweni.



Political situation affecting mediation

By Sheryl Rame

The current state of emergency has had widespread negative effects on industrial relations throughout the country, according to the Independent Mediation Service of SA (Imssa)

In its latest review Imssa, a non-profit organisation which arranges mediation and arbitration in labour disputes, said its own work had been directly affected as many trade union leaders were in hiding and others in detention because of the state of emergency

"A number of mediations and arbitrations have had to be cancelled for those reasons. We have no way of knowing how many others have been frustrated by the rigid controls imposed under the state of emergency and we hope for rapid progress toward normality," the review said.

Despite these difficulties, in the first six months of the year there had been more mediations than during the whole of 1985

Most of the 70 mediations between January and June this year concerned wages.

ARBITRATOR

Most of the 36 arbitrations conducted from October 1985 to May 1986 concerned alleged unfair dismissals. During the whole of last year there were 60 mediations and 24 arbitrations

"The increased demand for arbitration has led to the board of trustees approving a proposal to employ a full-time arbitrator who would be available at short notice to conduct arbitrations," Imssa said

Imssa also published details of its balloting service.

"There are many industrial relations situations in which a ballot may be essential or useful," said Imssa. A ballot may be required in connection with recognition agreements with a union, verification of union membership, election of trade union officers, rule changes or union affiliation

"Imssa has staff members who are specially trained to provide a neutral and independent balloting service. Before conducting a ballot we require the consent of all affected parties and agreement on the method of conducting it. Imssa staff will assist in the formulation of the ballot brief"

Unions will play vital role

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GOWERN

BLACK trade unions will in future play a vital role in bringing about political reforms and an end to apartheid in South Africa.

Addressing a seminar on industrial relations in Johannesburg this week, Professor Nick Wiehahn said the labour movement will not only fight for workers protection, but will also demand to see political changes in the country.

The conference whose theme was "negotiation — a way of life," was attended by delegates from all parts of the country. Some of the leading speakers included Professor Johan Piron of Unisa, Mr Moses Maubane of the African Bank, Mr P Qoboza of the City Press and Mr Herman Nickel, American Ambassador to South Africa.

In his address, Professor Wiehahn said the reason why trade unions will fight for political reform, was because of laws such as the influx control, the Group Areas Act and job reservation. The unions wanted these laws to be abolished, because they affected workers.

He said multinational companies in South Africa would also be called upon by trade unions to put pressure on the government to abolish the apartheid structure.

The multinationals would have to abide by the codes of conduct designed for them by their mother country and also play a role in abolishing apartheid.

Another speaker, Mr Moses Maubane, said businessmen should not allow the Government to set the pace for them, but should fight for their rights.

The politics of trade unionism

To most employers the rhetoric currently being espoused by emergent trade unions is perceived not only as a threat to the fundamentals of capitalism but a threat to their very survival.

Clearly and assertively socialist, the Congress of SA Trade Unions (Cosatu), the biggest federation of emergent unions, is diametrically opposed to capitalism. But, at this stage it does not appear as if any particular socialist analysis has gained pre-eminence in South Africa, says Professor Blackie Swart of the University of Stellenbosch Business School's Industrial Relations Research Unit.

Resolutions adopted at Cosatu's inaugural congress and at its first central executive committee meeting aimed to "fight to open all the books of every organised company so that workers can see exactly how the wealth which they have produced is being wasted and misused by the employers' profit system and on that basis can demand their full share of the wealth they have produced. Should the wealth not be there, then it will only prove the inefficiency of employer management and strengthen the case for work control and management production"

Alternative

Cosatu has tendered a socialist alternative to the present government which would see the emergence of the democratic leadership of the working class

According to Professor Swart, an analysis of the situation reveals that for management the potential threats to the political economy of South Africa are alarming

He points out that although monopolistic enterprises exist, no concerted strategy for the preservation of capitalism and political direction in a unitary South Africa has been forthcoming

Despite a broad commitment to socialism there are, however, deep ideological dilemmas within the emergent trade union movement

Cosatu, he says, constitutes an attempted synthesis and reconciliation of two long-standing and hitherto relatively incompatible forms of trade unionism, namely general unionism and industrial unionism, which can be equated to populism and workerism respectively

"At present there is a very impor-

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Looking at the conflict between 'workerist' and 'populist' tendencies

tant conflict between 'workerist' and 'populist' tendencies in the emergent trade union movement," says Professor Swart

Although the divisions between the workerist and populists are often unclear, this does not detract from their reality

"Put simply, the workerists regard themselves as representing the primary stakeholder in the organisation. They argue that trade unions should maintain an independent political stance as this affords them maximum strategic flexibility

"The workerists are fiercely jealous of their trade union autonomy and independence, which provides them with maximum leverage in the collective bargaining and negotiation process at which they have been so proficient.

"On the other hand, the populists view the community in general as being the primary stakeholder in the organisation. The populists endorse trade unions developing strong alliances with certain chosen extra-parliamentary political organisations

"There is sometimes a fundamental contradiction in the objectives of trade unionists who have populist orientations and their worker constituencies, which can and often does manifest itself in serious dissent"

Such dissent is more than just a possibility in South Africa

"It is projected that once the full impact of sanctions manifests itself, for example, in the coal industry and fruit-exporting industry in the Western Cape, rifts between the workerists and populists within the trade union movement will become deeply entrenched and irreconcilable"

Politics and black trade unionism have been long married in the minds of many white industrialists. But what does the relationship really imply for the future of South Africa as it enters an era of sanctions, economic stress and intense political debate? Professor Blackie Swart (right) of Stellenbosch University recently presented a paper on the subject at the Gold 100 conference in Johannesburg. SHERYL RAINE reports.



He believes, for example, that the leadership of the National Union of Mineworkers and the Food and Allied Workers' Union can be expected to be placed under extreme pressure from their worker constituencies when they are faced with the enormous numbers of retrenchments which these sanctions inevitably imply

"This scenario is quite ironic because it could deliver the very emergent trade unions who gave their expressed or implied support for sanctions a body blow, the force of which could be of such magnitude that the prognosis for their future recovery would be poor indeed

"Essentially we are dealing with various concepts of stakeholdership in the business organisation

"Management views the shareholders as being the primary stakeholder in the company

"The workerists see the workers as being the primary stakeholders while the populists regard the community as the primary stakeholders

Evaluated

"It is clear that the decision-makers within Cosatu have carefully evaluated the historical and strategic shortcomings of general unionism and therefore, by implication, the viability for their worker constituency of populism, and decided that industrial unions which have a workerist orientation should represent the strategic blueprint for unions which are affiliated to this federation

"Various issues of critical strategic significance flow from this thought

"Does this mean that general unionism — with its populist orien-

tation is to be relegated to a subordinate role in the current clash between capital and labour? If so, will the populists be prepared to accept this? If they are not prepared to accept this status, will this contribute to the ultimate disintegration of Cosatu?"

Should Cosatu be subjected to a process of disaffiliation, would the general unions then seek a home among the Black Consciousness and Africanist trade unions, namely the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu) which are at present at an advanced phase of building a Black Consciousness trade union federation?"

Professor Swart believed that a movement towards Africanism was a feasible scenario and would in the final analysis be an embodiment of the historical clash between Charterism as articulated by the African National Congress and Black Consciousness as espoused by the Pan Africanist Congress

"There are important differences in the way in which workerists and populists effect change during the course of their negotiations with companies on issues pertaining to wealth and privilege. An evaluation of the manner in which these different groups induce pressure for change may provide an index as to their potential ability to become definitive as far as their future ability to exercise control over business organisations is concerned

"Workerists subscribe to the collective bargaining process and the accompanying forms of duress geared at inducing decision-makers to reallocate resources and wealth. Strikes, go-slows, court action and the like are applied in order to

achieve for their worker constituencies what are primarily factory-related, material and human rights objectives

"The workerists have been extremely successful and have won many concessions. Management has frequently responded positively to the deep challenges posed by the workerists and they too have contributed to the creative settlement of disputes. This sometimes positive response from management stems from a tangible appreciation of the legitimacy of the demands and the viability of the process of negotiation by which the demands were presented

Construction

"Elements of the workerists' mode of power-broking might offer a viable contribution to the construction of a post-apartheid South African economy. This scenario assumes a continuation and acceleration in the exchange of wealth and privilege over the negotiation table via collective bargaining

"The populist trade union approach implies in the final analysis, at its most optimistic scenario, the reconstruction of the post-apartheid economy. For the populists the South African economy must be destroyed before a post-apartheid economy can be born, in the context of an anticipated cultural revolution"

● The paper was entitled "Some strategic considerations about the present ideological perspectives which are being espoused by the emergent trade unions in South Africa". It was researched by Professor Swart and Mr G R Heald, both of Stellenbosch University.

...first Cosatu, then Uwusa...

now the third federation

These are the leaders



A five-man executive committee heads the Azactu/Cusa federation

- They are:
- James Mndaweni (above) as president
 - Stewart Molletsane as vice-president
 - Piroshaw Camay as general secretary
 - Pandelani Nefovholodwe as first assistant general secretary
 - Mahlomola Skhosana as second assistant general secretary

Unions' new baby is born

City Press
12/10/86
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By ZB MOLEFE

THE policy of the new Azactu/Cusa Federation - adopted by over 1 000 delegates at a weekend conference - was unveiled this week

The policy is based on five main principles:

- Worker control
- Black working class leadership

- Non-affiliation to political organisations
- Financial accountability within unions.
- Independent internal actions by unions within federation policy

"The federation will strive to interpret the working class' ongoing struggles in terms of a principled working class ideology," the policy states.

It underwrites the principles of worker unity and "worker control based on anti-racism/non-racism to build a non-exploitative democratic society based on the leadership of the working class"

The policy spotlights

- The national liberation struggle: The federation believes workers' oppression and exploitation "can only be replaced by a democratic society founded on the non-existence of any form of discrimination" "The most oppressed and exploited are the ones capable of bringing about desired transformation armed with the following principles. anti-capitalism, anti-imperialism, anti-racism and anti-sexism."

- National and international relations The federation will maintain autonomy and won't affiliate with international confederations but will relate to any of them if it furthers its aims

- Education: The federation, "conscious that education is in the hands of the ruling class to promote, perpetuate, sustain and maintain its self-interests of racism and capitalism", is committed to "continuous research to develop an alternative system of education"

- Sexism. The federation is committed to wiping out women's "class exploitation (as workers), national oppression (as black persons) and sexual oppression (by men)".

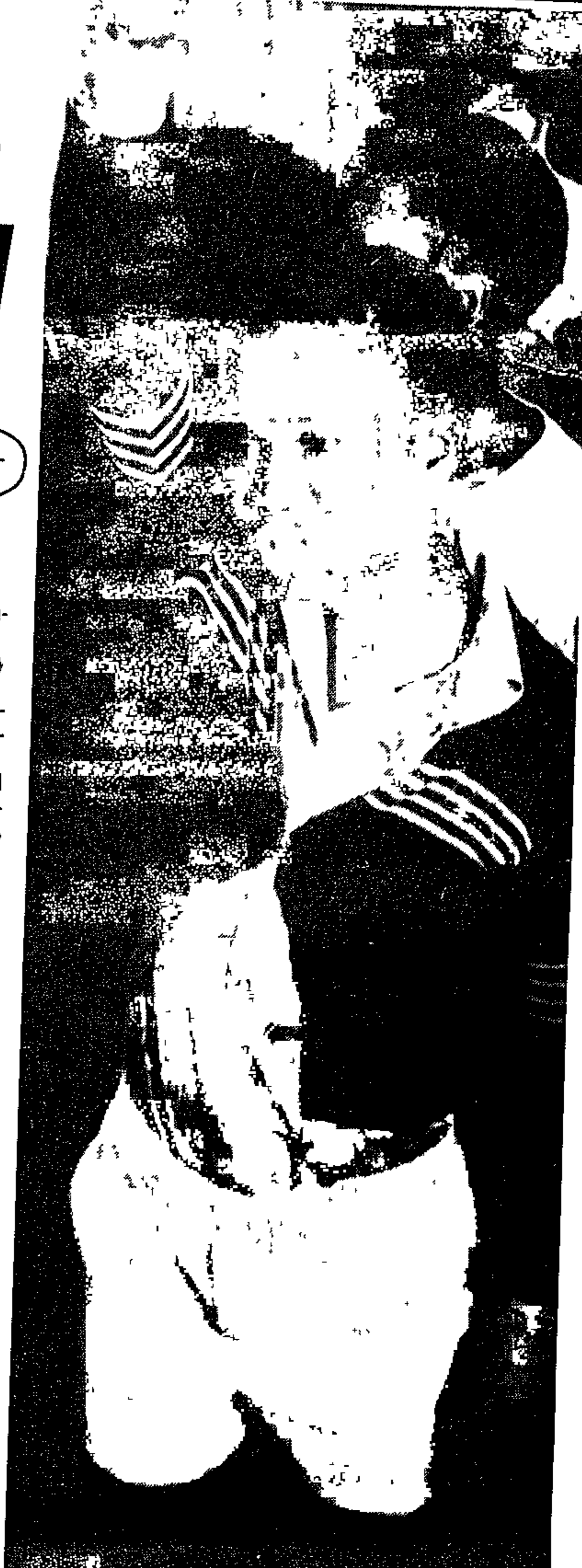
- Foreign investment The federation believes that foreign investment in SA supports "an economic system that is geared to the maximum exploitation of the working class"

Even the youth were at the launch of the new Azactu/Cusa federation

They've joined the federation

111 members of the new federation are.

- 1 Black Allied Mining Construction Workers' Union
- 2 Black Domestic Workers' Union
- 3 Black Electrical and Electronics Workers' Union
- 4 Brushes and Cleaners Workers' Union
- 5 Building Construction and Allied Workers' Union
- 6 Domestic Workers' Association of SA
- 7 Engineering and Allied Workers' Union of SA
- 8 Food and Beverage Workers' Union
- 9 Hotel Liquor, Catering and Allied Workers' Union
- 10 Insurance and Assurance Workers' Union of SA
- 11 National Union of Farmworkers
- 12 National Union of Public Service Workers
- 13 National Union of Wine, Spirit and Allied Workers
- 14 SA Chemical Workers' Union
- 16 SA Laundry, Drycleaning and Dyeing Workers' Union
- 17 Steel, Engineering and Allied Workers' Union
- 18 Textile Workers' Union
- 20 Transport and Allied Workers' Union
- 21 United African Motor and Allied Workers' Union
- 22 Vukani Guards and Allied Workers
- 23 African Allied Workers' Union
- 24 Black General Workers' Union
- 25 National Union of Workers of SA



Union wound still bleeds

By ZB MOLEFE

THE trade union rift which saw Cusa and Azactu break away from last year's unity talks is far from healed

This was the impression gained from remarks made by the president of the newly-launched Cusa/Azactu 420 126-member federation James Mndaweni at a Press conference this week

Asked if the new federation would iron out its differences with the Congress of SA Trade Unions - formed after the stormy unity talks failed - Mndaweni cited two occasions where this was attempted by them

"We've made several attempts to come together - this year's May Day rallies was one of them," he said

"We received no indication. But, in the meantime, we believe we need to consolidate ourselves. We will co-operate when they feel it is necessary," he added.

When asked whether they would join Cosatu, Mndaweni said: "We will work towards it if it comes from our workers. But we must concentrate on the black workers - they are the most oppressed."

Pressed further to elaborate on black worker leadership, Mndaweni said the new federation was independent in terms of ideology. "We believe our members will guide us and give us a mandate on these questions," he said.

On the fact that non-racism is impractical in the new federation, Mndaweni said "this reflects the reality in our country" "We are reflecting a situation - this was our approach to the unity talks"

Asked if a white worker could join the federation, general secretary Piroshaw Camay pointed out that the federation's policy is non-racial and anti-racist

Mndaweni and Camay also told the conference that no new name has been found for the federation - "but it will be done if our membership wants it"

● Cosatu Press Officer Frank Meentjies said the federation was a welcome development if it was a move towards an ultimate black worker unity

"Our commitment is for one worker federation. If their formation means working towards that goal, then we welcome the development

"We have to see their principles. We have to see if they respond to Cosatu's principle of worker unity," he said

By Dave Edwards

BLACK power identified trade unions as the road to political power in 1986.

The rise of Congress of SA Trades Unions (Cosatu), the National Union of Mineworkers (NUM) and the United Workers Union of SA (Uwusa) made it an incident-packed year

Conventional wisdom has it that recession unions are at their weakest because workers can easily be replaced. That did not stop a rash of strikes in all types of industries all over SA.

The depressed Eastern Cape was a key area of labour unrest even though motor and related companies were moving out of the area and unemployment is rife.

Another indication of the political nature of strikes is

Turbulence in labour — and threats of more

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that companies viewed by unions to be rich became prime victims, regardless of how liberal their labour policies

It was a major shock to Pick 'n Pay, for instance, to become victim of a strike, in which there were fistcuffs between customers and workers. Pick 'n Pay pays wages above industry norms. But Checkers was left untouched — presumably because unions believed it could not afford to pay more

Emergency

More evidence of the politicisation of industrial relations was a call by the National Union of Mineworkers for disinvestment and sanctions, even of coal, action against which industry directly threatens the livelihood of union members.

The credulity of observers of the SA labour scene was stretched to breaking point by a strike at General Motors South African after the American parent announced its withdrawal.

Depression has resulted in many workers losing their jobs. At the beginning of the year industrial relations consultant Andrew Levy estimated that 1 000 jobs were being lost each week.

The state of emergency declared in 1985 spilled over into 1986 and social unrest increased in the first half of 1986. Cosatu and the NUM demanded that May 1 — May Day — be declared a national holiday. In spite of some claims to the contrary, the mass stayaway was disciplined and effective on the Reef and in the Eastern Cape. In Natal, the Cape and

Nic Wiehahn . . . wrong for State to intervene in industrial disputes

the Free State it was less successful.

The State clampdown which followed, did little to improve foreign views of South Africa. In the event, many union leaders were removed from circulation and wage negotiations were interrupted.

Many confused management teams were left high and dry as negotiations were suspended until the union representatives could be found.

But an unexpected outcome of the crackdown was that several prominent businessmen joined forces with the unions to find missing workers to keep industry running.

Cosatu, formed a year ago, is the largest grouping and embraces 34 unions which in-

clude the former Federation of SA Trade Unions (Fosatu) and the NUM.

The Council of Unions (Cusa) and the Azanian Confederation of Unions (Azactu) alliance is the second-largest grouping and represents 16 individual unions.

Celebrations on May 1 marked the introduction of a third union — the United Workers Union of South Africa (Uwusa) which principally reflects the interests of the Zulu nation and its leader, Chief Minister Buthelezi.

Early in the year Nic Wiehahn pleaded for police action to be avoided early in strikes.

He said "It is fundamentally wrong for the State to be involved with criminal sanctions in disputes between employers and employees

The criminalisation of strikes gave the State a bad image in the eyes of the worker."

The potential for mine disruption by strike, sabotage or dissent has become an additional variable that investors must consider.

Stockbroker Mathison & Hollidge now provides clients with a "mine labour analysis service" which monitors NUM views of mining houses.

Analyst Lindsey Ashton says "We expect some Gold Fields mines to have a rough time because of their hard line attitude in wage negotiations."

"Gencor, which had an industrial relations policy which left a lot to be desired, has gone through a reorganisation and may improve its image. It remains to be seen whether or not this will result in a better relationship with the union."

Geoff Verschoor of the Wits Business School says "If the economy emerges from the recession in 1987 it seems obvious that the unions will turn the screw for improved wages and working conditions."

"Alternatively, if the upturn fails to materialise then the effect of prolonged and increasing unemployment will produce an element of despair in the unions which would increase disruptions and strikes."

Hobson's choice indeed. But as Bobby Godsell, industrial relations consultant to Anglo American, says "Strikes not only result in loss of production but loss of pay, and often involve the risk of loss of employment."

WESKA

Found

Head

IN A NUTSHELL, the industrial relations scene in 1986 was marked by the consolidation of organised labour into three union federations representing the three main trends in black poli-

tics. All this occurred in the context of sharpened political conflict and an extraordinary rise in the number of man-days lost due to industrial action — which included agitation over a number of new and unexpected issues.

The most significant story of the year was the Congress of South African Trade Unions (Cosatu), which represents the non-racial, Left-wing political tradition. Born a month before the end of 1985, its progress was examined in depth on these pages three weeks ago.

Steady growth

Suffice it to say that Cosatu or its affiliates were principally involved in almost all the major labour issues of the year. The organisation has shown steady growth, now claiming to represent 650 000 workers, compared with its initial 450 000 membership.

Thus far — despite heated ideological conflict between the so-

ALAN FINE

called populists and workerists in its ranks — Cosatu has managed to contain these differing views without any significant threats of breakaways.

The Cusa/Azactu merger in October was precipitated by Cosatu's refusal to fall into line with the principal black consciousness opposition to the existence of white intellectual leadership of trade unions. The new grouping claims to represent about 350 000 workers.

Ideologically speaking, it was a logical development. This apart, though, it is unclear whether the smaller and less influential Azactu section will add much in the way of status and muscle to what Cusa already had.

The United Workers Union of SA (Uwusa) burst on to the scene on May Day with a rally in Durban attended by about 70 000 people. Uwusa was, of course, Inkatha's answer to Cosa-

tu's numerous attacks on it and on its leader, Chief Mangosuthu Buthelezi. Its main two policy planks are support for free enterprise and opposition to the sanctions campaign.

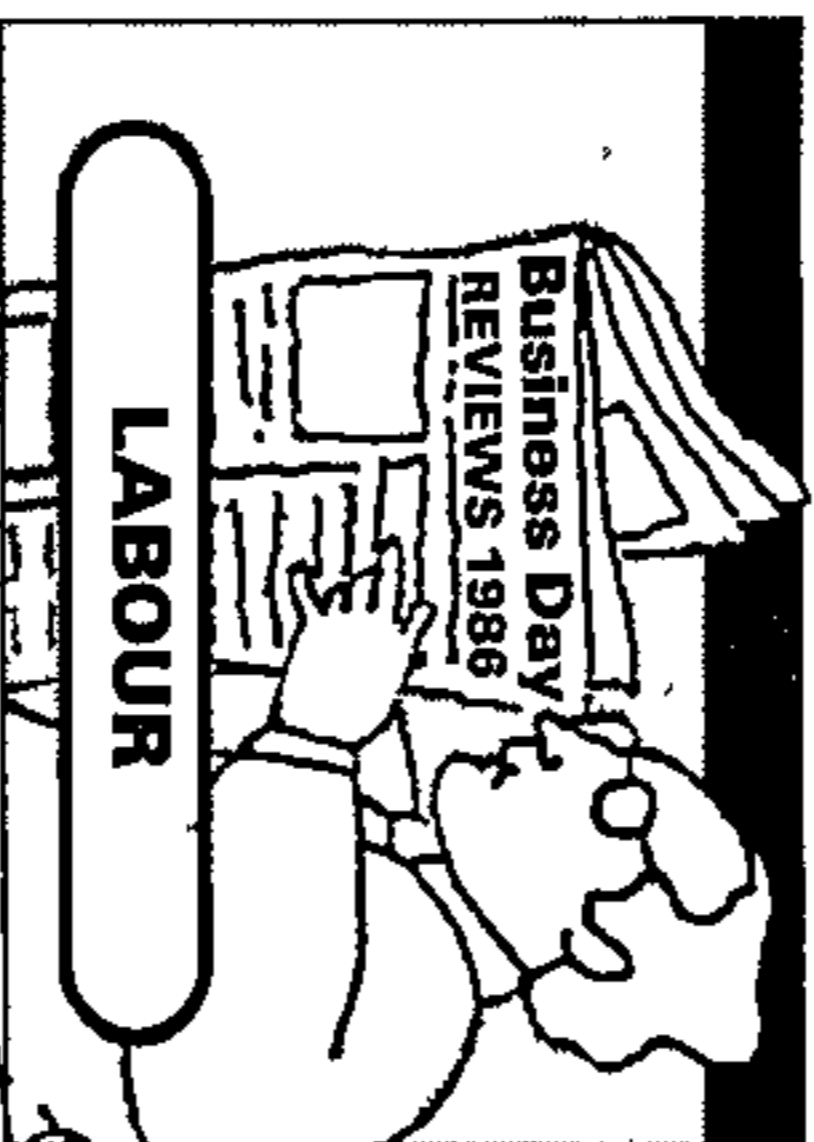
It is difficult to measure Uwusa's progress so far. Available evidence suggests, though, that Uwusa has "liberated" only a limited number of Cosatu factories in Natal.

Uwusa arrived on the scene months before the final burial of the conservative Trade Union Council of SA.

Lost man-days

Tucsa had, for the past three years, suffered a string of disaffiliations by unions which said Tucsa had failed to respond to the turbulent changes on the labour and political scene.

Part of that turbulence is reflected in the vastly increased number of man days lost due to industrial action this year. Industrial relations consultant Andrew Levy says workplace-related stoppages alone have accounted



for about 1.2-million man days this year, compared to 680 000 for 1985.

This rise can probably be partly accounted for by the continued growth of the organised sector of the labour force, and increased pressure for higher wage increases in recessionary times.

This, despite the fact that there are up to six-million unemployed in SA and although the increased use of official dispute-settling machinery stretched the resources of the Marston power Department to the limit. This figure does not take account of

political stoppages and stayaways. At the minimum, says Levy, one can add another 3.5-million man days for these. And it is "not inconceivable" that the figure could be as high as six-million.

The two largest political stoppages occurred on May Day and June 16. May Day, at least, is now generally acknowledged as a permanent — if unofficial — feature of the South African calendar.

The year began with a strike by 30 000 workers at the Impala platinum mine. And this was merely a taste of what was to come. As usual, the mining industry was at the centre of much of it.

According to the Chamber of Mines, there have been no fewer than 131 wildcat mine strikes this year. And with scores of miners having lost their lives in physical conflict, the industry has failed to shake off its violent image.

The lowest point for the industry was the Kilmross Mines disaster in September, in which 177 people died.

The official inquiry has not yet begun.

But the disaster has raised many questions about mine safety in SA.

Oddly enough, in the midst of all this, the annual wage negotiations between the National Union of Mineworkers and the Chamber — always an annual highlight — proceeded more calmly than ever before, and there is general satisfaction all round with the final settlement.

Of course, Gold Fields chose not to be party to the settlement, and it faced strikes at three of its mines. This particular dispute is not yet over.

Political conflict

The mining industry, together with agriculture, has also become embroiled in Southern Africa's political conflict, with government having banned the recruitment of migrant labour from Mozambique.

More than 300 union leaders — and hundreds more rank-and-file members — have been detained for varying periods since the declaration of

the emergency in June.

Day-to-day union/management relationships were affected quite badly initially, although they have since recovered. Evidence is that the detentions were primarily aimed at hampering unions' political endeavours rather than their everyday shopfloor activities.

Nevertheless, the detentions brought into sharp focus the political role of business. And there was little agreement between unions and employers over precisely what this should comprise.

There is little reason to think that 1987 will be any different from 1986. Already labour has been affected by the latest security clampdown. Employers will be told to intervene with government on behalf of unionists affected by these measures and generally take a stronger stand against apartheid. Pressure on wages will increase as real income falls. And unions themselves will continue to grow.

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Shop-floor war threatens to erupt in Natal factories



● BUTHELEZI

CLAIRE PICKARD-CAMBRIDGE

A NATAL shop-floor war might result from the proposed launch of an Inkatha-backed union opposed to the Congress of SA Trade Unions (Cosatu)

This comes after Inkatha announced it would provide loans to finance the establishment of an anti-socialist United Workers' Union of SA (Uwusa), to be launched on May Day in Durban

KwaZulu Chief Mangosuthu Buthelezi's Inkatha movement has little experience in trade union organisation but commands great support in Natal

It is difficult to assess the implications of Inkatha's planned foray into unionism because Inkatha has refused to disclose the number of workers recruited

Inkatha also has not identified the Cosatu unions where it claims worker dissatisfaction is fermenting

But fierce political battles might erupt when Inkatha begins campaigning in the well-organised Durban factories

Academics believe the crucial area of confrontation between Inkatha and Cosatu will be in Durban

A Natal sociologist says Inkatha's campaign to mobilise workers has thus far been centred on northern Natal, particularly in Empangeni, Richards Bay and Isithebe

Inkatha organisers are also reaching out towards Newcastle and Ladysmith and there has already

been an example of a collision between Uwusa-Cosatu

According to reports, an alleged attempt by a Ladysmith metal firm to encourage Uwusa to organise in its factory recently resulted in a strike by members of the Metal and Allied Workers' Union (Mawu), a Cosatu-affiliate

'The possibility exists that Inkatha may create divisions in some factories, but it will probably make gains only in areas where Cosatu is not entrenched'

The sociologist said several thousand Inkatha members would be affected by a sense of split loyalties once Uwusa's campaign took off

Many would feel loyal towards Inkatha and the Cosatu unions, which had made maternal gains on their behalf

While Uwusa's launch is expected to have important implications for

trade unionism in Natal, the final test will lie in whether it can deliver the goods

Some predict that Uwusa's lack of organisational experience will prove a floundering point. Also that it will have difficulty proving it can rapidly provide more for its members than entrenched and experienced unions.

Natal University industrial sociologist Rob Lambert points out that the unions Inkatha is likely to challenge in Natal came into existence as a result of the 1973 Durban strikes

These unions have faced a tough 12-year period in which they succeeded in firmly establishing themselves on the principle of democratic shop-floor organisation

"The possibility exists that Inkatha may create divisions in some factories, but I believe Inkatha will probably only make gains in areas where Cosatu has not entrenched itself."

Despite Inkatha statements that all are welcome to join Uwusa, Lambert believes the pull of Zulu nationalism cannot match the more widespread influence of unions with a broader-based nationalism

Lambert said Buthelezi, in claiming that Cosatu's more overt political position represented a highjacking of the labour movement, had failed to take certain factors into account

He said this opinion represented a failure to understand that shop stewards had been exposed to township crises and had accepted that they had to express demands from workers and community members.

'Natal employers have established relationships with Cosatu unions and fear the resistance and conflict which could be generated by possible Inkatha inroads.'

Some see the launch of Uwusa as an attempt to weaken the base of the black union movement, which largely supports sanctions against SA and disinvestment as weapons to end apartheid

However, certain employers well-come the establishment of pro-In-

katha unions, which they expect to be less militant

Lambert believes other Natal employers are in a dilemma. Although these employers might see Buthelezi's free-enterprise philosophy as a solution to SA's political woes, they have established relationships with Cosatu unions and fear the resistance and conflict which could be generated by possible Inkatha inroads

However, Buthelezi says workers initially approached him to express their distrust of Cosatu's socialist stand.

Although Inkatha says Uwusa will not be affiliated to the movement, Uwusa rivals have predicted it will be an acquiescent "sweetheart" union

These claims arise in part from allegations that Inkatha's only affiliate, the National Sugar Refiners Unions of Employees (NSRUE), was established with the aid of sugar employers

Inkatha, denies claims that Uwusa will be a "sweetheart" union

An important question which needs to be answered is whether Inkatha unions will be able to develop a base beyond Natal. Inkatha has already announced that its target will be the Transvaal

This could prove a mammoth task because workers in Transvaal industry are already well-organised

Clearly, the battle for the allegiance of workers will be a long one

Some see the launch of Uwusa as an attempt to weaken the base of the black union movement, which largely supports sanctions against SA and disinvestment as weapons to end apartheid

However, certain employers well-come the establishment of pro-In-

Indoor meetings now banned

Tough new clamps on major unions

BW DTJ
8/7/86
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GOVERNMENT has announced tough new clamps on several major trade union bodies which effectively bans them from holding any meetings whatsoever in the Johannesburg and Roodeport areas.

Student and community organisations are also hit by the new emergency orders

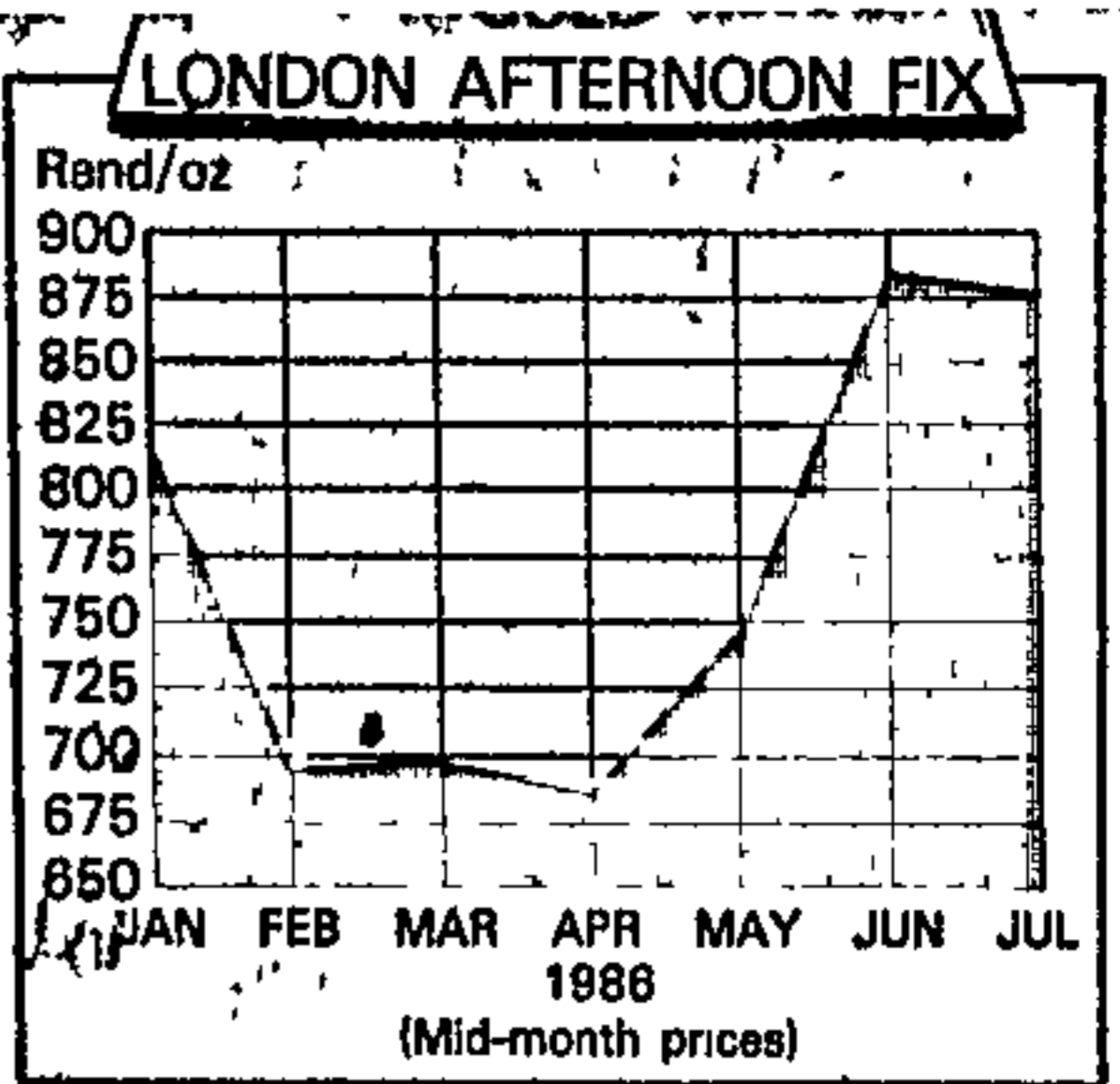
The ban on indoor gatherings will seriously immobilise activities of unions and many community and student organisations because outdoor meetings, with the exception of sports events, have been banned since June 4

Those affected by the ban on meetings

CLAIRE PICKARD-CAMBRIDGE

include the Congress of SA Trade Unions (Cosatu), the Council of Unions of SA (Cusa), the National Union of Mineworkers (NUM), the Metal and Allied Workers' Union (Mawu), the Commercial Catering and Allied Workers' Union (Ccawusa), students representative councils of any school, college or university in the two areas, the Transvaal Indian Congress, the Release Mandela Campaign, Soweto Youth Congress, Soweto Parents' Crisis Committee and

● To Page 2 →



GfSA profits

ADAM PAYNE

GfSA gold mines' June quarterly reports show a lower gold price which, with higher costs, contributed to lower total working profit of R386,4m (R443,8m).

The gold price averaged R23 743/kg or R738/oz compared with R25 029/kg or R778/oz in the March quarter.

After-tax profit of the group's mines was higher at R252,3m (R240,8m) because of lower tax after a sharp rise in capex due to completing accounts for the June year-end

The mines maintained tonnage and average yield

● See Page 11

Clamp on major unions

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BUDDY

many others.

Management and union spokesmen were last night confused about the extent of the ban and whether smaller internal union meetings were also affected

The ban comes at a time when delicate wage negotiations affecting at least a million workers in key sectors, including metal and mining, are in progress

Labour relations consultant Gavin Brown said the ban would make the union's job "virtually impossible" in Johannesburg and Roodepoort, as well as place a tremendous burden on shop stewards and management.

Government's move was likely to turn the clock-back by at least six years as far as labour relations was concerned, he said. It was possible that dialogue would continue between shop stewards and management, but the ban would make it difficult for unions to hold meetings and report-backs with members

He said government's action was not

entirely unexpected in the light of warnings last week by Cosatu concerning industrial action

Details of Cosatu's statement cannot be quoted in this edition of *Business Day* as it is distributed in the Western Cape, where utterances by any Cosatu spokesmen are banned in terms of an emergency order. Johann Liebenberg, of the Chamber of Mines, said there were few mines in the Johannesburg and Roodepoort area, so the ban would not affect wage negotiations for the union from an organising and report-back point of view.

Director of the Steel and Engineering Industries Federation of SA (Seifsa), Sam van Coller, said it appeared the ban would create a "serious situation", but he declined to comment until he had studied the *Government Gazette* and discussed it within Seifsa

← ● From Page 1

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THE EMERGENCY

The union challenge

The State of Emergency, now into its fourth week, is increasingly becoming the focus of a trial of strength between government and organised black labour

In the process, employers are being pressurised by the unions to demonstrate both vocally and materially where they stand Wildcat strikes and go-slows are being used to back these demands

According to the Labour Monitoring Group, which has compiled regular bulletins on the effects of the emergency on labour relations, 218 elected union leaders are in detention, along with 1 319 rank-and-file members

Government placed additional restriction on union activities this week It banned indoor meetings in Johannesburg and Roodepoort of the Council of Unions of SA (Cusa), the Congress of South African Trade Unions (Cosatu) and four key Cosatu affiliates — the National Union of Mineworkers (NUM), the Metal and Allied Workers' Union, the Commercial, Catering and Allied Workers' Union and the General and Allied Workers' Union Also included in the ban were 28 political, community and student organisations

Despite the fact that many of the unionists who have not been detained have gone underground, Cosatu and Cusa both issued statements on the emergency in the past week Cosatu's statement was released after its central executive committee met at an undisclosed venue last Tuesday Cusa, which was forced to cancel the congress it planned to hold last weekend, nevertheless managed to convene a meeting of its national executive committee last Saturday

Both Cosatu and Cusa have called for an end to the emergency, for the release of detainees, and for steps to be taken to resolve SA's political impasse. They have also issued demands to employers aimed at protecting the interests of detained members and facilitating union operations that are threatened by the emergency measures.

Cosatu's shop floor demands include that no detainees should be dismissed and that their wages should be paid in full for the period of their detention, that township dwellers should not be obliged to do night-shift work and should not have their pay docked, that wage payments should be backdated where negotiations have been disrupted because of the emergency, that employers should make communications facilities available to union leaders; and that shop stewards and other union members be given time off to attend to union business without loss of pay

Cosatu and Cusa have threatened to take

The FM has been edited to comply with the emergency regulations. Information may therefore be distorted, incomplete and misleading.

action — the form of which they have not specified — if their demands are not met Cosatu has set a deadline for this Friday

On Monday night representatives of the Federated Chamber of Industries (FCI) and the Associated Chambers of Commerce (Assocom) met with a Cosatu delegation to discuss the demands A similar meeting was held with Cusa on Tuesday FCI, Assocom, and Afrikaanse Handelsinstituut members were present

The FM was unable to obtain details of the meeting with Cusa before it went to press But at the meeting with Cosatu, the employers agreed to recommend to their members acceptance of most of the workplace-related demands and undertook to consider the outstanding ones On the wider political demands, the employers indicated that they have been lobbying government Cosatu, however, was dissatisfied with their low-key approach A further meeting was scheduled for mid-week

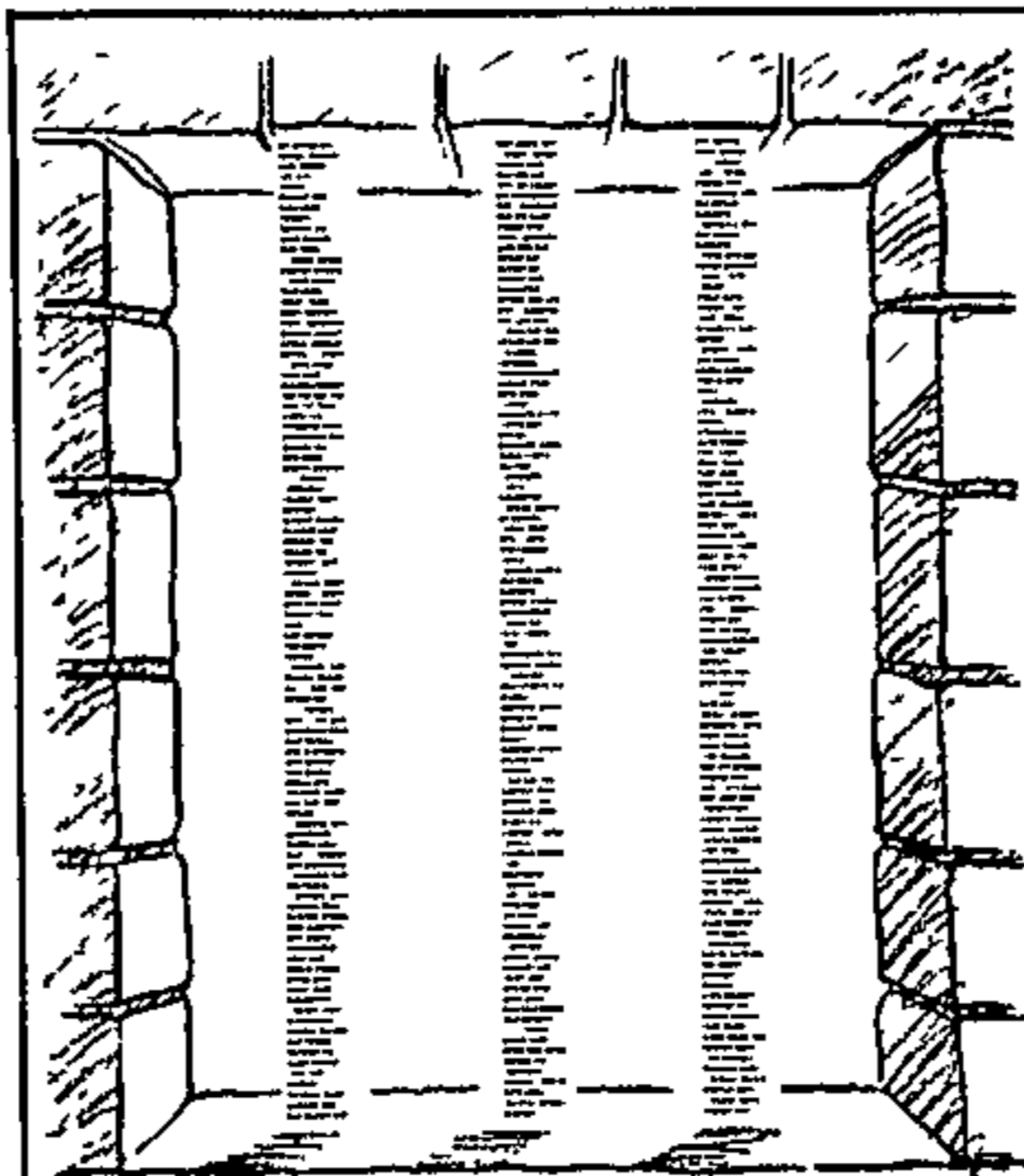
Meanwhile, the focus of industrial action in protest against the detention of unionists has shifted to the mines Several pharmaceutical and food plants are also affected.

On Tuesday a NUM spokesman reported that 41 000 members had participated in work stoppages or go-slows at 12 gold, coal and diamond mines in the past week She also said that about 100 000 members are boycotting liquor outlets and concession stores on mine property

About one-third of the 1 950 employees at four De Beers mines in Kimberley returned to work on Monday, having been on strike since last Thursday On Tuesday De Beers' Finch mine was hit by a stoppage Anglo American has shut down two shafts at its Free State Geduld mine, pronouncing them unsafe due to go-slow action by 5 000 miners Amcoal's Kriel Colliery has also been affected by a two-hour stoppage

At Gencor's Grootvlei and Marievale gold mines, 7 750 workers staged half-shift stoppages on Sunday night and Monday On Tuesday, workers at the Matla colliery also staged a two-hour stoppage Gold Fields has denied NUM claims of go-slow action by 25 000 miners at its Libanon and Kloof mines The pattern of rolling action on the mines is expected to continue

The emergency has clearly placed the unions and employers in a difficult position While employers have made major concessions on the unions' shop floor demands, their diplomatic approaches to government fall short of union expectations Employers believe that low-key methods are the most constructive and some are becoming resentful at the spread of industrial unrest The unions, however, would like them to take a bolder stance against the emergency



The South African Government would rather the world forgot these names.

Two hundred and thirty million are among the thousands of people who have been arrested or imprisoned in the past few years in South Africa. They have been arrested for their political beliefs and for their participation in the struggle for a better South Africa. They have been arrested for their participation in the struggle for a better South Africa. They have been arrested for their participation in the struggle for a better South Africa.

This advertisement placed by the Trades Union Congress and the International Confederation of Free Trade Unions, was published in Britain's Daily Telegraph last week

Government stands firm on detentions despite pleas from employers

For the past seven years South African employers and organised labour have struggled to establish the present fragile working relationships. Sometimes those relationships have been good, sometimes bad, but never before have they been as confused as they are today.

At the centre of the confusion is the state of emergency which has resulted in a series of events which have thrown labour relations into turmoil.

Reacting to the situation, the Congress of South African Trade Unions (Cosatu) has made demands, some of which may not be reported under the emergency regulations but which include the release of detained unionists and "a democratic resolution" of South Africa's problems.

In the past three weeks, 923 trade union leaders and members are known to have been detained under emergency regulations. Yesterday 222 were still in detention. Reasons for their detention may not be published under the emergency regulations.

Apart from the detentions, hundreds of trade unionists have gone into hiding for fear of detention. Those not in hiding are seldom able to follow their usual work routines. Police have continued to raid union premises and to seek central figures in the labour movement.

Tracking down trade union officials has become a cloak-and-dagger affair — and one which involves more misses than hits, if reports from employers are anything to go by.

A wave of strikes hit the retail and pharmaceutical sectors as workers protested against the detention of their colleagues. With many union officials absent, negotiations aimed at getting the workers back to work in the retail sector were a nightmare. Trade union officials' routines

3/2/80 134 (scribbles) S.M.L.

Cosatu will 'press home' new set of demands

By Mike Siluma

The Congress of South African Trade Unions (Cosatu) has drawn up a list of demands which would ensure the continuation of its "legitimate activities".

In a statement released after a secret meeting of its central executive committee meeting yesterday — the first major gathering since the declaration of the state of emergency — Cosatu said its demands were:

- An end to all harassment, victimisation and intimidation of shop stewards, officials and workers.
- The release of all union leaders.
- "A movement to a democratic resolution of our country's problems".

The demands are in addition to a set of eight others discussed by workers over the past week, which included job security for de-

tained unionists and that workers be allowed two hours a week during working hours without loss of pay to attend to union business.

"Cosatu will be meeting employer representatives in the next week to further press home these demands," said the statement.

Cosatu reiterated its position that "employers bore joint responsibility for the attacks that have been made on the labour movement".

It said there was "little evidence of employers pressurising the Government for an end to the state of emergency" and warned employers against taking advantage of the emergency.

X Report Restricted

Parts of this report have been omitted to comply with the terms of the emergency regulations

State of emergency has plunged labour relations into turmoil

have been disrupted by the emergency but offices have operated, albeit with difficulty. Union meetings, like that of the Cosatu central executive committee this week, have been held in secret.

Report-back meetings with workers have been banned or made difficult. Communication lines between workers and their unions on the one hand and employers on the other have been strained — in many

cases, broken.

Delays and disruptions of wage negotiations have been reported in the mining, metal and food industries. Only time will tell what the full impact of these disruptions will be.

Employers who have remained silent in public on the state of emergency have been engaged in heated private debates on the issue. In some quarters there are

rumours of a split in the ranks of the Federated Chamber of Industries. The greatest division has been between smaller, conservative employers and bigger, more liberal corporations.

Some corporate employers, such as the Premier Group and ABICI, have taken strong public positions on the detention of unionists, calling for them to be released or charged.

Other major employers, while expressing concern privately, have remained silent — much to the consternation of union leaders who believe it is the employers' duty to put pressure on the Government.

Some employers have welcomed the state of emergency and hold the view that the Government is correct in trying to stamp out the quasi-political role of the emergent labour

movement. There have been many meetings between various employers and Government officials including the Commissioner of Police and the Ministers of Law and Order and Manpower. But the Government has stuck to its guns in keeping some trade unionists behind bars, claiming they are being detained "for activities not related to ordinary labour matters".

Mercury: 17/07/86

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Union loses action on emergency law

Govt warns media after court verdict

ORMANDE POLLOK
Political Correspondent
CAPE TOWN—The Government is not expected to tighten up the definition of a subversive statement after yesterday's ruling in the Supreme Court, Durban, on the state of emergency regulations.

Although the Court had left only one of six definitions of a subversive statement unchanged, the Bureau for Information warned the media yesterday to 'carefully' study the judgment before reporting.

Mr Colin Eglin, Leader of the Opposition said the ruling did not appear to change the substance of the emergency regulations for the man in the street, but he added that it pointed to 'administrative bungling' by a 'power hungry Government'.

He welcomed the Court's opinion on the right of legal access to detainees.

Commenting on the case, Mr Eglin said 'This draws attention to the awesome power the Government has and the limited jurisdiction of the courts over regulations framed in terms of security legislation'.

'It does not appear to have changed the substance of the regulations much as far as they affect the ordinary South African. Nevertheless, the judgment in relation to legal access to detainees is an important relief to people who have lost their freedom'.

A measure of the Government's relief after the judgment was reflected in a statement issued by the office of the Minister of Law and Order Mr Louis le Grange.

It said The minister is grateful the Court decided so overwhelmingly in favour of the State. That is all we have to say as we do not usually comment on court judgments'.

Mr Geoff Schreiner, general secretary of Mawu, told the Mercury last night 'Our concern was for our people in detention'.

'The judgment does not bring any relief in that regard but at least it opens up the possibilities that legal advisers may have more regular visits to detainees. This is encouraging'.

Mr Simon Davey, the British Consul in Durban, who was at the hearing, said 'It has certainly been an important experience in challenging the state of emergency'.

The PFP's Natal leader, Mr Ray Swart, who was also there, said 'It is an interesting judgment which certainly gave a critical review of the regulations issued in terms of the state of emergency'.

WHILE the Supreme Court, Durban, yesterday rejected an application by the Metal and Allied Workers' Union (Mawu) that the state of emergency be declared illegal, it declared void, on the grounds of vagueness, all, or sections of, five of the six definitions of 'subversive statements' banned under the state of emergency.

In a two-hour judgment, Mr Justice Diddcott said only one of the six clauses defining a subversive statement was precise enough to be considered lawful.

That clause forbids incitement of people to participate in unlawful strikes, boycotts, processions, civil disobedience or to oppose compulsory military service.

He said two of the clauses were far too broad to be understandable.

One clause bars any statement that advances the object of any unlawful organisation.

I consider that paragraph (a) is hopelessly uncertain, and that no ascertainable meaning can be derived from it' Mr Justice Diddcott said.

The other provision considered too broad prohibited any statement that engendered hostility between one person or group and another.

'It is unintelligible' Mr Justice Diddcott said.

Emergency powers still in force are detention without charge curfews, sealing off areas and the power to shut down publications.

On the three other clauses, Mr Justice Diddcott found fault with certain phrases.

On the provision forbidding statements calling for disinvestment, sanctions or foreign action against South Africa, Mr Justice Diddcott said disinvestment and sanctions were reasonably clear but 'I do not know what foreign action is'.

Confidence
'What is action, what is foreign?' The words "foreign action" must go'.

The union had also contended that the emergency was illegal because Parliament was not informed within 14 days of the June 12 proclamation.

Mr Justice Diddcott accepted the State's argument that Parliament had recessed before the 14 days were up and that the regulations could still be presented to it when the session resumes on August 18.

He also ruled against a clause prohibiting statements that would tend to weaken public confidence in the Government's ability to maintain the public order or end the emergency.

Mr Justice Diddcott approved the clause against inciting people to resist or oppose the Government in connection with the emergency but ordered a clause about incitement against 'the administration of justice' to be removed.

Mr Justice Diddcott also said a ban on detainees' access to lawyers was improper, and that such access must be granted on a blanket basis.

Mr Justice Diddcott said that the right of an accused to have access to a legal adviser was a basic right. Refused by the Court was

a claim by the applicants that Proclamation R109 of 1986, which defined the terms of the regulations, be set aside.

It turned down an application directing that six of the union's members held under the emergency regulations should be released.

It also declared invalid the last line of the clause 'Inciting the public or any section of the public or any person or category of persons to resist or oppose the Government or any minister or official of the Republic or any member of a force in connection with any measure adopted in terms of the regulations or in connection with any other measure relating to the safety of the public or the maintenance of public order or in connection with the administration of justice'.

Strayed

Referring to the section dealing with the creation of hostility, Mr Justice Diddcott said this went way beyond the State President's authority because he had no power to punish people for creating ordinary feelings of hostility.

Referring to the clause about the promotion of any object of any organisation which had been declared an unlawful organisation he said if it was meant to have no limit then it had strayed beyond the President's power.

The Full Bench consisted of Mr Justice Kumbleben Mr Justice Diddcott and Mr Justice Thirion.

Mr I Mohamed SC appeared for the applicants and Mr J Combrink SC for the State.

The respondents were ordered to pay half of Mawu's costs.

● See Editorial Opinion

Army men at play



Eight military units turned out at Natal Command yesterday for winter sports' day. A variety of sports, among them skiboat fishing, golf, soccer, pistol shooting and surfing, were on the agenda. Pictured here giving their all in the tug-of-war were members of 5 SAI in Ladysmith.

Picture by ANTHONY McMILLAN

Rex Harrison collapses

LONDON—British actor Rex Harrison was taken to hospital yesterday after collapsing in a London hotel but was later discharged.

Harrison, 78, best known for his stage and screen role as Professor Higgins in *My Fair Lady*, was examined in the casualty department of Westminster Hospital, central London.

He was taken to the hospital by ambulance after collapsing in the fashionable Ritz Hotel — (Sapa Reuter)

Triomf may run on skeleton staff

By Rodney Hayter
TRIOMF Richards Bay's phosphoric acid fertiliser plant, is expected to re-trench its 850 shop floor workforce tomorrow and re-employ a skeleton staff, informed sources said yesterday.

The plant, which was placed under provisional liquidation by a Johannesburg court last Friday is expected to continue production with a reduced staff until the end of September, the sources said.

Triomf (Richards Bay) originally part of the giant Louis Luyt empire refused to make any comment as did the local town clerk Mr Theo Tolmay and the newly appointed liquidators.

A Triomf (Richards Bay) spokesman said questions submitted in writing would only be answered by telex in due course.

A white artisan said he had been told by a shop steward yesterday that select ed workers would be re-engaged on a monthly basis and a new contract effective from Saturday.

He said they had been told all staff would receive their last salaries tomorrow but those earning in excess of R2000 a month would have to submit claims to the liquidators for the excess and for overtime.

A black Chemical Workers Union member said members had been told at a late afternoon meeting that the entire black workforce of 631 would be paid off tomorrow and 331 would be re-engaged under a new contract.

Last night many of the workers and their wives were shattered and resentful.

Most of the company workforce are housed in

New threat to Zola's career

London Bureau
ZOLA Budd's career came under a serious new threat yesterday when Zimbabwean athletes were ordered to boycott any meeting where she participated.

The order from Harare has immediate effect and four Zimbabwean runners have withdrawn from the Pearl Assurance Invitation meeting in Birmingham at the weekend.

The new controversy has alarmed and angered Birmingham athletics and city officials who fear the anti-Budd boycott will snowball.

The weekend meeting was being used to promote Birmingham's application to stage the 1992 Olympic Games.

Birmingham has made a major effort to win African support for its Olympic bid and has even been housing and training the Zimbabwean team for the crisis-ridden Commonwealth Games.

Now the order to the Zimbabwean athletes to boycott the city event is seen as a serious warning that Miss Budd's presence could cost Birmingham the African support it has so expensively nurtured.

Birmingham City officials and the local MP former Labour government Sports Minister Dennis Howell are expected to urge Zola to withdraw.

Zola who stands to receive at least R19500 for

participating is highly unlikely to withdraw and will be strongly supported by the English Women's Amateur Athletics Association.

A spokeswoman for the WAAA said yesterday 'We cannot understand this Zimbabwean decision. It is disgraceful. They only asked us if they could compete a few days ago and they are now really abusing the situation'.

'Zimbabwe competed in the last Olympic Games when Zola was running and it seems ludicrous and nothing at all to do with sport that they should pull out of this meeting now'.

It is incredibly unfair on Zola and will add to the stress on her but she will certainly be running on Saturday afternoon. There is no question of us pulling her out.

Fears
The shock Zimbabwean action has also increased fears that Prime Minister Mugabe will order his national team to join the boycott of the Commonwealth Games, which are due to open in Edinburgh on July 24.

The Zimbabwean decision will be announced after a meeting of frontline state representatives in Harare tomorrow.

In Edinburgh officials of the Commonwealth Games Federation the controlling body say they have been warned that Zimbabwe is being urged by African

Country boycott ● Zola

The rand
The rand closed yesterday at 38,73/83 US cents Previous 38,45/55

Gold
Gold was fixed at \$347,60 an ounce in London yesterday Previous \$346

Live a little better. Save a little more.



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 parish 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.

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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 been 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

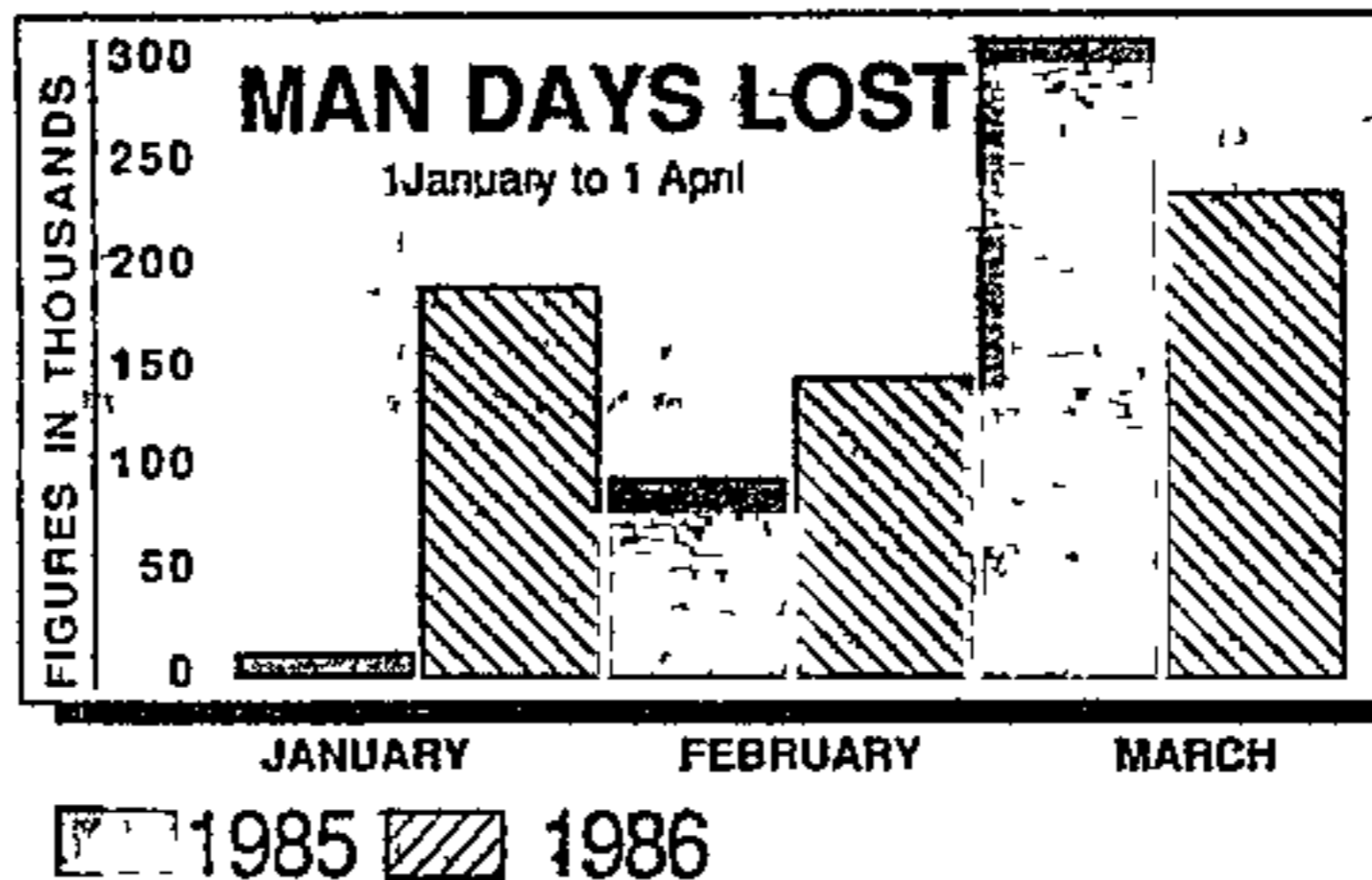
An earlier sign of worker mobilisation will be Mawu's national day of action on April 17, two days after the start of annual industrial council wage talks with the Steel and Engineering Industries Federation (Seifsa). The union plans to kick off with rallies in the townships next week to discuss this 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 were 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."

May Day gets stayaway boost

By DAVID BRAUN
Political Staff

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THURSDAY'S mass stay-away has put renewed pressure on the Government to have May Day declared an annual public holiday

Apart from trade unionists and leaders of extra-parliamentary organisations, many MPs believe there would be merit in observing the day as an official holiday

In many other countries May 1 is celebrated as a public holiday.

After this year's stayaway it seems likely that May Day will be observed, if unofficially, by many workers

Government members are reluctant to comment on the possibility of declaring May Day an official holiday

The Government finds the socialist connotations of May Day distasteful

And, as a senior civil servant has pointed out, the Government is under pressure to re-schedule the country's public holidays to accommodate anniversaries of importance to various population groups.

Slaves

As the Cabinet is apparently of the opinion that there are already too many public holidays, it is felt that the whole issue should be held over for negotiation in a new political dispensation which includes black leaders

Holidays which are being proposed by various groups include May Day and Slave Day - December 1, to commemorate the emancipation of slaves in South Africa

December 16, important to Afrikaners as the Day of the Vow, is a controversial existing public holiday because it commemorates the defeat of Zulus by Boers

May 31 (Republic Day) is rejected by many black people

June 16, a proposed holiday commemorating the 1976 Soweto riots, is controversial because of the emotion it invokes between whites and blacks, some say similar to that invoked by December 16

The question of public holidays seems unlikely to be resolved until the country's political processes are stabilised



said the man was shot at a Casspir as about 150 other people were seen and broke her ankle settled on the township the man and several two seven-year-olds more than 50 police



Two victims of yesterday's teargassing at the Zolani Centre — a nun and a township resident — gasp for air



Nyanga residents crowd around a tap after being teargassed at a May Day rally at the Zolani Centre in Nyanga East yesterday afternoon



Seconds before firing teargas at the crowd in Nyanga East police and troops line up ready to adopt firing positions Pictures Tony Weaver

Millions stay away

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JOHANNESBURG. — Millions of workers, demanding that the government declare May Day a public holiday, yesterday staged the biggest work stayaway in South African history.

Almost 75 percent of black workers in major urban centres participated in the commemoration of the 100th international anniversary of labour day.

And according to the Labour Monitoring Group an independent group made up of academics from the universities of the Witwatersrand, Cape Town and Natal, more than two million workers and students stayed away.

Schools throughout the country were also deserted as hundreds of thousands of pupils along with students heeded the call.

Meanwhile police reported a sudden upsurge in incidents of unrest in different centres yesterday, although most minor and political rallies appear to have been fairly peaceful.

More than 200 000 people attended May Day rallies, most of them indoors, across the country as several outdoor meetings had been banned on Wednesday by magisterial orders in terms of the Internal Security Act.

At Orlando Stadium in Soweto police fired teargas twice into a crowd of about 30 000 briefly causing chaos as part of the crowd panicked and stampeded.

Addressing 20 000 people at the Currie's Fountain meeting in Durban, speakers stressed the need for worker unity and slammed the formation of the new Inkatha union saying it

would set back the workers struggle.

There were also rallies in Kimberley attended by about 5 000, in Witbank, attended by about 30 000, according to NUM estimates, and a Cosatu rally at Wadley Stadium in Maritzburg, which drew about 20 000 people.

The threatened prolonged May Day work stoppage in Port Elizabeth, prompted by the banning of both May Day rallies, was last night called off at an emergency meeting of community and labour organizations.

The extent of the stayaway differed widely from region to region and in different economic sectors.

The Reef area appears to have been hardest hit where an almost total stayaway by organized black labour was reported.

The Associated Chambers of Commerce (Assocom) who have 23 000 employer members said 70-100 percent of their black workforce stayed away, with the exception of the Free State and Natal where they claim absenteeism was low.

Without doubt this is the biggest nationwide stayaway ever, said Assocom manpower secretary Vincent Brett.

The Labour Monitoring Group said the stayaway was strongest in the Port Elizabeth/Ortenhage area and spread into most small towns in the Eastern Cape

In the Transvaal, an estimated 60 percent of the workforce stayed away in Durban and the rest of Natal, about 70 percent were absent. The call to stay away was less successful in the Western Cape. Figures for the Free State were not available.

The Council of Unions of SA (Cusa) and the Congress of SA Trade Unions (Cosatu) estimate that between 80 and 90 percent of black workers stayed away from work yesterday.

The Steel and Engineering Industries Federation of SA (Selfsa) said members had experienced an almost total stayaway on the Reef, while about 50 percent had been at work in Natal.

The National Union of Mineworkers (NUM) said about 250 000 — about half the workforce — had refused to work.

Figures cited by the NUM have been categorically denied by the Chamber, who said the May Day stayaway on the mines was only partially successful.

Meanwhile the liaison officer for the Department of Education and Training, Mr Peter Mundell, said there was almost a "complete stayaway" at schools in the Transvaal, Eastern and Western Cape, with varied attendance in Natal and few schools in the OFS affected — Own Correspondents, Sapa and UPI

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SOWETAN 5/2/86 (11/16)

Legislation on domestics not on the cards

THE Government has announced that the long-awaited legislation on domestic and farm workers is unlikely to be introduced at the current session of Parliament

Dr Piet van der Merwe, director-general of the Department of Manpower, said a report from the National Manpower Commission (NMC) had been completed and was under consideration but "we do not envisage legislation this year"

The news has disappointed the Domestic Workers Association, the Black Domestic Workers Association, the South African Domestic Workers Union and the Domestic Workers Employment Project. The organisations have been pressing for years to get legal provisions covering employment of domestic workers

The NMC was instructed in 1982 to begin an inquiry into employment conditions for the two groups and the long delay in proclaiming legislation has been strongly criticised and several questions have been asked in Parliament

Strike Ballot

• The Black Allied Mining and Construction Workers Union (Bamcwu) is to hold strike ballot at Samcor plants following the failure by the Minister to appoint a conciliation board to resolve the wage dispute with the company. The ballot is to be held today

• Changes to unemployment insurance

legislation are expected to be introduced before Parliament early in the session, Dr van der Merwe announced this week

Trade unions and other labour experts have been lobbying for changes to the fund for sometime

• Negotiations between Mathey Rustenburg Refiners in Wadeville and the Chemical Workers Industrial Union (CWIU) are continuing in an effort to solve a wage dispute

Agreement

• The Transport and General Workers' Union (TGWU) and the General Workers Union (GWU) have signed an agreement with the Renfreight group which will raise the group's wage bill by more than 12 percent

This was confirmed by the unions and management

• The Trade Union Council of SA (Tuca) has appointed eight specialists to deal with various interests of the federation and its members. Unions are urged to contact them about matters which concern them

Any information, evidence, or suggestion that unions may wish to have taken up may be sent to the secretariat of Tuca for submission to the committee concerned

WORKERS' DIARY — By JOSHUA RABOROKO

• A new trade union, the National Union of Forestry and Allied Workers which has won increasing support in the Eastern Transvaal, has joined Tuca

• The most authoritative and complete annual trade union directory is now available. The 1985-86 edition of Tuca's trade union directory is being sent to all affiliated unions. All interested parties may contact Tuca at (011) 838-3624

• Hard Labour — a pictorial survey of labour relations in SA since 1979, by Gavin Brown, has been published. The book concentrates exclusively on newer emerging unions and does not cover the activities of Tuca or unaffiliated unions

It is published by IR Date Publication of Box 52711, Saxonwold, 2132

• A spokesman of the Orange-Vaal Development Board indicated the existence of a misconception among employers in its area, to the effect that the Act of contributions in respect of Black Labour (Act 29 of 1972) has been abolished

• The process of bringing to justice those responsible for

the murder of two white policemen in Bekkersdal township is underway, while from the industrial relations viewpoint, the focus now centres on the dismissal of over 500 workers from Randfontein Estates Gold Mine

• The Black Allied Mining and Construction Workers Union holds its annual national council in Soweto on March 7/8/9 in Soweto

• The Bamcwu has applied for a conciliation board and an industrial court action against Triting Plant Rentals and Stocks and Stocks Construction respectively over unfair dismissal of workers

• The Congress of South African Trade Unions is to hold a meeting on Friday to discuss various issues, including the action which will be taken against Gencor for firing over 20 000 miners at Impala Platinum mines in Bophuthatswana

• Moves are afoot to decriminalise strike action in South Africa. The National Manpower Commission hopes to release a report containing suggested changes to the strike laws within the next few weeks

Mr Joel Founé, director of Labour Relations in the Department of Manpower, said the NMC was investigating the changes to Section 65 of the Labour Relations Act which makes strike action under certain circumstances a criminal offence

• The Black Domestic Workers Association is going ahead with plans to take over 100 employers to court following their unfair dismissal of domestics. The first of these will face prosecution next week

• The South African Allied Workers Union (Saawu) has applied for a conciliation board to resolve their dispute with Metal Box, Rosslyn plant, near Pretoria

The union is fighting the retrenchment of 25 workers and the employment of three whites at the plant. It contends that management was acting in a discriminatory fashion by retrenching blacks and hiring whites

The dispute resulted in a strike by about 500 workers who were later dismissed. Workers have since launched a boycott of the company's products in an attempt to have their colleagues reinstated. However, the company has sort an urgent Supreme Court action restraining the workers from continuing the boycott

• The Azanian Confederation of Trade Unions (Azactu) and

the Council of Unions of South Africa (Cusa) held an urgent meeting in Johannesburg last week to discuss various ways and means of working together

The talks have been going on for a long time after the two pulled out of the trade union unity talks aimed at forming Cosatu last December. Sources close to the unions said another giant federation might be formed by the two federations

Another meeting of the two unions will take place late this month

• The Media Workers Association of SA (Mwasa) is to hold a meeting with management of Perskor in Johannesburg on Friday to explore various means of having a recognition agreement with the newspaper company

• South Africa faces a future of escalating unrest with business and labour becoming more hardline in their dealings with each other, says Prof P L Bonner, Professor of African History at Wits University

Professor Bonner predicts an increased strike action and demands for greater say in management by trade unions. This tougher trade union action will come about as a result of threats to neutralise the industrial court's powers and a hardening of big business attitude towards labour

New trade union body speaks for 10 million

STAR 7/2/86.

134

Quietly, with very little fanfare, a trade union organisation with enormous potential power is being built up on South Africa's periphery.

Few people in South Africa — even trade unionists — know much about the one-year-old Southern African Trade Union Co-ordination Council (SATUCC) which claims it speaks for about 10 million workers in the countries bound together in the Southern African Development Co-ordination Conference (SADCC)

It is also linked to expatriate trade unionists from South Africa and Namibia.

SATUCC's constituent organisations are

- The Angolan Organisation of Workers.
- The Botswana Federation of Trade Unions.
- The Swaziland Federation of Trade Unions
- The Lesotho Congress of Free Trade Unions
- The Congress of Malawi Trade Unions.
- The Organisation of Mozambique Workers.
- The Zambian Congress of Trade Unions.
- The Zimbabwe Congress of Trade Unions.
- The National Union of Tanzania Workers.

Represented

South African workers are represented by the Azania Trade Union Co-ordination Centre, allied to the Pan Africanist Congress, and the South African Congress of Trade Unions, allied to the African National Congress, while Namibia is represented by the National Union of Namibian Workers.

Although not part of SADCC, SATUCC was formed to parallel the nine-nation organisation which seeks to make Southern Africa less dependent on South Africa and the South African economy.

SATUCC keeps step with SADCC, rotating its chairman (and its administration) every four years.

By John D'Oliveira, Editor of The Star's Africa News Service, reporting from Gaborone

The chairman of the host country's national trade union organisation is automatically SATUCC chairman

Botswana provided the first chairman, Mr G B Matlhoane, chairman of Botswana's National Union of Mineworkers and of the Botswana Federation of Trade Unions.

However, Mr Matlhoane resigned recently and has been replaced by his deputy, Mr B C Nthune, in both the BFTU and SATUCC.

In an interview in Gaborone, Mr Nthune, vice-chairman of the Botswana Diamond Sorters and Evaluators and a bright, energetic man who will shortly leave the trade union movement because he has been promoted to a managerial position, said his successor as chairman of the BFTU would be elected at a conference in Gaborone on March 9 — and would then automatically become chairman of SATUCC.

Conditions

Mr Nthune conceded that SATUCC was trying to weld into an effective organisation a variety of trade union movements in countries which had a disparate — and often unsympathetic — attitude to trade unionism

"But we will try to create a movement that will bring better living and working conditions for the workers of the region. That is our first priority.

"We are not worried about a country's political norms or systems, as long as there is an effective functioning relationship between trade unionists and employers, whether the employers are private or government"

Asked about South Africa, Mr Nthune replied "South Africa is important and we have a programme of action aimed at supporting the black workers of

South Africa ... but you must understand that until South Africa can become a member of SADCC, our involvement in the country must be peripheral.

"Our main commitment is to the workers in our member countries"

Asked about sources of finance, Mr Nthune said SATUCC would take aid from "whoever gives us money, white, black, red or pink" as long as no strings were attached to the aid

SATUCC's "programme of action on South Africa" was adopted at a "consultative meeting on South Africa and Namibia" earlier this year.

The programme is largely rhetorical condemning this and demanding that.

However it includes

- A commitment on SATUCC's part to pursue "socio-economic and political action" until South Africa is "completely liberated".

Assistance

- A call to the SADCC governments to continue providing "flexible conditions and material assistance" to the South African and Namibian "liberation movements".

- A commitment to establish a "solidarity fund" to aid South African and Namibian trade unions

- A call on SADCC countries to discriminate against goods which come from South Africa "unnecessarily".

SATUCC also decided at the conference to call on all SADCC countries to attempt to provide a long-term solution to the problems involving migrant labour to South Africa, together with a short-term programme aimed at aiding migrant workers in the event that they are expelled from South Africa.

The organisation also called on SADCC countries which provided South Africa with migrant labour to provide protective legislation to safeguard their workers from occupational hazards in South Africa.

Printing workers allege racism

The Paper, Wood and Allied Workers' Union (PWAU) 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.

PWAU has accused the industrial council of refusing to grant workers an exemption to leave the South African Typographical Union (Satu) to join PWAU. Because Satu has a closed-shop agreement with printing industry employers, all workers wanting to leave Satu have to apply to the council for permission to do so.

CLARIFICATION SOUGHT

PWAU said only African workers had been given exemption to join the union. Indian, coloured and white workers were being refused exemption solely because of their colour. This ran against the union's policy of organising workers irrespective of their race.

A PWAU spokesman said the union had now written to print industry employers to ask them to clarify their stand on the matter when they meet on February 11.

The industry's industrial council is made up of the South African Printing and Allied Industries Federation and the Newspaper Press Union, with Satu being the only member union.

War of words starts between Seifsa, unions

19/2/86 SOWKJETAN (24)

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 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.

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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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26/2/86 SOWETAN

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May Day for 2 000 De Beers miners (34)

By Sheryl Raine
and Duncan Guy

The first significant crack 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.

Labour unrest in the Tvl

A WAVE of strikes and labour disputes swept through several shop floors, including mine industries in the Transvaal this week.

The strikes, sparked off by workers' protest-

ing against management's dismissal of colleagues, wages and arrest of workers, involved more than 25 000 black employees

• Most of the over 12 000 black miners of Vaal Reefs goldmine near Klerksdorp, have returned to work after strike action over the arrest of nine miners

A spokesman for Anglo American, which administers the mine, said the strike action was called off after negotiations between the workers and their representatives Workers at two other mines, Goedehoop and Wolwekrans, have also re-

turned to work

• Nampak Tissue Transvaal is to hold discussions with the South African Allied Workers' Union concerning the dismissal of about 160 striking workers at the Pretoria West plant. The workers were demanding wage rises

• About 56 workers at Polycel company in Alrode were still on strike yesterday following the dismissal of their colleagues.

The company was negotiating with the SA Chemical Workers' Union (SACWU)

• Workers' representatives at Plascon Paints factory near Krugersdorp were still on strike yesterday following the dismissal of their colleagues. Management is negotiating with SACWU

• More than 350 members of the Commercial Catering and Allied Workers' Union at an American multinational 3M in Elandsfontein, are to hold a solidarity meeting between 1 and 2 pm today.

SOWETAN 24/2/80
The workers will pledge solidarity with workers of New Jersey who may lose these jobs following the company's threat to shut its operations

• Management of a German multinational, E Merck at Wynberg, is still negotiating with the Black Health and Allied Workers' Union over the retrenchment of workers

The industrial relations consultant said unless the disputes were not resolved quickly the workers will continue to fight for their rights.

Unionist shot dead at Motetema Village

AN ACTIVE member of the Transport and Allied Workers' Union, Mr Lea van Gleaf Magutla, was allegedly shot dead by police during uprisings at Motetema near Groblersdal.

According to reports, the Lebowa police have confirmed that three people were killed in Motetema last week. It is not known if the police report includes the fatal shooting of Mr Magutla.

Mr Magutla, who worked for the Lebowa Bus Transport, was returning from Marble Hall when he was shot.

He was the fourth trade union member allegedly to be shot dead by police in recent days. Mr John Matabane of the National Union of Spirits and Wines Workers, and Mr Solly Makubong of the South African Chemical Workers, were shot by police during a bank robbery last week, and Mr Petrus Thusi of Textile In-

dustrial Union, was stabbed and shot on his way to work in Pinetown.

The general secretary of the Tawu, Mr E M Rankholo, said his union condemned in the strongest terms the death of Mr Magutla. He warned that repetition of such actions would be met with resistance from workers.

The union has called for an urgent Transvaal Executive meeting at the union's offices, Lekton House, 5 Wanderers Street, Johannesburg, tomorrow at 9am.

The meeting will discuss funeral arrangements and other issues, including calling on the Government to remove the SADF from the townships.

Violence broke out in Motetema after confrontation between the Lebowa police and students last week. Several students were shot and wounded while others were severely sjambokked.

SOWJETAN

08/07/86

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 Magutla, 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 Pretzburg 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 Constructions 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-

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 Westonia 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 Mashimi, 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 134

Unions shocked at minimum wage exemption

Labour Reporter

A WAGE Board decision to exempt small businesses in the commercial distributive trade from minimum wage regulations has sent shock waves through unions.

About 500 000 employees are covered by Wage Board determinations and under the latest determination for the industry employers with fewer than five workers are not bound by minimum wages.

A new employer with any number of employees and stores is exempted from the determination for the first year and for the next year can pay 10 percent less than the Wage Board determination

Third year

Only in the third year must prescribed wages be paid.

An employer already trading for 12 months and less than 24 at the time of the exemption may pay up to 10 percent less than the determination.

Wage Board determinations for the industry cover the whole of South Africa except Kimberley, where an industrial council operates.

Miss Dulcie Hartwell, general secretary of the National Union of Distributive Workers, was horrified at the move.

"They are asking workers to subsidise businessmen and it is not going to stop there.

"The Temporary Removal of Restriction on Economic Activities Bill gives the President the power, basically, to deregulate any business

"The whole system of minimum wages is under attack," she said

The latest report on minimum wages by the University of Cape Town's South African labour and development research unit (Saldrú) shows minimum wages in the industry have declined seriously since 1968 and no increases were granted for two years from November 1983

Real buying power of wages in two categories — shop and sales assistants — dropped by 31 percent from 1976

Inquest on Raditsela death

AN inquest into the death of trade unionist and political activist, Mr Andries Raditsela, will be held in the Johannesburg Magistrate's Court on Monday.

This was said by a spokesman for the Johannesburg firm of attorneys that is representing the Raditsela family

Mr Raditsela (29), of Tsakane near Brakpan, a senior shop steward of the Chemical Workers' Industrial Union (CWIU) and vice-chairman of the now-defunct Federation of South African Trade Union (Fosatu), died after been released from detention during last May

He was arrested in

terms of Section 50 of the Internal Security Act and was taken to a temporary police station at the Tsakane Development Board offices

He was released and subsequently admitted to the Far East Rand Hospital in Springs. He was later transferred to Baragwanath Hospital and died on May 6

His death received world-wide condemnation by trade unions, political and other organisations



Mr ANDRIES RADITSELA

134 SOUTH AFRICA

1/1/86

F.C.I. plan aims to promote understanding and action in crucial areas

'All are born free and equal'

134

January

1986

Political Reporter

The charter released this week by the Federated Chamber of Industries (FCI) was designed to promote "understanding and action" in two crucial areas of the reform process in South Africa.

According to the FCI, the two areas at issue are

- An urgent need for a wider and better understanding of, and appreciation for, what the Government has already done on the reform front
- A similar need for a new rallying point for significant Government and private sector initiatives

The ultimate objective would be to get credible — and visible — negotiation about South Africa's constitutional future off the ground

To this end the FCI has produced its charter which it hopes will gain widespread recognition and support and thus help to achieve "real" constitutional development

The charter is divided into four main sections dealing with

- Social and cultural rights and principles
- Economic rights and principles
- Political rights and principles
- Personal and public responsibilities

SOCIAL AND CULTURAL

This five-point section is based on the premise that all human beings are born free and equal in dignity and rights

It states further that individual rights to family and private life, freedom of thought, con-

Plans for charter's implementation

To propagate and implement the charter, the FCI plans to:

- Urge all members of industry, commerce and business generally to adhere to the rights and principles set out in the charter.
- Influence Government and all political parties and groups to abide by the rights and principles of the charter and, in this respect, assume an active role in scrutinising all discriminatory laws, measures and practices.
- Work towards ending turmoil, unrest and conditions of emergency.
- Strive for the release of political prisoners as defined in the context of the charter.

science and religion, the right to education opportunities and philosophical convictions cannot be alienated

People belonging to ethnic, religious or linguistic minorities shall not be denied the right to enjoy their own culture, religion or language

Under economic rights and principles the charter deals with the development, to a point of total equality for all, of property rights, freedom to seek employment and earn just reward, freedom of movement, and business rights

There must be no restrictions on property rights and no one shall be deprived of his property without due process of law.

Further, everyone must have the right freely

- Explore means of and supporting social, economic and political debate and constitutional negotiation towards the realisation of the rights and principles set out in the charter.
- Support education and training programmes as well as social and welfare schemes.
- Undertake measures to abolish racial discrimination and injustice within business organisations

- Launch programmes for better public understanding of human rights and freedoms.
- Aim at peace and stability in the Southern Africa region
- Seek international understanding and co-operation.

to employ labour or to manage a business wherever they wish

There must be no restrictions on freedom of movement or residence anywhere within the borders of the State and all should have the freedom to leave the country and, if having the right of permanent residence, to return

After due regard to the rights of minorities, the will of the people shall be the basis of the Government's authority. This shall be expressed by way of periodic and genuine elections which shall be by universal suffrage

In addition the charter provides for all South Africans to have the right to

- Freedom of association and peaceful assembly

ply

● South African citizenship for all those born in South Africa, the national or independent states or naturalised by law

● Take part in public affairs, directly or through freely chosen representatives

● Freedom of opinion and the expression of that opinion without interference

● Equal access to public service

● All the institutions of democratic government The charter states that freedom of the Press, the formation of all political parties and the supremacy of the judicial system shall be the foundations of South African statehood. The State shall not be above the law

According to the charter, everyone is entitled to all the rights and freedoms identified in the charter. This would be without distinction of any kind, such as race, colour, language, sex, religion, political or other opinion, ethnic or social origin, age, property, birth or economic or other status

Everyone's exercise of his rights and freedoms shall be subject to such limitations as are determined by law solely for the purpose of securing respect for the rights and freedoms of others

In times of public emergency the State may take such measures to the extent strictly required to meet the exigencies of the situation, provided

● All such measures are consistent with the laws which provide for such emergency powers

● Obligations under international law are fully met

● They do not involve unlawful discrimination.

Since the state of emergency was declared last July, trade unions have made claims of police harassment and death threats to their leaders.

And at least 10 trade unionists spent Christmas Day in detention

Miss Mapule Makwela, a trade unionist employed as a typist by the African Allied Workers Union (AAWU), who was released from detention this week told of the miserable time she spent in jail. She said

"I missed township life in the cells. I missed my family and friends. It was boring and frustrating. I felt worse because I knew I had done nothing to deserve this. None of my family and friends came to see me. Only my mother was allowed to visit me.

"I was mainly lonely because I wanted to do some work for the exploited and oppressed people. My detention has not dampened by spirit to work for the liberation of the masses," she said.

Perturbed

She was perturbed that her general secretary, Mr Cunningham Nqucukana, who was detained with her, was still in detention.

"I will not forget the day the police came to our office, searched and confiscated union documents. We were taken to Protea and later to Diepkloof prison. It was a nasty experience."

Her mother, Mrs Elizabeth Makwela said: "No mother can enjoy any occasion without one child. Mapule's absence at home worried us as we did not know when she would be released.

"During the time she was in jail we prayed to God that she be re-

A bad year for unionists

FOCUS

By JOSHUA RABOROKO

leased. We held prayers every night. We were happy to see her in the New Year," she said.

Mrs Catherine Nqucukana, whose son Cunningham was detained in September, said "I pray for the release of my son and other detainees in this country.

"We enjoyed every Christmas together praying to God to help us in the New Year. I hope he will be released one day.

Those who are still in detention are: Mr Mahlomola Skhosana, assistant general secretary of the Council of Unions of South Africa (Cusa), Mr Elijah Masinga of the South African Allied Workers Union (Saawu); Mr Cunningham Nqucukana, general secretary of AAWU and executive member of the Azanian Confederation of Trade Unions (Azactu), Mr Sam Ntuli, Mr Paul Maseko, and Mr Ezekiel Kubheka, all of the United Mining Metal and Allied Workers Union (Ummawusa), Mr Sehole Neer, Mr Samson Mtombeni and Mr Mdulela Mah of Motor Assemblies, Components and Allied Workers Union (Macwusa), Mr Samson Masondo of the General and Allied Workers Union (Gawusa) and Ms

Thembi Bango of Food Canning Workers Union (FCWU).

More than 20 trade unionists were detained under emergency regulations since July, but most have been released. Among them were, Mr Piroshaw Camay, the general secretary of Cusa and Mr Chris Dlamini, second vice-president of the Congress of South African Trade Unions (Cosatu).

Four — Mr Sam Kikine, Mr Sisa Njikelana, Mr Isaac Ngcobo and Mr Thozamile Gqwetha, all of Saawu — are to face charges of treason in the Maritzburg Supreme Court.

Passports

The following trade unionists were refused passports in 1985: Mr Pandelani Nefolohodwe of the Black Mining Construction and Allied Workers Union (Bamcwu), Mr Joe Thlolo of the Media Workers Association of South Africa, Mr Moses Mayekiso of the Metal and Allied Workers Union, Mr Phillip Dladla of Mawu, Mr Thembinkosi Mkhali of the Chemical Industrial Workers Union, Mr Mfikisi Seneke of the National Union of Textile Workers, Mr Nqcu-



Miss MAPULE MAKWELA . . . released on New Year's Day.

kana of AAWU and Mr Phillip Dlamini of the SA Black Municipal Workers Union.

No reasons were given for the refusals.

Mr Dlamini of Cosatu and Mr James Mndaweni, president of Cusa, who both live in Springs, have received death threats from unknown callers. Their homes have been searched during what police described as a "routine check-up."

The detention of trade unionists, alleged harassment and arrests, have raised concern both here and internationally.

The International Labour Organisation (ILO) accused South Africa of creating an impression of normal labour relations while it uses security and other

non-labour legislation to harass trade unions and their members. It has cited a number of laws under which trade unionists have been detained in South Africa.

The International Confederation of Free Trade Unions (ICFTU) has added its voice of protest against the detention of trade unionists. It called on the South African Government to release all political detainees and prisoners.

While the unionists are in detention, thousands of workers will be back at the factory floors after the festive season.

Workers will return to face an even gloomier economy, more retrenchments in the air, and rising labour tension.

Capr Tink 5/1/86



NUM criticizes use of 'catch-phrases'

By BARRY STREK

THOSE who use catch-phrases like "liberation before education" do not understand the struggle and are creating "anarchy", according to the New Unity Movement

In a statement issued by its president, Mr R O Dudley, NUM also said "We must not imagine that the economy is about to collapse. We must not make that mistake."

Claims that the economy was about to collapse and that freedom was "around the corner" in 1986 had been "used by opportunists to mislead students and to spread

chaos in schools and colleges in an endless boycott"

The statement said students, teachers and parents "have acted resolutely" against the whole segregated school system

"They have courageously resisted the vicious assaults upon our schools by a ruling class and its henchmen determined to bully everyone into accepting the segregated school systems

"But it is clear that a continued boycott of the schools until various demands are met can only prove disastrous for the political movement as a whole"

This was because the struggle of

workers in trade unions and in the broad liberatory movement was the basic priority in the struggle for freedom

"All other movements must take their cue from that struggle and buttress that struggle in every way they can

"Students alone cannot lead a struggle. Still less can a struggle be led from schools."

The boycott as a weapon of protest was powerful but it had to be used with full political understanding

"If it sows disunity, if it leads to a damaging war of attrition between

parent-teacher-student bodies on the one side and the state on the other, it does more harm than good.

"No good can come to the political movement by having hundreds of thousands of students idling on the streets or at home

"Those who use catch-phrases like 'liberation before education' do not understand the struggle. In fact, they mislead and misdirect the vital struggle in the schools and create anarchy

"Our task is to transform education day-by-day into education for liberation. For that purpose, the

children of the oppressed have to be in classrooms

"They and the teachers need not only occupy the schools. They must work together to acquire basic skills which all people in modern society need

"The principal aims in education — a modern, unsegregated non-racial open system — cannot be realized through a struggle in schools alone.

"Only a national struggle conducted on all fronts under the leadership of the working class and its allies can accomplish real changes in the schools," the statement said

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

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To Page 2 →

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Gencor recruits

THE management of the Gencor-controlled Impala Platinum mine in Bophuthatswana has started recruiting new workers to replace 20 000 miners fired last week after going on strike over several issues.

The replacement of the workers takes place despite a threat by the Bophuthatswana National Union of Mine Employees (Bonume) to apply for a court interdict for reinstating the dismissed workers.

However, the acting chief executive of Impala, Mr Gary Maude said he was not aware of the intended court action.

Bonume claims that workers were unfairly dismissed because they were intimidated by the National Union of Mineworkers. But NUM has denied these claims asserting

WORKERS' DIARY — By JOSHUA RABOROKO

that Bonume is a "non-militant sweetheart union" which management preferred to deal with.

• The Building and Construction Workers Union (BCWU) is to take the management of Agrob to the Industrial Court following the dis-

missal of 22 workers who went on strike over wages and trade union rights.

Workshop

The union has claimed that management selectively re-employed some of the workers and re-

fused to re-engage others. This practice was unfair. Management said it was not aware of the court action.

• The Pietersburg Community Advice Bureau is to hold a workshop at the Phosaditjaba Centre on Saturday. The meeting will be addressed by an executive member of the Media Workers' Association of South Africa.

Cusa

(Mwasa) Mr Joe Thlooe

• The Council of Unions of South Africa (Cusa) is to hold its annual conference at a venue to be announced on July 5-6.

• Cusa has come out in full support of the Community Support Committee's campaign against the Johannesburg Centenary celebrations.

• The sub-committee formed by Cusa and the Azanian Confederation of Trade Unions (Azactu) is to meet this month to examine common ground for a future working relationship, according to union sources.

• The crucial talks between Fraser Concession Stores management and the NUM branch officials for Lebanon Goldmines have deadlocked. NUM said the talks were held as a result of the ongoing boycotts of the three concession stores on the mine. NUM had tried to negotiate with management before the boycott was called.

Rasethaba

• The organiser of the Black General Workers (Pietersburg branch) has resigned his post and is to join Ccawusa. He is Mr Phokela Rasethaba. His new post has been confirmed by Ccawusa.

• The largest coal merchant on the Witwatersrand has agreed to talks with Ccawusa following its entire black staff forcing management to recognise their union.

MacPhail coal distributors have about 250 employees and almost 90 percent are members of the union.

Mawu

• The Metal and Allied Workers' Union (Mawu) is to continue its fight for the reinstatement of the sacked workers at BTR Sarmcol company in Natal. The union has applied for an industrial court hearing.

The workers were dismissed after going on strike over wages, working conditions and the recognition of their union. Their dismissal followed unrest in the Howick town of Natal.

• The African Miners and Allied Workers' Union (Amawu) executive committee is to meet in Westonaria tomorrow to discuss plans for the forthcoming annual congress to be held in Bekkersdal on February 1. This will be the second congress of the union since it was formed three years ago.

• The black workforce at Boerstra Bakery in Pretoria West has returned to work after a dispute involving four workers.

Mwasa's move to seek recognition at city Press

SOWETAN 15/1/82

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THE Media Workers' Association of South Africa is to ask other trade unions, community organisations and members of the public to help in its fight to gain recognition at City Press and Drum magazine.

The decision was taken at a national council meeting of Mwasa held in Johannesburg. A resolution was passed concerning the relationship between Nasionale Pers and Mwasa.

Nasionale Pers owns City Press and Drum True Love magazine, another publication, is also affected in this confrontation.

Mr Tobie Boschoff, manager of Drum Publi-

cations, would not comment on the resolutions. He told Sapa that his company's legal advisers said the matter was sub judice because a dispute had already been submitted to the Industrial Court.

Mwasa's regional chairman Mr Sam Mabe yesterday said the dispute submitted to the Industrial Court involved dismissed Mwasa members and had nothing to do with the resolution concerning recognition.

In the resolution, Mwasa said City Press professed to be defending the rights of black people, while at the same time it denied its

own black employees the right to belong to trade unions.

Mwasa also accused the company of formally closing all lines of communication with it.

Unfair

Asked if the help that Mwasa would seek from other unions, community organisations and members of the public would include a consumer boycott, Mr Mabe said it would be left up to the individuals and organisations approached to decide what course of action to take.

"We will only give a background of the relationship between this company and

Mwasa and of our attempts to get management there to come to the conference table to negotiate a recognition agreement.

"We believe the time has come for the general readership of these publications to know that while these publications are the first to scream about unfair treatment of workers elsewhere, they are equally guilty of similar unfair labour practices.

"But the organisations we are going to approach will decide on their own what action to take to persuade management of this company to negotiate with us," Mr Mabe said.

Taking the bosses to task

(134)
22/1/86
SOWETAN.

THE past year saw a sharp increase in the number of black trade unions which resorted to legal channels for the resolution of their disputes with management

There were about 800 industrial disputes referred to the industrial court in 1985 as opposed to only 326 the previous year. The total number of cases heard in court since it was established in 1980 to the end of 1984 is 588, which amounts to only 75 per cent of the 1985 cases alone.

The two most outstanding cases which might encourage more unions to use the industrial court more often were those referred to court by the National Union of Mineworkers (NUM) and the Media Workers' Association of South Africa (Mwasa) in September and October last year.

Stride

NUM's members were dismissed by Gencor's Marievale Consolidated Mines after going on strike in support of demands for a wage increase.

In court, NUM argued that the dismissals were unfair because all provisions of the Labour Relations Act concerning a strike had been followed and that the strike was therefore legal.

The Industrial Court ruled in favour of NUM. It found that the dismissals were unfair and ordered that they be reinstated. NUM was one of the first black trade unions in South Africa to go on a legal strike.

The miner's case seems to have cleared the confusion created by uncertainty over the legal standing of strikers



MEMBERS of the National Union of Mineworkers and the Chamber of Mines at a meeting before the miners' strike.

who went on a legal strike.

Many employers have in the past exercised their common law right to dismiss employees who refused to carry out their contractual obligation to work, irrespective of whether or not their strike was legal.

In South Africa, strikes are not illegal *per se*, but may be illegal if they take place in contravention of certain provisions of the Labour Relations Act.

A strike can be recognised as legal in terms of the Act if the majority of members of a union who are in good standing within their union voted by ballot in favour of such a strike.

In the case of NUM, Gencor took the Industrial Court judgment to the Pretoria Supreme Court for review. Mr Justice Goldstone upheld the Industrial Court's judgment. He found that NUM had gone on a legal strike and that the dismissal of the striking NUM mem-

FOCUS

By SAM MABE

bers was unfair and illegal. Gencor has to reinstate them.

Many observers have praised the Supreme Court's judgment as a forerunner to good industrial relations in South Africa. Management will in future have to think twice before dismissing workers en masse, they say.

Example

Some observers also believe that unions will follow NUM's example and that the en masse dismissals which have characterised South Africa's industrial disputes will either be reduced or come to a stop.

Mwasa has lined up a number of disputes for the Industrial Court this year. In September last year the Industrial Court ruled that its

members, who were dismissed at Facts Investors Guide while they had downed tools to discuss their bonuses with management, be reinstated.

Their dismissal was found to have been unfair. The court also ruled that the workers be given salaries owing to them up to December 13, 1984, a day before they were dismissed.

They are to be paid three months' salary dating backwards from the date of the court's judgment.

On Thursday last week, Mwasa was in court again with the director of the company. Mr Taco Kuiper was charged in the Johannesburg Magistrate's Court with failing to comply with the court's ruling.

It was alleged in court that the Mwasa members had still not been reinstated and that they had not been given the compensation as was decided by the industrial

court.

Mwasa is demanding R24 146 in legal costs incurred during the court application. The matter will be heard again on February 27. Mwasa is the first union known to have laid charges against management for allegedly failing to comply with the industrial court's orders.

Meanwhile, the union's lawyers will serve papers on the South African Broadcasting Corporation (SABC) this week, in which Mwasa demands the reinstatement of its members who were retrenched recently.

Mwasa started recruiting members at SABC in September last year, after a court hearing involving an unfairly dismissed employee, Miss Moira Tuck, showed that SABC employees were not civil servants and were therefore free to join trade unions of their choice in terms of the Labour Relations Act.

MORE black unions are resubmitting to the Industrial Court

An application for the reinstatement of 500 strikers dismissed from Metal Box in Rosslyn, Pretoria, is to be heard in the Pretoria Industrial Court on January 31

The Pretoria Industrial Court will today hear an application for the reinstatement of 18 workers dismissed after a sit-in at the Brits Modern Supply company

- The Media Workers' Association of SA (Mwasa) is to face the management of Drum Publications at the Industrial Court in Pretoria this week over the dismissal of its members
- Mwasa is also preparing papers to be served on the South African Broadcasting Corporation after its members were allegedly retrenched

WORKERS' DIARY — BY JOSHUA RABOROKO

to have sexual intercourse with them.

- The African Miners and Allied Workers' Union has signed a recognition agreement with Kloof Mining Service Pty in Randfontein
- The agreement includes bargaining for workers, disciplinary procedures, retrenchment and wages.

Gawusa

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

- Several labour lawyers believe that recent court decisions show workers the collective protection they can get as union members
- The General and Allied Workers' Union of SA (Gawusa) intends asking the Industrial Court to reinstate several members fired from a Johannesburg clothing shop after their white boss had allegedly asked

workers at Impala Platinum Mines recently

- South African Allied Workers' Union's Pretoria branch organiser, Mr Chummy Mulundo, and Metal Box factory shop steward Benny Kekana, are apparently among hundreds held at Bophuthatswana's police station. More than 100 people appeared in the Ga-Rankuwa Magistrate's Court this week
- About 10 members of the National Union of Mineworkers (NUM) who appeared in the Westonaria Magistrate's Court on charges of public violence have been granted bail of R1 000 each.

NUM

The Bophuthatswana Manpower Ministry has established an Industrial Board to make recommendations about conditions of service in the homeland's mines.

This is a sequel to the sacking of about 20 000

Ccawusa

A Johannesburg director, Mr Taco Kuiper, has appeared in a Johannesburg Magistrate's Court for failing to reinstate or pay dismissed Mwasa members after the Industrial Court ruled in their favour. He

More black unions turn to ICs to settle disputes

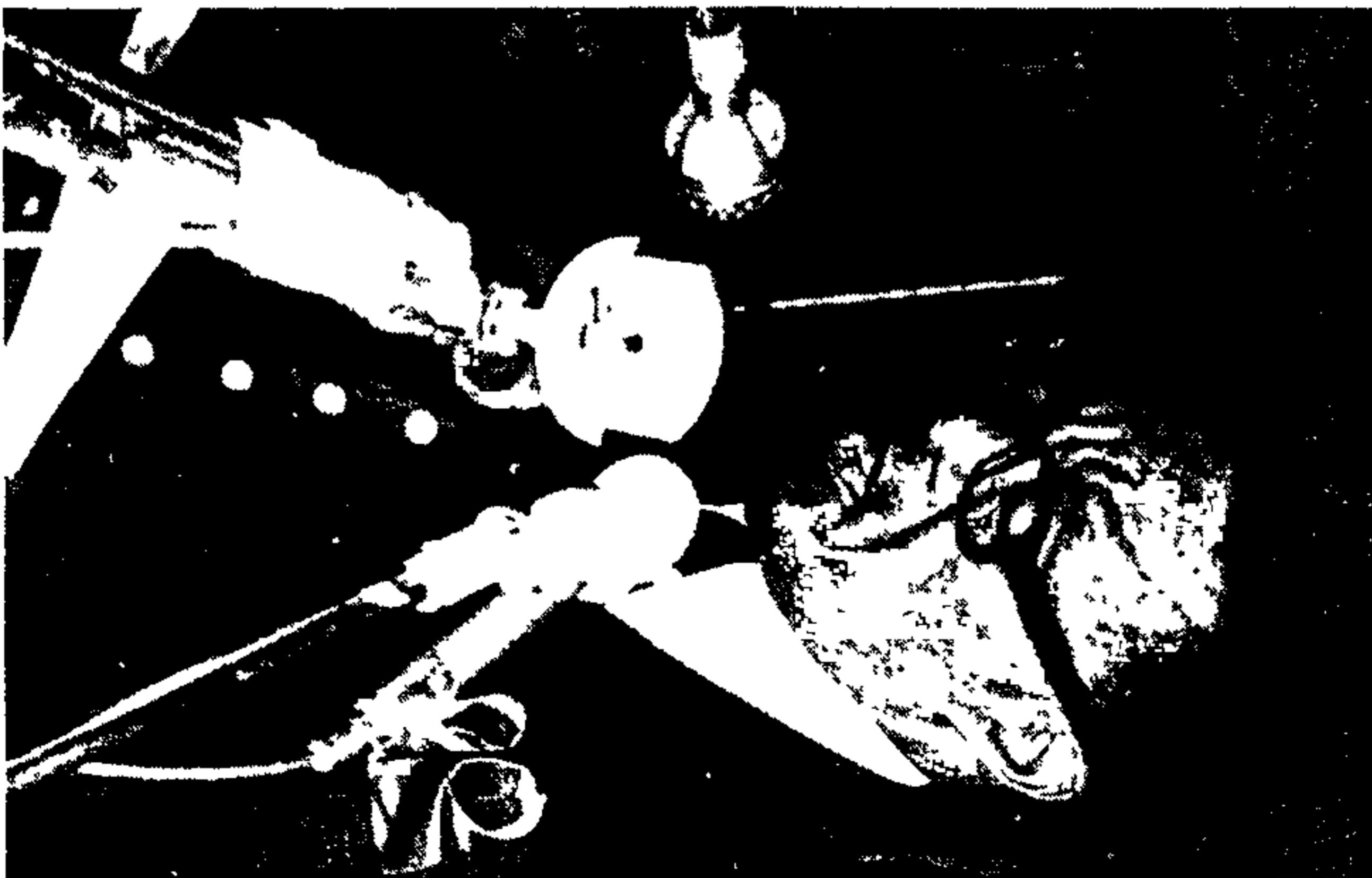
will appear again on February 27

- The Ford assembly plant in Struandale, Port Elizabeth, is to be closed in the second half of this year. The move will affect 950 salaried and hourly paid workers
- Managing director of the Samcor Group, Mr Spencer Sterling, announced this week that production of the Sierra range will be transferred to Samcor's plant in Silvertown, Pretoria

Cosatu

The Commercial, Catering and Allied Workers' Union (Ccawusa) is holding discussions with managements of three OK Bazaar stores in Pretoria, Woolworths in Rodepoort and Checkers in Groblersdal over strikes which took place last week

- This year companies will retrench more workers than before, trade union sources have predicted. The forecast is supported by the Institute for Industrial Relations which says 20 000 workers were retrenched last



President Mangope

year. But, it adds, the true figure may be greater as some retrenchments were not reported

Estimates by the SA Labour Bulletin, an independent trade union publication, are much higher. It reports in a

survey that in the engineering and metal industries, 2 000 workers were being retrenched each month — 24 000 in these sectors alone last year

- The Transvaal region of the Congress of South African Trade Unions (Cosatu) has resolved to launch a boycott of Sun City International Hotel in Bophuthatswana. The resolution was taken because the hotel supported President Lucas Mangope's government which has barred SA trade unions from operating in the territory, the union said
- The resolution was also taken because President Mangope's government supported Gencor in firing workers at the Impala Platinum Mine recently. Members still have to discuss the resolution
- The Cosatu central committee meets in Johannesburg on February 7 to discuss various issues, including proposed action against Gencor
- The Cosatu Transvaal region will hold another meeting in Germiston tomorrow.

Argus 23/1/86

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Pro-investment unions planned

The Argus Correspondent

DURBAN. — Workers from various Natal centres have decided to set up a new federation of trade unions supporting investment in South Africa.

They called on employees to resign immediately from any union that did not support investment in this country

The new federation of trade unions will subscribe to the principles of free enterprise and support investment

Workers from Newcastle, Vryheid, Pongola, Dannhauser, Richards Bay, Empangeni and the Tugela industrial region decided on the federation at a meeting held at a sportsground at Esikhawini township near Empangeni

The chairman of the co-ordinating committee which organised the meeting, Mr

M P Gumede, said it was also decided that the committee "be mandated to work towards the realisation of our goals in concrete terms and to cater for the welfare of our workers, pending the formation of our trade union"

He said an urgent appeal to all trade unions was made "to join hands with us in our battle against the destruction of the fabric of the South African economy".

**Injured worker
fired 'as useless'**

STAR 24/11/84
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Mr Jackson Khonjwayo (58) limps slowly through the streets of Johannesburg in search of work. He has been unemployed since October 1984.

Mr Khonjwayo, of kwaThema, was dismissed from his last job "as useless" after permanently injuring his right leg while working on a construction site.

He has still not received compensation for his injury and has spent more than R200 on transport trying to negotiate with the company through the Industrial Aid Society.

After his injury, he was dropped at the hospital entrance and has not seen his employers since. He has not received an income for 15 months, apart from selling a few tomatoes on the pavement.

"I am useless as a labourer because of my injury and don't know if I will ever find a job. I am still seeing a doctor regularly for treatment," he said.

Mr Khonjwayo is desperate for money to help feed his wife and six children who live in Transkei. He has been unable to visit them since 1984.

The threat, if carried out, by Chief Mangosuthu Buthelezi's Inkatha movement to enter the trade union field is likely to intensify inter-union competition and introduce an added political dimension to labour relations in Natal.

Since the formation of the Congress of South African Trade Unions (Cosatu) in Durban last month, Chief Buthelezi has repeatedly made the threat, saying Inkatha's entry into the labour field would be in response to Cosatu's "declaration of war" on his organisation.

And when addressing Inkatha's central committee recently, Chief Buthelezi hinted at the possibility of the organisation forming committees in factories and training special organisers to counter Cosatu's "demigration" of Inkatha.

Although Inkatha has not clarified the kind of labour organisation it has in mind, the threat is not being taken lightly in labour circles. Sources believe that the organisation has, in fact, already started organising workers with political affiliation to Inkatha.

Options open to Inkatha include the rejuvenation and expansion of its only union affiliate, the National Union of Sugar Manufacturing and Refining

The factory floors of firms in Natal are likely to turn into political battle grounds if the kwaZulu homeland leader, Chief Mangosuthu Buthelezi, carries out his threat to form his own trade union group to counter the influence of the Congress of South African Trade Unions (Cosatu). This report by MIKE SILUMA.

Employees, or the formation of new unions which would then affiliate to the organisation.

The conflict between Inkatha and Cosatu comes as no surprise, given Inkatha's participation in homeland politics and Cosatu's fierce rejection of the homeland system.

From the time of its inception, Cosatu has come out strongly against what it contemptuously referred to as the "Bantustan system" and those who participated in it, declaring its commitment to a unitary, non-racial South Africa.

In addition, a resolution at the Cosatu inaugural conference made it clear the organisation would not hesitate to organise in factories in the homelands, even though most homeland authorities were averse to the presence in their territories of nationally based unions such as those belonging to Cosatu.

27/1/86
Inkatha and the labour field
STAK 134

And the same resolution, pledging support for people resisting incorporation into homelands, specifically expressed support for the Durban communities which resisted incorporation into Chief Buthelezi's kwaZulu.

Another point of friction between Inkatha and Cosatu is disinvestment.

DIFFERENCES

Cosatu believes that in the face of what it sees as the Government's intransigence, disinvestment should be used to pressure the authorities to dismantle apartheid. On the other hand, Inkatha rejects this, arguing that black people stand to be the worst affected by such a move.

So the upshot of an Inkatha presence, or that of Inkatha-inspired unions, on the shopfloor could be to highlight the existing differences, with

deming the cleavage between the two groups and placing an added strain on industrial relations.

Further, the establishment of Inkatha unions, assuming these were able to gain the experience already enjoyed by the older Cosatu unions, would force workers to choose between two politically opposed union blocks.

This would have the effect of undermining the unity achieved through the formation of Cosatu, say observers.

The emergence of a strong Inkatha-leaning union presence in Natal would also affect the political direction Cosatu might want to follow nationally because it would be forced to treat Natal as a special case.

But just as Inkatha's influence is concentrated in Natal, an Inkatha-affiliated union body is likely to be similarly limited in its scope of operation.

CAPE TIMES 24/1/86
**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.

THE Transvaal organiser of the Hotel, Liquor and Catering Workers Union, Mr Melosi Radebe, has called on the Government to release all trade unionists still in detention.

Speaking after he was released from detention under the state of emergency regulations, Mr Radebe said, no amount of intimidation from the police will dampen his spirits.

He was detained on September 16 last year and released three days later.

He was detained again on January 20 this year and released this week

Call to free trade union men

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SOWETAN 31/1/78

Mr Radebe said he was worried about his friend, Mr Cunningham Ngcukana, the general secretary of the African Allied Workers' Union who was detained with him in September. Mr Ngcukana is still in detention



HAPPY after being released from detention... Mr Melosi Radebe (centre) organiser of Hotelica, who is flanked by well-wishers (from left) Hotelica's president Mr Rexon Nkhwashu, Mr Lucky Moeketsi of Sabmawu, Miss Hazel Leburu of Hotelica and Miss Mapule of AAWU

Over 10 000 in industrial disputes

MORE than 10 000 militant black workers participating in strike actions — including a mass stayaway — protesting against wage increases, dismissal of colleagues and detention of trade union members in the Transvaal and Cape Province this week.

This trend of events is likely to continue in the following weeks — especially when unions demand a paid holiday on May Day (May 1) — and confrontation will follow, according to labour consultants and trade unionists.

This week:

- About 100 members of the Black Health and Allied Workers' Union employed at Garden City Clinic in Brixton were dismissed after they went on strike demanding the reinstatement of a colleague. The clinic's director, Mr Gram Anderson, said the workers were fired after they refused to heed a warning. They have re-employed some of the workers, but those who continued the strike can forget their

Labour briefs

jobs, he said.

- About 100 members of the African Miners and Allied Workers' Union employed at WesFab yesterday downed tools protesting against the use of vulgar language from their bosses and demanding a wage increase and transport allowances.
- Workers at Asea Cables in Pretoria yesterday entered their fourth week of strike, demanding shop floor bargaining over several issues, including wage increase.
- About 120 members of the Sweet Food and Allied Workers' Union employed at Premier Bakery, a subsidiary of Premier Group in Cleveland, went on strike demanding pay rises.
- More than 2 000

workers of the South African Chemical Workers' Union took part in strike actions at several plants of Plascon Evans Paints in the Transvaal and Cape Province. They went on strike over the dismissal of colleagues.

- Thousands of metalworkers in the Transvaal and Natal this week stopped work in protest over the continued detention of trade unionist Mr Moses Mayekiso, who is the Transvaal secretary of Mawu.

The workers, who were responding to a call by the union, clocked out of their workplace and either attended the funeral of 17 Alexandra unrest victims, held lunch-hour prayer meetings or held meetings at the union offices.

Bargaining brawls

Trade unions affiliated to the SA Co-ordinating Council of the International Metalworkers' Federation (SACC) emerged deeply dissatisfied from last week's talks on restructuring collective bargaining practices in the metal industry. The talks flow from an undertaking made last year by the Steel and Engineering Industries Federation of SA (Seifsa) and union representatives to look into the issue.

The metal industrial council is the largest in SA and its agreements cover undertakings ranging from massive iron foundries to plastics parts manufacturers. The complexities of bargaining in a forum in which there are differing priorities within both the employer and union camps, and long-standing differences over the issue of company-level bargaining, has led to a recognition that changes

to collective bargaining structures are necessary.

It was against this background that talks on the issue finally got under way last Wednesday. According to informed sources, Seifsa told the unionists that it regarded the existing structures at the council as sufficiently flexible and that nothing should be done to threaten centralised bargaining. Later, in response to union demands, it undertook to enter into negotiations on creating sectoral bargaining structures. But when unions also demanded negotiations on company-level bargaining, Seifsa told them it would have to consult its members to obtain a mandate to do so.

A spokesman for the SACC unions tells the *FM* that his grouping is "very disappointed. The SACC agrees that there must be centralised bargaining. But there must also be room for company-level bargaining. We are amazed that this is all Seifsa could come up with after deliberating for six months."

A spokesman for the union grouping on the council which primarily represents artisans, the Confederation of Metal and Building Unions (CMBU), says these unions believe Seifsa should agree to sectoral and company-level bargaining over and above industrial council negotiations. In exchange, he says, the CMBU has proposed that any deadlocks occurring in bargaining outside the council should be referred to arbitration, with a guarantee that there would be no industrial action. Both Seifsa and the SACC unions are considering the proposal, he says.

Seifsa director Sam van Coller has, as is usual when negotiations are still in progress, refused to comment.

The restructuring talks have direct implications for the disputes the Metal and Allied Workers' Union (Mawu) has declared with a number of metal companies over company-level bargaining, and for the strike over the same issue by Mawu members at Asea Electric's and Asea Scottish's four plants in Pretoria West and Rosslyn. Asea workers have been out for three-and-a-half weeks.

Attempts have been made to settle the strike through mediation. According to a Mawu spokesman, management undertook to ensure that negotiations on sectoral bargaining for the electrical manufacturing sector would begin soon, and that the company would in the meanwhile continue to negotiate on various other issues. Says the spokesman, "Seifsa's proposals put us in a very difficult position. Last week the Seifsa spokesman directly contradicted the undertakings given by Asea. Before that we had been assured that Seifsa had discussed sectoral bargaining and had been asked to defer our disputes over company-level bargaining pending the restructuring negotiations. We can only interpret that as a delaying tactic as Seifsa has now offered nothing."

Asea Electric MD Clive Jandrell tells the *FM* that although the company was able to reach accord with Mawu in the mediation, there is confusion in the plants because the

workers are refusing to go back to work without a negotiated increase. Says Jandrell, "The dispute is about company-level bargaining. Mawu is attempting to create an alternative bargaining process. Our undertaking on sectoral bargaining means that this aim has, to some extent, been reached. Therefore, in principle, the reasons for the strike no longer exist." The company is to continue talks with Mawu.

At the time of going to press, Mawu told the *FM* that nearly 2 000 employees at Haggie Rand's Jupiter and Germiston plants had gone on strike over company-level bargaining. ■

quantities have they been imported and (b) where have these substances been stored or disposed of,

(3) in respect of what date is this information furnished?

The MINISTER OF ENVIRONMENT AFFAIRS AND TOURISM

(1) (a) No.

(b) No

(2) and (3) Fall away

HANS SWARD 12/3/86
454. Mr P H P GASTROW asked the Minister of Manpower:

(a) How many applications for the (i) establishment of conciliation boards in terms of section 35, and (ii) appointment of a mediator in terms of section 44, of the Labour Relations Act, No 28 of 1956, were (aa) made and (bb) approved in 1985 and (b) in respect of what percentage of the approved applications were the disputes settled, in each case?

The MINISTER OF MANPOWER.

(a) (1) (aa) 514
(bb) 101

(ii) (aa) Nil
(bb) Nil

(b) Conciliation Boards—27.7 per cent

HANS SWARD 12/3/86
455. Mr P H P GASTROW asked the Minister of Manpower.

(1) (a) How many industrial accidents occurred in 1982 and (b) what was the total cost of these accidents to (i) the State, (ii) the Accident Fund and (iii) assurance companies,

(2) (a) how many persons (i) applied for and (ii) received compensation in terms of the Workmen's Compensation Act, No 30 of 1941, and (b) what was the total amount paid out in compensation in this year;

(3) what was the total period for which the persons injured in such accidents were absent from work?

The MINISTER OF MANPOWER:

(1) (a) 289 052

(b) (i) R 8 019 485.

(ii) R68 155 338

(iii) R37 722 912.

(2) (a) (i) 296 714

(ii) 289 052.

(b) R124 500 952

(3) 3 475 627 man days

HANS SWARD 13/3/86
458. Mr P H P GASTROW asked the Minister of Manpower:

(1) How many registered trade unions confined their membership to (a) White, (b) Coloured/Asian and (c) Black persons as at the latest specified date for which figures are available;

(2) (a) how many racially mixed registered trade unions were there at that date and (b) how many (i) White, (ii) Coloured and Asian and (iii) Black persons are members of trade unions?

The MINISTER OF MANPOWER.

(1) (a) 46

(b) 24

(c) 26

(2) (a) 100

(b) (i) 458 110

(ii) 295 987

(iii) 511 171.

Note: The figures are as at 31 December 1985

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Tax cuts 'could help beat inflation'

STAR 153
14/3/80
By Gareth Costa

South Africa's 21 percent inflation rate could be reduced by cutting taxes, deregulating the economy and slowing the money supply growth, but government will probably do the opposite, says Professor Joel Stern, of management consultants Stern, Stewart and Co of New York

He said that government's intention is to stimulate the economy, but he believes the private sector does not need stimulating, rather the tight hold on the economy should be loosened to allow a natural free market growth

Professor Stern said in an interview with *The Star* that the SA economy is in an extremely

strong position at the moment for two reasons

Firstly, the country's exported raw materials are in inelastic demand, meaning the demand does not fluctuate, and based on the low rand/dollar exchange rate are achieving good monetary returns

Secondly, these exports are being sold into the strong manufacturing industries in the US and Western Europe. In other words, these goods are being bought by strong and growing economies and because of the exchange rate the return for SA is escalating

The confidence displayed by overseas bankers in SA's repayment of its foreign debt following the standstill, also reflects

the probability of a potential real growth for the economy, Professor Stern said

He added that this in turn spells good news for the rand, since currency value is based on the real potential growth of a country, if the potential is high then its currency is strong

However, he warned that SA's "sugar days" are nearly over with regard to the handling by the US government of the Southern Africa situation. He says the longest he expects the present attitude to last is until the middle of 1987

Now is the time that the US political shake-up begins for the 1988 presidential election, and Professor Stern said it will not be good for candidates to be

seen supporting SA

"The SA economy is looking better than it did four months ago, but I believe this is just the calm before the storm unless negotiations between the government and black leaders are entered into"

Any US pressure will result in certain sectors of the economy, such as construction, real estate and the motor industry, entering long declines and the standard of living of South Africans being eroded

There will be an acceleration in the number of people leaving the country, especially professionals, and this exodus will only cease or begin to decline once negotiations have begun, says Prof Stern

New trade union to be launched

STAR (133) 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.

van leader
Mention in ...

Students join worker protest

WEEKLY M. 14/3/86
134
STUDENTS and workers at Fort Hare University have joined forces to protest against the rector's refusal to grant the workers a union.

The workers, who have staged a work-stoppage for two weeks, defied a court order to return to work on Wednesday.

The dispute centres around constitutional changes altering the status of university workers. The rector, AJ Lamprecht, admitted to changing the constitution without consulting the workers.

The workers' grievances included the denial of their right to be affiliated to a union. The rector confirmed he had changed the word "worker" to "wage-earner" in the constitution.

As a result over 900 workers downed tools and dishes on March 3, and staged a sit-down protest on the university lawns.

They were joined by 1 500 students who boycotted lectures in solidarity.

On Wednesday, the Ciskei police teargassed and baton-charged workers off the lawns.

A court order issued by Chief Justice De Wet of the Ciskei has ordered 891 workers to "terminate" the strike action and return to work "immediately" or leave the campus. An appeal is due to be heard on April 25.

Superceding w

AREA: Kimberley

New set of industrial problems predicted

Cape Times 15/3/86 (132)

Footnotes

1. Overtime -

By AUDREY D'ANGELO

IN recent months trade unions have been concerned mainly with retrenchments and allegations of unfair dismissal, the Cape Chamber of Industries' new industrial relations officer, Mr Ian Newall, said yesterday

But as the economy improves the emphasis will change, not only to demands for higher wages and salaries but to community and social issues over which employers have no direct control

He expects such issues to come into the workplace increasingly

"It is inevitable, if the workers do not see what to them are viable political channels, that community issues should be channelled through the workplace," Mr Newall said in an interview

Support

He thought the best action employers could take was to support the Federated Chambers of Industry (FCI) Charter calling for social and political reform.

Mr Newall, who joined the 'chamber from the Cape Town City Council in January, said that most of the calls he received asking for "emergency first aid" in disputes came from small firms.



Mr Ian Newall

"The larger employers mainly have unionized workplaces and have already felt the effects of the post-Wiehahn era"

Most of the trouble was because employees had become more aware of their rights while some smaller employers had not realized times had changed. Such disputes were usually resolved before it became necessary to go to an industrial court.

"Through the decisions of the industrial court, guidelines are being developed as to the rights of employees.

"The rights of management is also becoming an important issue. It is likely that there will be more cases in future of

employers alleging unfair labour practices and taking trade unions and employee groups to court"

Mr Newall pointed out that the industrial court had recently decided in favour of Murray & Roberts when the firm claimed an unfair labour practice by a trade union

Major problem

Discussing wages and salaries, Mr Newall said that a general lack of understanding of the economic system and the working of a market economy was a major problem.

"This problem applies to people of all races. Some companies are taking steps to combat it through education programmes"

Mr Newall also thought new legislation freeing small businesses from restrictive legislation would have an impact

Although this deregulation was intended to create more jobs some people employed by small firms freed from Industrial Council agreements could find themselves earning lower wages in less favourable working conditions, and this could create industrial relations problems.

CAPE TOWN
19/3/86 134

Rival for Cosatu

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

CAPE TOWN 19/3/86

Third Mamelodi policeman killed

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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CAPPE TIME
19/3/86 134
**Rival for
Cosatu**

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)

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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.

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Will fight calls for disinvestment

NEW UNION IS FORMED

13A

THE newly-formed United Workers Union of SA (Uwusa), which has links with the Inkatha movement, is to fight calls for disinvestment and economic sanctions against South Africa.

The new union believed such campaigns were "non-productive, self-destructive and negative," according to Mr Simon Conco, chairman of the Uwusa steering committee

Addressing a Press conference in Johannesburg on Tuesday, Mr Conco said the time had not yet come to resolve differences by violent means. All peaceful options should be exploited to find solutions to the country's problems

Uwusa was formed in response to a demand from workers to fight political interference in their affairs, said Mr Conco. Inkatha, in response to this demand, assigned a special committee to launch Uwusa.

The union will be officially launched in Durban on May 1

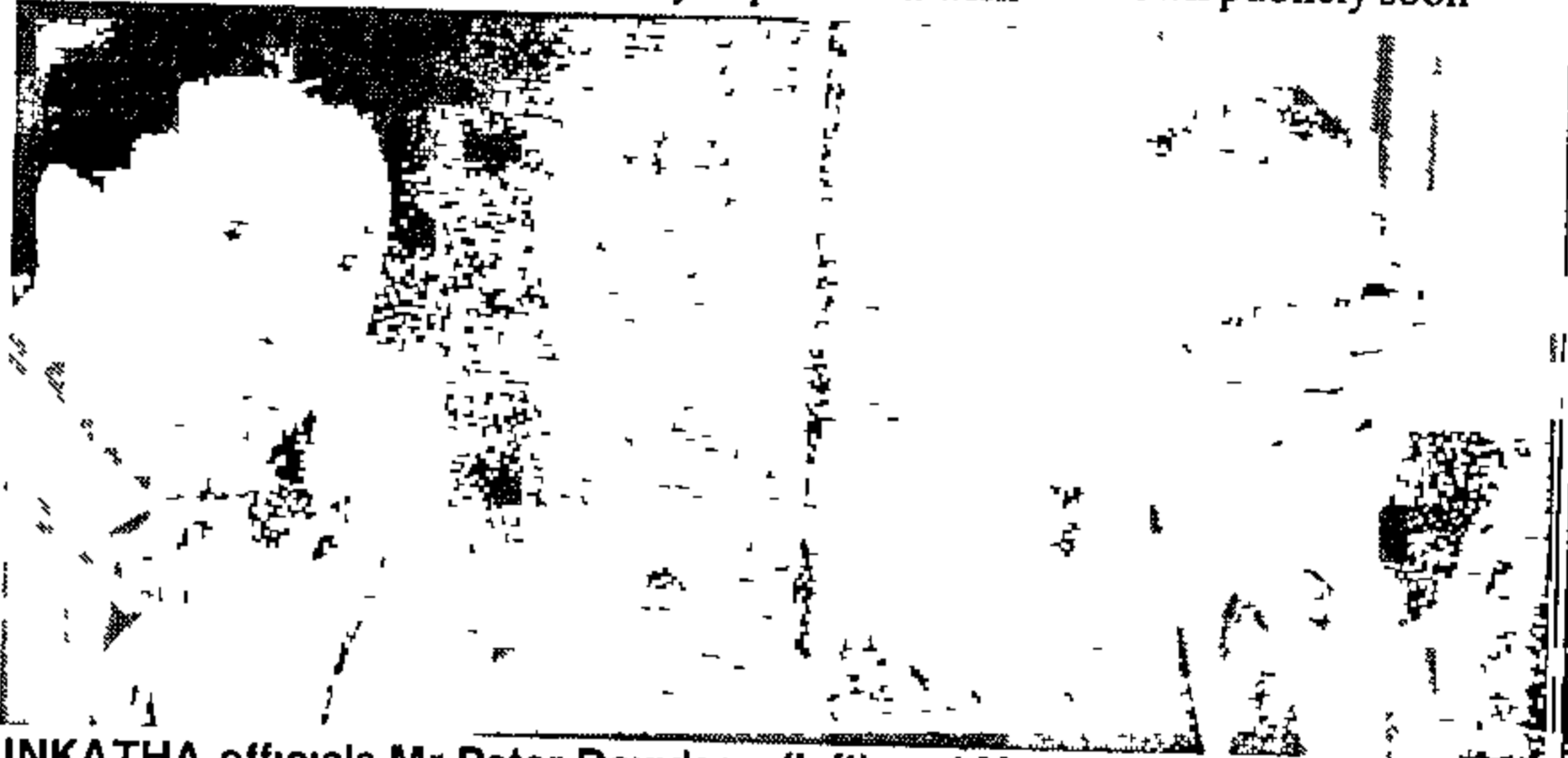
The disinvestment

campaign spearheaded by the Congress of South African Trade Unions (Cosatu) was "negative in the extreme and a violent means" to-

wards solving the country's problems, the Uwusa official said

Mr Conco said several Cosatu unions had already expressed a wish

to join the new federation. He would not divulge the names of these unions, but said most would make their stand known publicly soon



INKATHA officials Mr Peter Davidson (left) and Mr Simon Conco address a Press conference this week

STAR 20/3/86

Striking unionists injured in police action

Labour Reporter
Four trade union members have been admitted to hospital following police action against about 300 strikers in Germiston yesterday.

The workers had been on strike at two firms and had slept on com-

pany property in spite of a Supreme Court interdict ordering them to leave the premises. The Paper Wood and Allied Workers Union said police entered the premises of GB Engineering and Pan African Shopfitters yesterday and teargassed about 300 strikers who were assembled in a closed space.

"Four people were seriously injured and are in hospital and a number of others were badly cut after going through plate glass to escape the gas," a union spokesman said. "Seventy-one members of our union and the Metal and Allied Workers Union were arrested and appeared in the Germiston Magistrate's Court

yesterday. Bail was set at R500 each, which we could not afford. They were remanded in custody until March 25. "Our lawyers were not informed of the court appearance. They were under the impression that the workers would appear in court today.

"We totally condemn the police action as the workers were engaged in a peaceful action in an attempt to get the employers to discuss alternatives to retrenchment. The company wants to retrench 150 people. We do not see what role the police have to play in industrial relations.

"We will raise the matter with the Congress of SA Trade Unions this weekend and are investigating the customers of Pan African Shopfitters."

The firm's administrative manager, Mr F Marucchi, said management called the police after workers intimidated other staff, including the managing director. Both unions had been informed of the intimidation.

He said police fired teargas into the building and arrested the workers as they came out. Company property was damaged, he said.

Chamber of Mines agrees to recognise second union

By Sheryl Raine 20/3/86

The Chamber of Mines has signed a recognition agreement with the African Miners' and Allied Workers' Union.

A joint statement, issued by the parties after a document signing ceremony in Johannesburg yesterday, said the recognition agreement concerned security employees at JCI's Western Areas Gold Mining Company.

The African Miners' and Allied Workers' Union is the second black union to sign a recognition agreement which will entitle it to represent its members in the collective bargaining process with the Chamber.

The general secretary of the union, Mr Vuyani Madolo, is a former member of the National Union of Mine-workers, the other black union recognised by the Chamber.

Mr Madolo said the recognition agreement applied to about 120 security personnel, but that the union's total membership at the mine was in the region of 3 800.

The union is not affiliated to any of

the major emergent trade union federations. It organises not only on the mines but in related industries.

"The union is active in and around Western Areas," he said. "The reason we have organised workers in related industries is to ensure that members on the mines have the support of the communities near which they live."

- Aims of the union included:
 - Involving the mining houses more directly in attempts to get influx control eased
 - Improving facilities for wives wishing to visit their husbands at work. At present wives were entitled to visit for 14 days but there were only six houses on Western Areas mine property to accommodate the wives of a workforce of about 13 000.
 - Increased democratic control of the hostels.
 - Decentralised control of the work process on the mines to give workers on the lowest step of the employment hierarchy more say in the organisation.
 - The scrapping of job reservation on the mines.

BODAY 13 (345)
134

Union demands will damp salary increases for executives

Industry Reporter

21/3/86

UNIONS will increasingly use executive pay rises as a negotiating tool, says University of the Witwatersrand Business School economist Mark Addleson.

Speaking at a series of seminars on executive remuneration held this week by FSA Management Consultants, Addleson said unions will use executive pay as a psychological tool to anchor their demands.

This, among other factors, will have a damping effect on executive salary increases.

Unemployment, low growth and limited inter-firm mobility, he said, had more effect on the executive job market than inflation, skills shortage, emigration or high taxation.

FSA MD Olof van Schalkwijk said executive pay packages will become more flexible to increase motivation of top personnel.

The introduction of fringe benefits taxation, he said, had changed rigid salary packages in SA, and a survey had shown that 94% of executives, when given the choice, opted for flexible pay packages.

"In a year's time more than 50% of companies will have the option of flexible packages for executives," Van Schalkwijk added.

He predicted a rise in incentive "at-risk" money in packages, which accounts for about 8% of executive salaries at present.

John Redelinghuys, MD of the executive recruitment agency J Redelinghuys & Partners, said failure to equip managers to adapt to a changing business world led to a high rate of executive unemployment.

At the same time, he said, there is a shortage of top management skills, a situation aggravated because people with managerial skills were leaving SA.

Bill 'threatens' worker rights

By ANTHONY JOHNSON
Political Correspondent

21/3/86
134

FEARS have been raised in trade-union and civil-rights circles over proposed legislation to grant President P W Botha vast discretionary powers to "undermine" trade unions and scrap employees' rights and benefits

Concern reached a peak yesterday as groups opposing the Temporary Removal of the Restriction on Economic Activities Bill learned that today is the deadline for submission of representations to the parliamentary standing committee on home affairs which is considering the legislation

The president of the Black Sash, Mrs Mary Burton, yesterday appealed for an extension of the deadline for presenting evidence as many interested parties were unaware of the impending legislation

She said the proposed law could lead to the removal of workers' rights and "create opportunities for tremendous exploitation".

'Red tape'

Cosatu, apparently caught off guard by the early cut-off date for submissions on the bill, is to send an urgent telex to Cape Town today to detail its objections to the proposed legislation which empowers President Botha to bypass Parliament and suspend measures restricting

"entrepreneurial activity" by slashing "red tape"

Cosatu will argue that the new measure allows the rights and protections workers have won over the years to be whittled away in the name of promoting small business

Strongest criticism of the proposed measure yesterday came from the National Committee Against Removals (NCAR)

A spokesman for the NCAR said "If this bill becomes law the State President will be granted vast discretionary powers to undermine the trade union movement and introduce 'sweatshop' conditions wherever and whenever he may wish"

Standards

The NCAR said it saw the bill as part of the move towards implementing "orderly urbanization" as outlined by the President's Council report on urbanization

"This report clearly recommends the lowering of standards with regard to housing, health and safety for workers. It urged the government to recognize South Africa as a 'Third World' country and then to scrap controls which inhibit the free enterprise system"

The NCAR said it viewed the possible scrapping of health and safety protections, of en-

forcement of contributions to UIF and workmen's compensation funds, and of provisions such as the supervision and use of machines "as irresponsible in any society"

"South Africa has evolved a system of commendable labour legislation over the past six years. Is this all to be scrapped in the name of providing employment or extension of benefits of the free enterprise system to the black entrepreneur?"

'Bantustans'

The NCAR said that while the provision of employment was clearly necessary, "this country cannot afford extending the appalling lack of protection and widespread exploitation of black workers in the bantustans to the rest of the country"

The NCAR pointed out that in the homelands unions were not allowed to organize, there were no minimum wages or maximum hours, no protection from injury or disability during working hours

It was not uncommon for workers to be earning as little as R12 a week in factories located on the edge of relocation areas such as Ezakheni in KwaZulu, Onverwacht near Bloemfontein, Phatutshaba in QuaQua or Itsoseng in Bophuthatswana, the NCAR said

GRAVE CONCERN OVER BILL GIVING PW WIDE POWERS

GRAVE fears have been raised in trade union and civil rights circles over proposed legislation to grant President P W Botha vast discretionary powers to "undermine" trade unions and scrap workers' rights and benefits.

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Own Correspondent

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The National Committee Against Removals (NCAR) said: "If this Bill becomes law the State President will be granted vast discretionary powers to undermine the trade union move-

ment and introduce 'sweatshop' conditions wherever and whenever he may wish."

NCAR said the Bill was part of the move towards implementing "orderly urbanisation" as outlined by the President's Council report on urbanisation.

It described as irresponsible the possible scrapping of health and safety protections and enforced contributions to UIF and workmen's compensation funds.

While the provision of employment was clearly necessary, NCAR said "this country cannot afford extending the appalling lack of protection and widespread exploitation of black workers in the Bantustans to the rest of the country."

May Day launch

(134) FM
21/3/86

A new Inkatha-linked trade union, the United Workers' Union of SA (Uwusa), is to be launched on May 1. Uwusa's first rally will be held at Durban's Kings Park rugby stadium — the same venue as the public launch of the Congress of South African Trade Unions (Cosatu) last December.

Speaking at a press conference this week, Inkatha labour spokesman Simon Conco repeatedly emphasised that Uwusa's attitude towards Cosatu "is not intended to be confrontational." Uwusa, he says, merely differs with Cosatu's "negative tactics." But bitter conflict between the two seems inevitable, particularly in Inkatha's Natal stronghold, as they begin to compete for the loyalty of workers. Conco says that Uwusa has also opened an office in Germiston.

Uwusa's origins, in fact, go back to the Cosatu launch where homeland leaders, including Inkatha president Chief Mangosuthu Buthelezi, came under attack. Furthermore, according to Conco, Uwusa's chief organising tool is to question Cosatu's pro-disinvestment policy, which he sees as being Cosatu's soft underbelly.

Another major difference with Cosatu is Uwusa's commitment to free enterprise. A policy statement says Uwusa "is committed to liberating the free enterprise system from racist apartheid control and to make it a vehicle for the progress of the country's working class."

Asked about the financing of Uwusa, Conco strenuously denies reports that the organisation has asked for American and Israeli aid. Its present expenses are being met by a loan from Inkatha, but this source will end after the launch.

Conco also tried to distance Uwusa from Inkatha. He was adamant that Uwusa should not be seen as an "Inkatha union." Inkatha's role, he says, is to act as a catalyst. Inkatha is providing it with facilities in the hope that it will become self-sufficient. Adds Conco: "All Inkatha involvement in Uwusa will end on May 1." But it remains highly likely that Uwusa will itself ultimately decide to affiliate to Inkatha.

The launch date is a deliberate irony on Inkatha's part. "We want to challenge Co-

satu on their own day," says Conco. Cosatu affiliates and other unions have been campaigning nationally among employers to treat May 1 — international Labour Day — as a holiday. Now Inkatha and Uwusa have invited "all workers" to take the day off to attend the rally — which will be addressed by Buthelezi.

And it is unlikely to end there. Asked to respond to talk that school pupils in Kwa-Zulu will be given leave to attend the rally, Conco said it was important that all people, whether directly or indirectly affected by the launch of Uwusa, should be there. The implication is that Inkatha hopes that people from all walks of life will attend.

Conco is sensitive to Cosatu allegations that Uwusa is a "sweetheart" union. "We have not asked employers for any special favours," he says. He adds, though, that organised commerce and industry is being kept "well-informed" of developments. Uwusa believes that "economic development in SA will become ever increasingly dependent on partnerships between employers and employees from which there are mutually derived benefits."

Uwusa's present membership figures are not yet available. Conco claims there are indications that "several major unions" will affiliate to Uwusa after the launch, but declines to name them "at their own request."

The formation of Uwusa means that the industrial relations future in Natal is likely to be restive. The choice for Inkatha supporters is between Uwusa — a politically attractive option with as yet untested negotiating capabilities — and the Cosatu affiliates, most of which have proven themselves to be extremely capable in the collective bargaining arena. ■

Union takes NSL to task

By LEN
MASEKO

THE South African Chemical Workers' Union has condemned the National Soccer League's attitude towards the plight of its 350 members who are still on strike at Barlow Rand's Adcock Ingram

A Sacwu spokesman said the union was disappointed that the soccer body, which was involved in sponsorship deal with another Barlow Rand subsidiary, National Panasonic, had failed to exert pressure on Barlow to resolve the labour dispute.

The striking Adcock Ingram workers are demanding — among other things — wage increases.

Sacwu was involved in an unsuccessful bid to abort the National Panasonic Champion of Champions Cup Final last weekend.

Resolve

"While we acknowledge what NSL public relations officer, Abdul Bhamjee, had done for soccer, he and his colleagues at NSL have done Adcock workers a great disservice by failing to address themselves to the labour dispute at Adcock," a Sacwu spokesman said

Sacwu believed the NSL had failed to throw its weight behind the workers, because the soccer body did not want to jeopardise "its R500 000 hand-out" from Barlow Rand's National Panasonic.

Earlier, Mr Bhamjee said the NSL was "doing everything as far as we can", to help resolve the matter. He would not elaborate

Protest

Meanwhile 950 workers at Rand Mines' Duvha colliery in Witbank are still on strike. They are demanding the dismissal of a white miner, who allegedly assaulted a black colleague at the colliery.

• About 150 workers at Racec in Isando returned to work yesterday, hours after downing tools in protest against the proposed re-trenchment of some of their colleagues.

• Workers demanding wage increases at Barlow Rand's manufacturing plant in Kew, continued their sit-in strike.

The company's managing director, Mr Owen Deansdale, was not available for comment yesterday. He was said to be out of town

ASA to see
Schoeman
27/3/75
BUS DAY
134

GERALD REILLY

THE Artisan Staff Association (ASA) is expected to re-open discussions on pay and other issues at a meeting with Transport Minister Hendrik Schoeman next month.

Issues to be raised include:

- A shorter working week;
- An industrial council for SA Transport Services workers;
- Introduction of market-related salaries; and
- Introduction of a system of incremental increases to match those in force in the civil service.

Schoeman has also agreed to meet the Federal Council of Sats' Trade Unions later in the year to discuss the 10% rises granted recently to Sats and all other public-sector workers.

Federal Council chairman Jimmy Zurich said yesterday that Sats unions were unimpressed by government's decision to postpone implementation of the huge salary increases recommended for politicians.

Free to slave? FIN H/ML

Is it a good idea gone wrong? Concern has been expressed that government moves towards deregulation of business may undermine key rights of workers in areas such as health, housing and safety.

The Temporary Removal of Restrictions on Economic Activities Bill published earlier this year was generally welcomed by commerce and industry as a necessary step towards cutting red tape by allowing the State President to suspend certain regulations without first seeking parliamentary sanction.

But a number of civil rights and worker organisations, including the Congress of South African Trade Unions (Cosatu) and the National Committee Against Removals (NCAR), believe the Bill may be bad news for employees.

In a statement in Cape Town, the NCAR said the President could use his discretionary powers in terms of the measures to "undermine the trade union movement and introduce 'sweat shop' conditions for workers wherever and whenever he may wish.

"The NCAR views the possible scrapping of health and safety protections, of enforce-

Financial Mail March 28 1986

ment of contributions to the Unemployment Insurance Fund and the Workmen's Compensation Fund, and of provisions such as the supervision of and use of machines, as irresponsible in any society.

"SA has evolved some commendable labour legislation over the past six years. Is all this to be scrapped in the name of provision of employment or extension of benefits of the free enterprise system to black entrepreneurs?" the statement said.

Cosatu has expressed similar fears. Some organisations also argued that the time allowed for submissions on the Bill to the Joint Standing Committee of Home Affairs, which is considering the measures before they are debated in Parliament, was too short. It expired last Friday after being gazetted on March 7, two weeks earlier, the NCAR said.

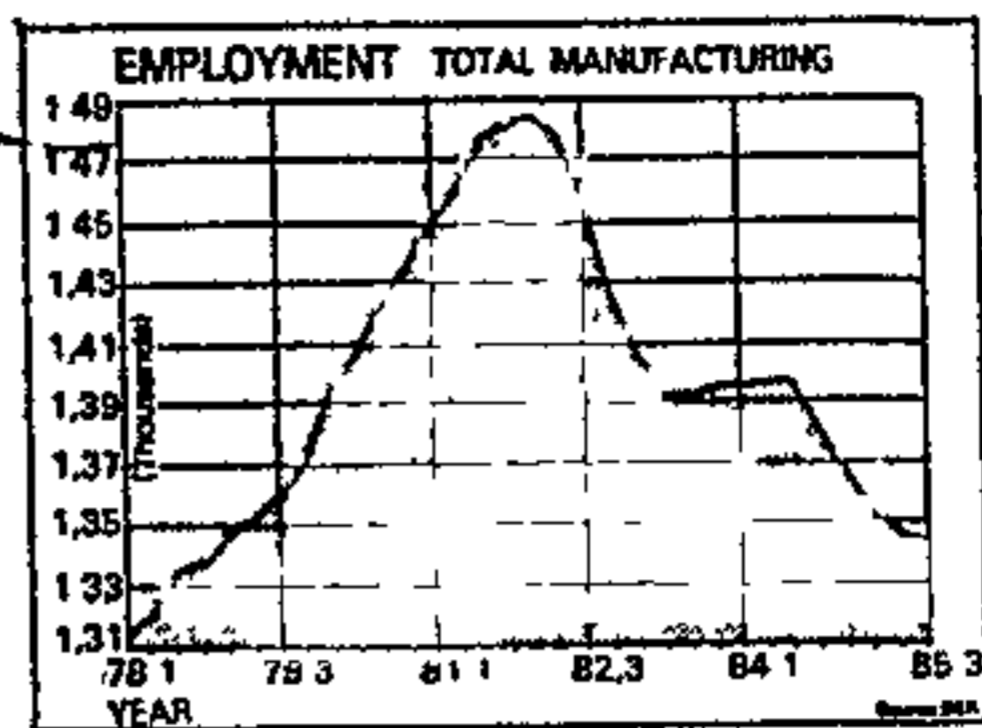
Chairman of the Home Affairs committee and Nationalist MP for Innesdal, Albert

Nothnagel, says although the deadline for submissions has expired, he believes arrangements can be made for some late submissions. He says the committee decided to invite Cosatu to give evidence. Submissions were received from a number of organisations including the Afrikaanse Handelsinstituut, the Federated Chamber of Industries and various trade unions. ■

3/4/86 BUS DAY

Production volumes down

SA economy bleak — BER



continuously from 1.48-million in the fourth quarter of 1981

Apart from a small improvement at the end of 1983, production volume has also been dropping steadily since 1981's fourth quarter, says the survey

Overall, economic activity is still at a very low level, which is reflected by the large number of liquidated companies relative to newly-registered ones, says the survey. The number of com-

panies registered, minus those liquidated, for the fourth quarter of 1985 was 519, compared with 1 383 in 1984 and 2 916 in 1983

The survey says manufacturers believe the volume of production sales and orders received in the second quarter of 1986 will be only marginally above levels in the same quarter in 1985. The improvement will not be large enough to have any beneficial effect on either em-

ployment or working hours.

The major concern is the rate of inflation. Production prices increased rapidly from 106 (index 1980 = 100) in the fourth quarter of 1980 to 190.4 in the fourth quarter of 1985.

From 1983 to 1985, labour cost per unit of production increased 13.4% a year, which together with the decreased volume of production reflects a shortage of skilled labour, says the survey

Union is ready to contest sacking of 400 policemen

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THE SA Black Municipal and Allied Workers' Union (Sabmawu) is to go to the Rand Supreme Court to contest the sacking of about 400 Soweto Council policemen.

Sabmawu general secretary Philip Dlamini said the union would file papers today and would go to court on Tuesday

He said the employees had been fired last Thursday when they refused to sign forms undertaking not to strike, to accept the salaries they were receiving and to give the council the right to retrench or dismiss workers at any time

He said the union would try to secure a court order com-

CLAIRE PICKARD-CAMBRIDGE

PELLING the Soweto Council to reinstate all the fired employees, to pay them their salaries for March and to restrain the council from making employees sign an undertaking to abide by "unfavourable conditions".

Soweto town clerk Nico Malan said he did not want to comment on the matter.

Workers were demanding that they be paid what they were promised they would earn when they were recruited, Dlamini said

He alleged that in some instances workers were receiving up to 50% less than they

should have been

● Striking workers at the Rand Mines-administered Rietspruit colliery near Bethal, in the North Eastern Transvaal, returned to work yesterday and management is dealing with the grievance which triggered the strike

Workers went on a wildcat strike on Tuesday after dissatisfaction with a colleague who had allegedly been assaulting and threatening workers

The strike lasted for one day and affected more than 600 of the 900-strong workforce. The grievance is being dealt with in terms of the mines normal grievance procedures.

— it had to run before it could crawl. Few people in the corporation understood the voracity of the medium, or the ways it could happily co-exist with radio. The present financial difficulties (and, to some extent, the confusion in programming philosophy) can be ascribed at least in part to this naivete.

In the immediate future at least, money will be tight. Eksteen says privatisation of some kind may be considered, but he is quick to argue that this will not be an instant solution. Experts who have inside knowledge

of the SABC predict that, even if the legal monopoly is relaxed to some extent, control of news and political programming will be retained

The SABC is not a State department, and it must pay its way. Yet for its two major sources of income — advertising and licence fees — it remains at the mercy of the economy and Parliament. Men in senior positions seem well-intentioned; many are talented and some are imaginative. All those interviewed by the *FM* seem almost desperate to get things right.

But, despite the good intentions, bloodletting and political infighting, the SABC remains a bureaucracy — there lies the key to its present image. However you streamline it, bureaucracy tends to kill initiative and corporate adventure, inspiring only caution and conservatism

What the SABC really needs, apart from more money, is the sharp, prodding stick of unfettered competition. This applies nowhere more than in its political coverage. Right now, the consumer is captive, he cannot switch across, only off. ■

LABOUR MATTERS

4/4/86 FIN MARK



134

Inkatha goes shopping

There is a pamphlet doing the rounds in Natal at present which says: "Vote for jobs. Not hunger. Do you want the factories to close? ... If you want to keep your job join the new giant labour union at King's Park on May 1."

The campaign is part of the build-up to the launch in Durban of the Inkatha-backed United Workers' Union of SA (Uwusa). On the same day, at nearby Currie's Fountain, the Congress of South African Trade Unions (Cosatu) will be staging a May Day rally — one of many it will be holding around the country.

The congruence of the two Durban events is fitting. For the *raison d'être* of Uwusa — brainchild of the Inkatha central committee and some disaffected members and officials of Cosatu's Paper Wood and Allied Workers' Union (PWAU) — is opposition to Cosatu.

There has long been an uneasy relationship between the emergent union movement and Inkatha. But in the past, because of an overlap in membership, the unions — and especially the now-defunct Federation of South African Trade Unions (Fosatu) — tended to downplay the differences. However, at the launch of Cosatu last December, its new president — Elijah Barayi — made a stinging attack on homeland leaders. Chief Mangosuthu Buthelezi came in for particularly heavy criticism.

The response to this, earlier this year, was Inkatha's decision to step seriously into the labour arena by backing Uwusa. The decision comes at a time when Inkatha, through this week's KwaNatal Indaba, is making bold moves to expand its sphere of influence and enhance Buthelezi's political standing.

Opposition to Cosatu's socialist orientation and its support for disinvestment are the central planks of Uwusa's ideology. And it has an ambitious programme.

According to Simon Conco, chairman of Inkatha's labour relations committee, the target areas for Uwusa are Natal and the Transvaal. A kingpin in this process is former PWAU official Philemon Gumede who has been entrusted with the task of establishing a regional structure in KwaZulu

A free-enterprise, anti-disinvestment general union in direct competition with Cosatu — this is the outcome of Inkatha's long-heralded foray into the labour arena. While there is some scepticism, some employers are taking Uwusa seriously.

to serve as an example to other regions. An Uwusa office has been opened in Germiston to facilitate organising on the East Rand, and another office on the West Rand will come into operation soon. The KwaZulu Legislative Assembly will shortly be considering a Bill which will iron out differences between labour legislation in the homeland and SA.

Uwusa will start off as a general union, with the ultimate intention of creating separate industrial unions. Membership will be open to all, regardless of race or political affiliation. Says Conco: "We are going for organised and unorganised workers and for farm and domestic workers. We will put pressure on government to release the National Manpower Commission's investigation into union rights for farm labourers and domestics. If its recommendations are against extending such rights to these workers, we will pressurise government to change its mind."

Uwusa is also seeking to create alliances with other like-minded unions. According to Conco, several major unions have indicated willingness to ally themselves with Uwusa. He says they do not want to go public on this just now, but that Uwusa will name them on May 1. One potential ally is the Trade Union Council of SA (Tucsa). Conco says a date for a meeting with Tucsa is being arranged. Another likely ally is the Black and Allied Workers' Union. So too is the National Union of Sugar Refining and Manufacturing Employees (NUSRME), the only union formally affiliated to Inkatha at present. But an alliance between Uwusa and the sugar union is only likely to occur when the split in NUSRME — the subject of two Supreme

Court cases — is settled.

Uwusa, which has already held a number of rallies and which is planning to stage more, claims that responses to its membership drive have been "very good indeed." It says it has gained members at Hlobane coalmine near Newcastle, a stronghold of Cosatu's National Union of Mineworkers; and that Cosatu members at a number of Natal factories have swapped allegiances. However, Conco refuses to state how many members Uwusa has signed up, or how many workers have signed stop-orders in its favour.

Cosatu's response will be critical to Uwusa's success. Spokesmen for Cosatu deny any knowledge of Uwusa making major inroads into its membership, although they do say some individuals may have been won over. Despite vigorous denials by Uwusa that it is a "sweetheart" union, Cosatu has repeatedly alleged that certain employers are aiding it by granting it access to factories and giving it financial support. This claim was repeated by some employers interviewed by the *FM*.

Cosatu spokesmen say this support — and the fact of Inkatha's backing — means the threat posed by Uwusa has to be taken seriously. According to Cosatu education secretary Alec Erwin, active steps have been taken to explain to members exactly what Cosatu stands for. Decisions about whether to remain in Cosatu, or to join Uwusa, will be left up to members.

Another spokesman says Cosatu's support for disinvestment does not mean that it wants factories to close and jobs to be lost. In its view, disinvestment is not the cause of unemployment but, rather, is one of the few forms of pressure that has forced the South African government to change. It therefore feels these pressures should continue — and be intensified if government remains "intransigent." Says the spokesman: "We are opposed to the constructive engagement argument. That has shown no sign of bringing anything positive. Rather, it has assisted government to delay change."

Cosatu says it also is being forced to look into methods of protecting its members against violence which it claims is being perpetrated by Inkatha supporters. Cosatu

also claims it is being blocked from using facilities in townships where Inkatha has control.

The spokesman says Cosatu members in some factories have already approached management to say they will not allow outsiders to recruit. Indeed, in late February, a company in Ladysmith — Furnsteel — experienced a strike because workers felt that the personnel manager was recruiting for Uwusa.

Says the spokesman: "Uwusa will succeed only if employers back it. But where Cosatu is organised, there is no chance for it to succeed. If Uwusa had the support it claims, it should be wiping us out. I don't think Uwusa has enough organisational skills to persuade workers to join it. Our fear is that people will be coerced into joining."

Conco has reacted strongly to this statement. "Why should we use force? Inkatha has over 1m members."

Employers have compelling reasons to support Uwusa. Aside from its pro-investment and free enterprise stance, there is a strong feeling in Natal that Cosatu has alienated many in commerce and industry. Says one employer: "Some statements Cosatu has made have put the fear of God into employers. They see it as being very closely allied with the African National Congress. Cosatu started off on the wrong foot — now there is bad reaction from employers and Inkatha."

How do employers rate Uwusa's chances? Responses canvassed by the *FM* varied from expectations that it has the potential to do serious harm to Cosatu, to outright scepticism about its ability to pull off the feat.

Says one employer who did not wish to be named. "I don't think Uwusa has much chance of pulling people in the short term. It has to get its infrastructure together. Organ-

ising is leg work. In addition, there are a number of workers who are perturbed. Inkatha has been seen by workers as their political home and the old Fosatu unions as their labour home. I think they would like to stick to that distinction."

Another employer, who also did not wish



Uwusa's Gumedde ... kingpin in organisation

to be named, told the *FM*. "I believe Uwusa will die and there will be a loss of credibility for Inkatha. The Cosatu unions have been going strongly since 1979-1980 and have achieved considerable success for their members."

In the midst of all this controversy, the Natal Chamber of Industries (NCI) is counselling its members to be strictly impartial about inter-union rivalry. But a recent NCI decision to turn down an approach from Cosatu to discuss, among other issues, its pro-disinvestment policy, has been sharply criticised. Mike Smith, the NCI's industrial relations adviser, would not comment on the matter. But other sources say indications are that the NCI may reconsider.

Conco acknowledges Uwusa's organisa-



Inkatha's Conco ... 'buying expertise'

tional weakness. "We are very much aware that the administrative ability is lacking. That is why we are buying expertise at the moment. We are retaining the services of the best available consultants to guide this organisation. They are drawing up a training programme which union leaders will be exposed to."

The advent of Uwusa has aroused the enthusiasm of many — and in some cases it appears that some individuals are acting as unofficial organisers for the new union. Conco says employers should be warned against anyone who makes approaches appealing for funds for Uwusa. "They do not have the authority to collect money," he says. He also says some workers have been trying to establish their own branch and works committees in factories, taking advantage of the large number of Inkatha members in them. "That is not what we want. We have asked these people to get their house in order," he says.

Attendances at Uwusa's launch and at Cosatu's rally on May Day will no doubt serve as a crude measure of the support each organisation enjoys. After that, given its inexperience, the challenge for Uwusa will be to hold on to the members it gets. ■

F IN MAIL 4/1/85
UNION CLOSED SHOPS 134

Tightening controls

A National Manpower Commission (NMC) report, which proposes restrictions on the application of the closed shop, has received a chilly reception from a wide section of SA's established union movement

The report, released for comment last week, is the NMC's second attempt to deal with this highly sensitive issue. It recommends that all closed shop arrangements — agreements which make union membership a condition of employment — should come under the ambit of the Labour Relations Act (LRA). It further recommends various statutory "safeguards" including secret ballots to test workers' support for closed shops. This is the most controversial one.

The NMC report also proposes that interested parties who believe that these safeguards have been misapplied should have the right to declare a dispute and ask the Industrial Court to arbitrate.

Only closed shop arrangements contained in industrial council agreements now fall under the LRA. These are widespread. Of the 103 councils in existence at the end of 1984, 45 — covering 500 000 workers — had closed shop agreements.

There are, in addition, several privately-concluded closed shop agreements. A major example is that between the Chamber of Mines and the industry's 11 registered unions and officials' associations. These, says the report, should be brought under the ambit of the Act.

Minority views were expressed by unionists on the NMC connected with the middle-of-the-road Trade Union Council of SA (Tucsa), the rightwing SA Confederation of Labour (Sacol), and the Confederation of Metal and Building Unions (CMBU), which mainly represents skilled labour.

The report is rather short on statistics on

the closed shop. But many affiliates of these organisations are party to them. In what some see as a stalling action, these commissioners recommend that the LRA should not be amended "until such time as further consideration can be given to the matters under discussion." Their views on secret ballots are even stronger.

Tucsa vice-president Wille van der Merwe this week echoed the view that the *status quo* should remain intact.

Among the safeguards recommended by the NMC are

- Workers should have 90 days to join a union after they start a job, or after the conclusion of an agreement;
- A closed shop may be instituted only if more than half the potentially affected employees are members of the trade union involved;
- Agreements should not remain in force for more than three years before they expire or are renegotiated;
- A closed shop agreement would be invalid if it denies people who cannot obtain union membership access to work. This is aimed at ending the practice of excluding blacks from certain jobs by making union membership a condition of employment and, at the same time, barring them from membership;
- People who have deep convictions against joining a union should be exempted;
- If workers are refused union membership, or if their membership is terminated unreasonably, the agreement should no longer apply to them, and
- Suitable arrangements to determine the support for closed shop agreements.

The last point, which refers to secret ballots, is the most contentious. The report recommends that a ballot must be conducted if at least 20% of workers affected by an agreement petition the Manpower Minister for one.

The unionists on the NMC reject this proposal entirely, arguing that the democratic structures of their organisations make ballots unnecessary. "There are sufficient safeguards for a majority of trade union members . . . to either ratify or reject by due process any . . . closed shop agreement," they say.

Another group of commissioners, including chairman Hennie Reynders, accepts the idea in principle, but pinpoint a number of practical difficulties.

Ironically, it is the emerging unions which are likely to be best pleased with this report, even though they are not represented on the NMC and did not give evidence to it.

Congress of South African Trade Unions (Cosatu) general secretary Jay Naidoo declined to comment on the report, saying the organisation still needs time to study it. But he observes that the closed shop has been used by "bureaucratic and undemocratic unions" to control militancy and prevent black workers from joining the union of their choice.

Indeed, Cosatu affiliates, particularly those in the paper and textile industries, have

fought drawn-out battles with established unions over the closed shop. Some of the NMC's safeguards, if translated into legislation, will certainly serve to make their job easier. ■

Call to

release

Mpetha

SOWETAN
Correspondent

12A
THE International Labour Organisation has added its voice to calls for the release of jailed veteran trade unionist Oscar Mpetha.

The director-general of the ILO, Mr Francis Blanchard, has urged President P W Botha to release Mpetha and four other trade unionists from the South African Allied Workers' Union on trial for treason in Maritzburg.

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.

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Moves to put curbs on closed shops

LABOUR
AFFAIRS
DICK
USHER

By DICK USHER
Labour Reporter

THE National Manpower Commission has recommended that all closed shop agreements should be subject to the safeguards in the Labour Relations Act.

The recommendation is contained in an NMC report on certain aspects of the closed shop system tabled in Parliament recently.

Such a step would strengthen one of the most important cornerstones of the community, maximum economic freedom and responsibility for the individual, says the report.

"It would at least ensure that the artificial power base to which closed shop arrangements sometimes give rise could not be used arbitrarily and to the disadvantage of certain individuals or groups of people."

Extension would create uniform standards for all agreements and would contribute to the promotion of industrial peace and stable labour relations.

Applying the safeguards to closed shop arrangements outside the sphere of the Labour Relations Act should be done through a self-regulating system. It would then not be a matter of statutorily enforceable agreements, but of establishing stan-

dards or restrictions that could be incorporated into private labour agreements, said the report.

Misapplication or non-application of the safeguards should be subject to criminal sanctions in terms of the LRA.

It also recommended that the present method of establishing employee support for a closed shop system be retained, subject to the safeguards in the Labour Relations Act, but that a secret ballot be held if at least 20 percent of affected workers request it.

A strong minority of the commission opposed this.

They said there were several problems associated with calling a secret ballot. In their view the executive committee of any trade union was elected on a democratic basis and should therefore have the power to act for its members in deciding whether or not to implement a closed shop agreement.

On the question of making closed shop arrangements subject to the Maintenance and Promotion of Competition Act, the NMC recommended that if the LRA was amended to regulate protection of closed shop agreements no further statutory amendments would be needed.

5/1/86 (134)
STAR

Capitalist now unionist

By Mike Siluma

The man behind moves to form a new trade union allied to Chief Mangosuthu Buthelezi's Inkatha is an avowed capitalist — an attitude rare among most leaders of the emergent union movement.

He is Mr Simon Conco (59), a businessman who has taken part in kwaZulu politics for a decade.

The United Workers' Union of South Africa (Uwusa) is to be launched formally on May 1 to cater for workers dissatisfied with the emergent union movement's opposition to Chief Buthelezi and the homeland system

The decision to launch Uwusa was announced after Inkatha had repeatedly warned it would enter the labour field to counter the influence of, in particular, the 500 000-strong Congress of South African Trade Unions (Cosatu).

Mr Conco, who has several business interests in Natal, is chairman of Inkatha's finance and labour committees. A former president and vice-president of

the National African Federated Chamber of Commerce, he admits to lacking union experience.

But he quickly adds. "We have obtained the services of people who have the know-how to train both our members and leadership."

Mr Conco says it is "irresponsible" of emergent unionists to use strikes to achieve their goals. Strikes for political ends are "ill-conceived", he adds

"If you destroy the economy — as you do through strikes — it will be difficult to rebuild it when you are liberated," he warns.

Rejecting socialism, Mr Conco says the reason blacks have not benefitted from free enterprise is that the system is "in the wrong hands at the moment"

Asked if it was not odd that a businessman should be at the forefront of moves to form a workers' organisation, Mr Conco replied. "No Here we are concerned with the economy of the country on which everybody, including workers and businessmen, is dependent."



Mr Simon Conco: an avowed advocate of capitalism.

It never

standing stands have... to elaborate the show, Mr Cupboard is giving

CITY P. 6/4/88.

May Day okay

(134)

THE SA Allied Workers' Union has successfully negotiated with an East London firm to have May Day recognised as a public holiday

East London battery company Chloride is the only company in the area to recognise May Day as a paid holiday. Saawu, an affiliate of the Congress of SA Trade Unions, concluded the agreement recently.

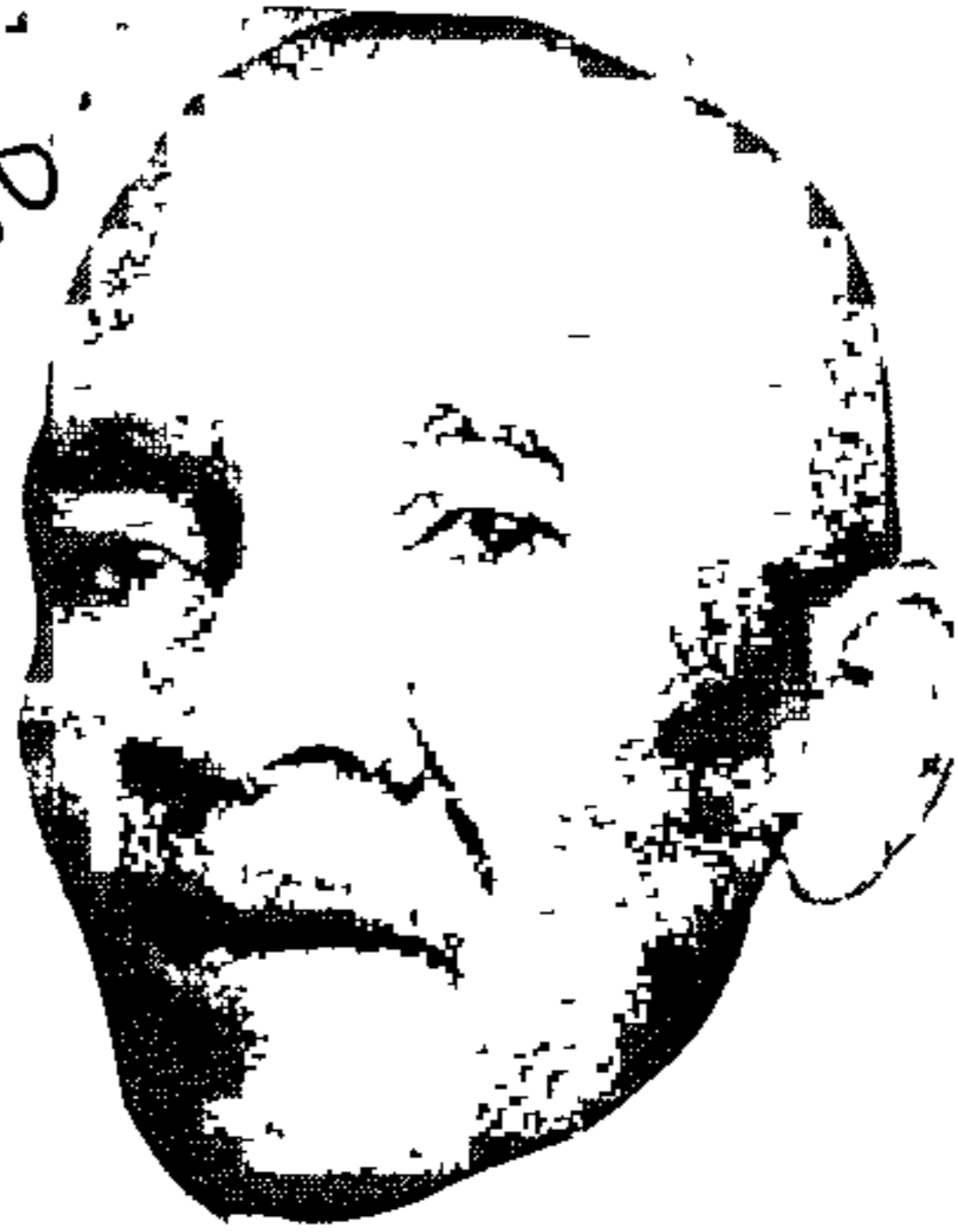
Cosatu has been campaigning for May 1 to be a paid holiday.

Saawu East London branch secretary Boyce Melitafa said the union hoped to negotiate similar agreements with other factories in the area.

Saawu has a membership of 18 000 in the East London area - Veritas News Agency.

'Boss fired us over union'

CITY P
134 6/4/86



By MARTIN
NTSOELENGOE

Daniel Taelé
'Let down'

TWO workers - who between them have worked 35 years for the same company - claimed they were fired recently because they were members of a union.

Daniel Taelé, 58, and Edward Ncube, 50, both of Kagiso, have worked at South African Cutlery for 21 and 14 years respectively. They also claim that many other workers are unhappy because the factory will be moving to KwaZulu.

And attempts by *City Press* to speak to the owner of South African Cutlery have proved futile.

When *City Press* tried to speak to the managing director, the receptionist said he was in a meeting. Four hours later she said he was on two weeks leave.

The two men claim trouble started last May when they joined a union and requested their boss to deduct subscriptions from their salaries.

He promised the workers the money would be deducted the following month, but no deductions

were made.

"When we approached him at a meeting in January he warned us not to talk about union matters, but to concentrate on production instead."

"We told him that he had promised us and that we were not prepared to wait any longer," Ncube said.

The manager later told all the supervisors that he wanted more production from each worker.

When the manager refused to discuss deductions, the workers downed tools, Ncube said.

He said the cops were

called in the following day, but they did not interfere with the workers.

"The following day he sent his foreman and cops to screen the workers. At the factory gates he told us that some of us were not going to be taken back. He fired me despite the fact that I had worked there for 21 years," Taelé said.

"He said he started working there when the factory was still new. 'I made him rich and now he doesn't care. He is probably going to KwaZulu for some more cheap labour,'" he said.

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

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MUSCLELING IN ON MAY DAY

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

maposa 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.

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.

Unions split over jobs report

THE closed-shop principle is a labour issue generating worldwide controversy and the National Manpower Commission (NMC) report proposes restrictions on these agreements and certain safeguards to prevent abuses.

The black emergent unions, which declined to participate on the commission, may favour some aspects of the report for they attack closed-shop provisions as undemocratic, barring workers from joining more militant unions.

Piroshaw Camay of the black Council of Unions of SA (Cusa) said Cusa believed closed-shop principles prevented freedom of association, with workers being forced to join a prescribed union.

But established unions who feel they benefit from existing closed-shop agreements are likely to feel threatened. Most unionists on the commission, including the Trade Union Council of SA (Tuca), opposed suggested changes to the Labour Relations Act.

All union federations have declined to comment until they have studied the report.

The recommendation which drew most fire from unionists on the NMC is that support for agree-

A LONG-AWAITED National Manpower Commission (NMC) report on closed-shop agreements — which stipulate union membership as a condition of employment — is expected to draw strong reaction from SA trade unions, writes CLAIRE PICKARD-CAMBRIDGE.

ments be determined by secret ballot if at least 20% of affected employees petition the Manpower Minister.

The NMC suggests that employers who wish to petition can do so if they employ at least 20% of the affected employees.

Unionists on the NMC opposed these suggestions, saying parties had democratic arrangements to ratify or reject agreements.

The report also recommends that all closed-shop agreements be brought under the Labour Relations Act.

The Act at present affects agreements between parties on industrial councils only. In 1984, 45 industrial councils had closed-shop agreements, covering nearly 500 000 workers.

Another 46 000 white employees were affected by private closed-shop agreements between the Chamber of Mines and 11 unions.

Discrimination can occur when a union with an agreement outside

the Act refuses to admit members of a specific race group. The report suggests amending the Act by including the possible discriminatory effect of a closed-shop agreement in the definition of an unfair labour practice.

The report recommends statutory safeguards for all closed shop agreements. These safeguards include:

Compulsory union membership may only be enforced if at least 90 days have lapsed since employment began or the conclusion of an agreement;

No person may be denied employment if they cannot obtain union membership;

Agreements should provide for the exclusion of people who object to joining a particular union.

More than half of the employees must be members of the union that has an agreement;

An agreement may not be valid for more than three years before it expires or is renegotiated.

Attention falls on unionisation of black police

THE complex and unusual task of unionising black policemen has been highlighted by recent protest action from Soweto council employees belonging to the SA Black Municipal Workers' Union (Sabmawu).

The 400 council policemen were fired on March 27 for refusing to sign an undertaking not to strike and to accept pay arrangements. The council reinstated them on Tuesday and negotiations with Sabmawu are continuing.

Organising policemen is a sensitive issue because most black

CLAIRE PICKARD-CAMBRIDGE

unions regard police as "apartheid collaborators"

"The history of the former Black Municipal Workers' Union (BMWU), Sabmawu and the Municipal Union of SA shows that council policemen play a major role," said Sabmawu general secretary Philip Dlamini.

"The policemen guard the compounds and one cannot avoid them to gain access to workers. The solution is to unionise the policemen first."

Dlamini believes police should

not be excluded from joining a union. "Instead, we should conscientise them to make them side with the community. The community supported them in this strike and that should discourage them from harassing community members."

Dlamini identified specific difficulties in organising:

- Most are organised in compounds and it is difficult to gain access to them;
- Most workers are from rural areas with norms which differ from those of an industrial society;

Workers recruited via local magistrates in Bantustans are often warned against joining trade unions.

Municipal workers are covered by Section 46 of the Labour Relations Act which prohibits strikes in essential services.

Many workers cannot afford to pay union dues because they receive low salaries.

Independent unions cannot readily organise workers because many municipalities make it a condition of employment for workers to join in-house unions.

and stationery and (b) was paid out in general sales tax by the State on purchases of school (i) books and (ii) stationery during the latest specified financial year for which information is available?

The MINISTER OF FINANCE

(a) The total sum collected from sales tax levied in respect of the sale of (i) books and stationery during the 1984/85 financial year was R98 457 463 (ii) No separate statistics are maintained in relation to sales of school books and stationery

(b) The Department of Finance is not responsible for making purchases of school books and stationery. Such purchases would normally be made by central government and provincial education departments and it is doubtful if figures relating to the amount of sales tax paid out in respect of those purchases are readily available.

QCO 817
UNEMPLOYMENT INSURANCE FUND
 453 Mr P H P GASTROW asked the Minister of Manpower

(1) What was the balance in the Unemployment Insurance Fund at the end of 1985,

(2) (a) what was the amount (i) paid into the Fund and (ii) paid out in benefits in that year and (b) to how many (i) White, (ii) Coloured, (iii) Indian and (iv) Black applicants were benefits paid?

The MINISTER OF MANPOWER.

(1) R149 766 002

(2) (a) (i) R196 507 492

(ii) R325 133 883

(b) (i)-(iv) 426 136 Separate particulars on the number of Whites, Coloureds, Indians and members of the Black popu-

lation groups who were paid benefits are not readily available.

Work-seekers

QCO 818
 460 Mr P H P GASTROW asked the Minister of Manpower

How many Black males and females, respectively, were registered as work-seekers in the White areas of the Republic in each month of 1985?

The MINISTER OF MANPOWER

Members of the Black population groups registered as work-seekers in the White areas of the RSA in 1985

Month	Male	Female	Total
January	34 889	18 185	53 074
February	66 572	34 213	100 785
March	55 040	28 018	83 058
April	51 432	24 440	75 872
May	55 451	28 793	84 244
June	51 063	24 288	75 351
July	51 594	22 369	73 963
August	57 433	25 772	83 205
September	55 574	25 962	81 536
October	51 536	24 776	76 312
November	57 179	26 263	83 442
December	43 804	19 578	63 382
Total	631 567	302 657	934 224

QCO 818
APPRENTICESHIP CONTRACTS
 463. Mr P H P GASTROW asked the Minister of Manpower.

(1) How many new apprenticeship contracts were registered in each trade in 1985 in respect of (a) White, (b) Coloured, (c) Asian and (d) Black persons;

(2) what total number of apprenticeship contracts were in operation in 1985?

The MINISTER OF MANPOWER.

(1)

Industry	(a) Whites	(b) Coloureds	(c) Asians	(d) Members of the Black Population groups
Aerospace	129	2	—	2
Automobile Manufacturing	56	22	1	43
Building	447	442	75	76
Coal Mining	101	—	11	5
Diamond Cutting	—	—	—	—
Electricity Supply Undertaking	340	15	—	—
Explosives and Allied Industries	92	3	2	11
Furniture	28	20	7	1
Government Undertakings	364	40	—	1
Hairdressing	514	21	9	14
Jewellers and Goldsmiths	36	—	1	—
Local Authority Undertakings (Northern Transvaal)	—	—	—	—
Metal (Engineering)	27	316	278	331
Mining and Building-Mines	2 840	23	5	112
Motor	1 560	156	84	53
Printing	1 124	73	28	6
South African Transport Services	306	—	—	—
Sugar Manufacturing and Refining	1 253	—	—	—
Tyre and Rubber Manufacturing (Port Elizabeth, Uitenhage and Brits)	13	4	9	9
Totals	16	11	—	2
	9 246	1 148	513	666

QCO 819
LABOUR RELATIONS ACT
 473. Mr P H P GASTROW asked the Minister of Manpower:

(1) How many (a) industrial council agreements, (b) conciliation board agreements, (c) arbitration awards, (d) Wage Board determinations and (e) orders in terms of the Labour Relations Act, No 28 of 1965, were in force as at the latest specified date for which figures are available;

The MINISTER OF MANPOWER:

(1) (a) 164.

(b) 1

(c) Nil.

(d) 51.

(e) 5.

(2) how many (a) Whites, (b) Coloureds,

(a) Whites

(b) Coloureds

(c) Asians

(d) Members of the Black Population Groups

(a) Industrial Council Agreements

156 162

245 301

79 241

603 574

Council cops return to work

THE Soweto City Council policemen fired last week returned to work yesterday morning.

Other developments in the labour field were:

- Another 75 workers were fired from Dairy Belle's Koedoespoort depot in Pretoria

Dairy Belle's Mr Dan Waldeck said 330 workers were still on strike

The food and Canning Workers' Union deplored the dismissals and threatened to take action.

- The strike-bound Adcock Ingram yesterday said its striking 350 workers were still in the company's employ

- About 350 SA Chemical Workers' Union members at Omnia Fertilisers in Sasolburg are still on strike.

- The Kempton branch of the SA Allied Workers Union (Saawu) was yesterday reported to be seeking a meeting with Roamer Rand management, which fired its striking workforce on Wednesday.

- The Metal and Allied Workers' Union is to

hold rallies throughout South Africa this weekend to discuss demands to be presented to the metal industry during wage talks. **SOWETAN**

The main rally will be at the Huntersfield Stadium, Katlehong, tomorrow. It starts at 9.30 am

Other rallies will take

place in Sebokeng near Vereeniging, Maritzburg, Durban and Port Elizabeth

- The Food Beverage Workers' Union meets at Pelican Club (Soweto) this Sunday to discuss developments at Coca Cola's Reef plants. The meeting starts at 9 am

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11/4/86

... week ago.
nothing I can do but wait and
hope," he said

Dispute over Appletiser Closure comes to an end

STAR
14/9/78

Agreement has been reached between the Food Beverage Workers' Union (FBWU) and Appletiser over the closure of the company's Malvern, Johannesburg, operation, the union said

Workers at the plant went on strike last Monday in protest against the terms of the closure, which will affect about 390 workers

The closure was the result of a merger of certain sections of Appletiser and Ceres Fruit Growers

A FBWU spokesman said the workers had undertaken to return to work and ensure that normal work procedures, productivity and quality levels would be maintained until the plant was closed down

In addition to an agreement on severance benefits, management undertook to facilitate the retraining of workers and to approach other companies in the mineral water industry to secure alternative employment



SA blacks at Israeli union ^{ONE TIMES} seminar ^{15/4/86}

TEL AVIV — A group of black South African union and civic leaders attending a seminar in Israel have said they hoped to implement the strategies they learned there in their struggle against the government.

The 20 men and women arrived here recently for 24 days to study the role of trade unions and co-operatives in community building and national development.

The seminar is run by the Histadrut Trade Union Federation, a 1.5-million-member umbrella organization for Israeli unions which is linked to the Prime Minister, Mr Shimon Peres's Labour Party.

Organizers said the programme was initiated and partly funded by the Los Angeles-based Centre for Policy Options, a voluntary group fighting apartheid.

Mr Yehuda Paz, director of the Histadrut's Afro-Asia Institute which trains Third World labour leaders, said the South Africans' visit was organized after talks attended by Bishop Desmond Tutu.

The daily Maariv reported South Africa consented to the plan after secret negotiations with the Israeli government.

"(South Africa) concluded that in Israel there are the best chances for the trainees to receive moderate instruction without incitement against apartheid," the conservative daily reported — Sapa-AP

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

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

3/15/1986 134
CLAIRE PICKARD-CAMBRIDGE

Bus DM 15/4/76
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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.

15/4/86

~~SECRET~~

NEWS FOCUS

BUD DAY

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Secret ballot under the union spotlight

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17/11/68 STAR

Clerics press for statutory workers' holiday

Religion Reporter

134

Two prominent leaders of the Methodist Church of Southern Africa have launched a call for the Government to institute a "workers' day" to be observed as a statutory holiday

Their call comes at a time when trade unions across the country are campaigning for workers to have to have a paid holiday on May Day

The general secretaries of the Methodist Church's departments of Christian Citizenship and Mission, Rev Austen Massey and Rev Mvume Dandala, have asked the annual regional synods of the church to call on the Government to establish a statutory workers' day off

They have called on preachers to offer prayers for workers and managements on Sunday May 4, and to preach sermons that could stimulate Methodist to "become more involved in labour issues"

Mr Massey and Mr Dandala also want ministers to read from their pulpits on May 4 the statement adopted by the Methodist national conference on the principles of industrial relations

In the statement, the conference affirmed the right of trade unions to organise workers and to demand bargaining rights

The conference strongly deplored the "harassment and persecution to which many trade union leaders were subjected"

The conference, which is the top decision-making-body in the church, called on all Methodists to support the struggle for justice in industrial relations, and in the politically and economically deprived black group, in the following ways.

- By practising and promoting fair standards of employment in respect of remuneration and conditions of work.
- By making available buildings for trade union meetings
- By protesting against the victimisation of trade union leaders and organisers
- By promoting pressure on all South African employers to accept and recognise representative trade unions
- By assisting families which suffer as a result of the breadwinner participating in a strike

Police deny hitting man

STATE 134
17/4/86

Own Correspondent

DURBAN — Judgment was reserved yesterday in the trial of two Security Police detectives charged in the Durban Regional Court with assaulting trade union organiser Mr Billy Nair.

Warrant Officer Johannes Hendrik Jacobus de Wet and Sergeant Gary Adriaan van Sluys have pleaded not guilty before Mr J Jacobsz to a charge of assault with intent to do grievous bodily harm.

PERFORATED

The State alleges that, while Mr Nair, detained in terms of the Internal Security Act, was being interrogated on September 3, Warrant Officer de Wet slapped him, causing a perforated left eardrum, and that Sergeant van Sluys punched Mr Nair in the stomach.

The detectives denied assaulting Mr Nair, claiming that any injuries he received were self-inflicted.

After hearing legal argument from Mr P J Blomkamp, for the State, and Mr G G Lotz, for the defence, the magistrate reserved judgment to April 23.

18/4/76 BUS DAY (COSATU) (UWUSA)

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 (Tuca) — a multiracial body representing over 300 000 members — does not support workers taking the day off

Tuca president Robbie Botha says most Tuca 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 Sakekamer 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.

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

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. ■

APARTHEID BAROMETER

DETENTIONS (According to DPSC Report)

During the State of Emergency (July 21, 1985 - March 7, 1986), the following numbers of detentions were recorded by the DPSC

Under Emergency regulations	7992
Internal Security Act	2262
"Homelands" legislation	1890
Total	12144

The above figures are determined by a combination of detentions known to the DPSC and detentions of unknown persons deduced from statistics published by the police and revealed in parliament by the Minister of Law and Order

BANNINGS (of persons, organisations and gatherings)

March began with 10 people living under banning orders in terms of Sections 19, 20 and 21 of the Internal Security Act. On March 11 two further banning orders were issued on Port Elizabeth activists. The validity of one of these was successfully challenged on March 24 in the Port Elizabeth Supreme Court. As a result of this action, several more banning orders have either been upset or withdrawn. As at the end of March

Banning orders withdrawn

Arenstein, Rowley (who had been restricted to Dufban until June 30, 1988)

Fazle, Henry (restricted to Port Elizabeth until March, 1991)

Essel, Johnny (restricted to Athlone, Cape until July 31, 1986)

Jack, Mkhusheli (restricted to Port Elizabeth until March, 1991)

Manuel, Trevor (restricted to Cape Town until August 31, 1990)

Tsedu, Mathatha (restricted to Seshego until June 30, 1986)

Banning orders which expired on March 31, 1986

Cassiem, Achmed (who had been restricted to Wynberg, Cape)

Madlingozi, Maxwell (restricted to Port Elizabeth)

Makande, Dumile (restricted to Port Elizabeth)

Banning orders under application

Dube, Abel (restricted to Messina until October 31, 1987)

Mandela, Winnie (excluded from Johannesburg and Roodepoort until June 30, 1988)

Tatsa, Mordecai (restricted to Soweto until August 31, 1986)

Banning of organisations

The South African Allied Workers' Union (SAAWU) has been declared an unlawful organisation in the Transkei under the Transkei Public Security Act

Ministerial banning of gatherings

For a decade the Minister of Law and Order has imposed a ban on all outdoor gatherings other than sports meetings. On March 22, 1985, the annual renewal of the ban was gazetted in Government Notice 705, valid to March 31, 1986. For the first time, the notice also extended the ban to all indoor gatherings which advocated educational boycotts. In September 1985, Government Notice 2221 extended the ban to all indoor gatherings advocating work stoppages or stay-aways. The renewal of these bans for the period April 1986 to March 31, 1987 was announced a few days before the end of the month.

Also currently in effect (from December 31, 1985 to June 30, 1986) is a ban on all meetings, regardless of purpose, of 74 specified organisations (mostly UDF affiliates) within 30 specified districts (21 in Eastern Cape, seven in OFS and two in Transvaal), under Government Notice 2869. The above bannings are in terms of Section 46 of the ISA.

RACIALLY EXCLUSIVE TRADE UNIONS

There were 96 racially exclusive registered trade unions by the end of last year. 46 confined their membership to whites, 24 to coloureds and Asians, and 26 to blacks. There were 100 racially mixed unions. Union membership at the end of last year was 511 171 blacks, 458 110 whites, and 295 987 coloureds and Asians, according to Piet du Plessis, Minister of Manpower.

STRIKERS ARRESTED

A total of 1 280 black workers were arrested for striking illegally in 1985, said Law and Order Minister Louis le Grange.

GAP IN DEVELOPMENT AID

According to Peter Jacobs, House of Representatives, recent budget announcements reveal a gap in the amounts allocated in terms of development aid for race groups. R1-billion rand has been budgeted for blacks, coloureds and Asians. But R2,1-billion was budgeted for white development aid.

EXECUTIONS

The number of executions during 1985 was 136, said Minister of Law and Order Louis le Grange in reply to a question by Helen Suzman, PFP. Of these 96 were black, 35 were coloureds and five were white.

LIFE SENTENCES

According to recent figures released by Justice Minister Koble Coetsee, 22 people are serving life sentences for offences against the security of the state as at March 12 this year.

UNREST DAMAGE

Total unrest damage in South Africa since September 1984 has been calculated at about R138 million, according to a report by the Institute of Strategic Studies at the University of Pretoria. Special risk insurance claims have rocketed and by February 1986 had amounted to R65 million. In 1985 there were 136 so-called "terror incidents", compared with 44 in 1984. Roughly a third of the incidents were directed against so-called "economic targets" (business premises and electrical substations).

BANNED BOOKS, PUBLICATIONS AND OBJECTS (April 3 - April 18)

Of the 1347 films submitted to the Directorate of Publications last year, 622 were approved, 533 were accepted with an age restriction and 147 were rejected outright.

Apartheid (by Jan Balicki), Women and Resistance in South Africa (by Cheryl Walker), and Rosa Luxemburg Speaks (edited by Mary Alice Waters) have been declared not undesirable.

PRISONER OF CONSCIENCE BENSON ZONO

Benson Zono, 19, of Thabong near Welkom, was detained in September 1985 under Section 29 of the Internal Security Act. His lawyers say no charges have been laid. At the time of his detention he was a Standard 10 pupil at the Lebong High School. Zono is chairman of the Thabong Students Organisation and a representative of the students on the UDF area-committee.

May Day thumbs up -- from the steel chiefs

ONE of the largest employer bodies in the country, the Steel and Engineering Industries Federation (Seifsa), is to recommend to the government that May Day be declared a national paid public holiday.

This emerged at the start of the annual pay talks at the Metal Industrial Council this week when employers responded to a demand by several unions that workers be given the day off on May 1.

Union sources said this week that Seifsa had responded by adopting the approach of "no work, no pay" this year.

However, the federation said it would approach the government later this year requesting that May Day be declared Labour Day and that it replace an existing public holiday, as there were enough public holidays already.

A Seifsa representative told the

BY PHILLIP VAN NIEKERK

Industrial council meeting the federation would put a request to the government that public holidays should not be divisive.

He said that if the government responded negatively to the federation's approaches, Seifsa would sit down and negotiate a paid holiday with the unions.

May Day--this year is the first call for a national general stayaway since the early sixties and is likely to be an opportunity for a massive display of union solidarity.

Seifsa's attitude contrasts with that of the Chamber of Mines, which has been trying to block the National Union of Mineworkers' attempt to have a general stayaway on the mines on May Day.

The Chamber has gone "to the

industrial court to have the stayaway declared an unfair labour practice and the conciliation board is due to meet next week.

However, lawyers for the NUM said this week they believed they were entitled to hold a legal strike on May 1.

At the same time there are moves afoot among some mining employers to follow the Seifsa route and have May Day declared a paid holiday.

Black PO
workers meet
on union

A delegation of black post office workers is to meet deputy Postmaster-General Mr Johan de Villiers in Pretoria tomorrow to discuss the formation of a trade union.

Weekend meetings in the Johannesburg, Durban and Welkom regions elected an ad-hoc committee for the talks.

Spokesman for the workers Mr Vusi Khumalo said one of the objectives of the meetings was to co-ordinate regions and to gauge membership.

They were also used to present workers with a union constitution, to explain progress made by the committee, to draft points to be discussed at tomorrow's meeting and to seek clarity on a statement made in Parliament recently on parity for post office workers.

Mr Khumalo said his organisation was planning meetings in other regions and a formal launch of the Post Office Staff Association sometime in July.

He said the union, once recognised, would be the only body able to negotiate for the black workers.

According to Mr Khumalo the delegation of 12 would be made up of representatives from townships in Natal, the Eastern Cape, Free State and the Reef.

Demand for May 1, June 16 recognition

FCI calls for public holiday probe

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STAR
19/4/86

By Sheryl Raine and Anna Louw

The Federated Chamber of Industries (FCI) has called for an official body representative of all interested parties to investigate the possible rescheduling of the country's statutory public holidays

The call comes in response to growing pressure on employers from black trade unions for paid holidays on May 1 and June 16 — days which are significant to the black community

One union grouping, the Congress of SA Trade

Unions has even suggested sacrificing holidays like Kruger Day, Founders Day, Republic Day and the Day of the Covenant in exchange for May 1 and June 16

May 1 (May Day) is celebrated as an international workers' day in more than 100 Western and Eastern countries June 16 is the anniversary of the 1976 Soweto riots

"In principle the FCI is not opposed to a public holiday which recognises the role of labour, as long as it fits into the framework of public holidays that the South African economy can afford," an FCI statement said

The FCI said it was concerned that existing statutory public holidays did not reflect community sentiment, but it was aware of the effect

public holidays had on productivity, particularly where holidays fell in the middle of the week.

Meanwhile, the president of the Council of Unions of SA (Cusa) and six other unionists were freed on bail of R200 late yesterday afternoon after spending 24 hours in the Boksburg police cells. They handed in their passports

The seven were arrested during a peaceful May Day demonstration outside the Boksburg premises of the British multinational, Unilever, about 1 pm on Thursday. The demonstration followed the company's refusal to grant May 1 as a paid holiday

About 1 000 Unilever workers staged a sleep-in and sit in throughout Thursday night and Friday in solidarity with those arrested

Pressure

Cusa president, Mr James Mndawem and six others appeared in the Boksburg Regional court yesterday afternoon, following pressure from Cusa, the Food Beverage Workers Union (FBWU), Unilever and the Federated Chamber of Industries to secure their early release

The seven were not asked to plead to charges of contravening the Internal Security Act and resisting arrest. The case was postponed to May 7

Unilever had been negotiating with the FBWU for six weeks over union demands for a paid May Day holiday. The company offered several alternative arrangements

Doctors anger pharmacists with dispensing claim

By Joe Openshaw, Medical Reporter

Retail pharmacists are incensed by attacks made on them this week by dispensing doctors at the Fifth General Practitioners' Congress in Johannesburg and are angry at a suggestion that the South African consumer would be saved R600 million a year if all dispensing were done by general practitioners.

Mr Don Sutherland, president of the Pharmaceutical Society of South Africa, told *The Star* yesterday dispensing doctors had resumed the "war of attrition" they have been waging against pharmacists

"Figures quoted at the congress by Dr R J Koblin, a dispensing doctor, are at least R115 million out," Mr Sutherland said

Dr Koblin said there was a staggering mark-up of R575 million between production and consumption of ethical drugs put on the market by manufacturers

Mr Sutherland said there were important factors the public should know

- Pharmacists undergo five years of intensive training to specialise in medicines while doctors only undergo a six-month course
- Dispensing doctors have to be well versed in and carry only about 40 scheduled drugs while pharmacists have to be well versed in and stock 2 000 scheduled drugs
- Many dispensing doctors only have contact with patients on the telephone, or operate outside the law because they are too busy seeing patients to dispense themselves so leave the job to receptionists or nurses — 90 percent of whom are unqualified

Creams still cause blotches

Medical Reporter

Skin lightening creams still cause permanent discoloration in an alarming number of users — even in new preparations containing the legal limit of two percent hydroquinone, an ingredient linked with permanent blemishing

This was found in a study by the departments of dermatology, family medicine and biostatistics at Pretoria University, the Fifth General Practitioners' Congress held in Johannesburg was told this week.

Skin lighteners were introduced into South Africa in the mid 1960s and by the '70s an increasing number of patients attended dermatology clinics suffering from disfiguring dark blotches on the skin

2/4/86
BUS DAY
FBI concerned (34)

THE Federated Chamber of Industries is concerned that existing public holidays do not reflect community sentiment, but it is aware of the effect public holidays have on productivity.

It believes an organisation representative of all interested parties should be appointed to investigate the possible rescheduling of public holidays.
Sapa.

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

Acus
20/6/86

~~Acus~~

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SAR 22/4/88

Case against union man dropped

By Sheryl Rame

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The State yesterday dropped charges of trespassing against a union organiser arrested earlier this year at a Johannesburg municipal workers compound.

Mr Edward Manxiwa, an organiser of the Municipal and General Workers Union of South Africa (MGWUSA), was appearing in the Booyens Magistrate's Court for the second time.

After waiting all morning, he and his lawyer, Mr Dennis Lekgodl, were told by the magistrate, Mr C J van Heerden, that the charges against Mr Manxiwa had been withdrawn. Mr Manxiwa had pleaded not guilty to the charges on March 12.

"On both occasions when I had appeared in court representatives of the Johannesburg municipality

had not turned up," Mr Manxiwa said afterwards.

The municipal sector is a tough area for emergent trade union organisations.

Most municipalities have either openly rejected independent unions or have made it virtually impossible for them to organise.

The Johannesburg Municipality has so far recognised only one black union, the Union of Johannesburg Municipal Workers (UJMW), which is a registered union and a member of the industrial council.

Several municipal workers have told *The Star* that the UJMW is a "sweetheart union" which does little for its members.

MGWUSA, an unregistered union affiliated to the United Democratic Front and the Congress of SA Trade Unions, does not belong to the industrial council and so does not qualify for municipal recognition.

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REPUBLIC OF SOUTH AFRICA

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50 injured in Maputo blast

MAPUTO — A booby-trapped car exploded in Maputo yesterday, injuring at least 50 people, three of them critically, according to Mozambican military officials.

Two bombs had been planted in a car parked in Avenida Agostinho Neto in central Maputo and went off simultaneously about 5am. Another bomb found near the scene failed to explode.

South African car number plates were found in the wreckage of the vehicle, which was destroyed in the blasts which also partially destroyed two apartment blocks, the officials added.

The explosions left a deep crater in the road.

The officials said they were examining the unexploded bomb, which was apparently timed to go off with the other two.

Mozambique blamed the rebel Mozambican National Resistance (MNR) for the explosions. — Sapa-Renter.

Appeal on stayaways

22/4/86 (134) BUS DAY

THE Johannesburg Chamber of Commerce has appealed to employers not to victimise workers forced to stay away from work on May 1 (May Day) or June 16 (Soweto Day).

Where all other avenues of negotiation have failed and the position looks bleak, we appeal to commerce not to be party to any form of victimisation of individuals," a spokesman said.

He said some companies had already had talks with union officials and managed to swap another holiday for May 1, thus obviating the necessity of applying the "no work, no pay" rule.

But employers must be careful about allowing employees to work time in. They could well set a precedent.

MICK COLLINS

A spokesman for Assocom said it had advised employers that if negotiation with the workforce had not been successful they should stick to the "no work, no pay" dictum.

"Most employers appear to have already resigned themselves to the stayaway but are not prepared to condone it.

"But they can't condone the workforce just taking its own public holidays."

The Transvaal Chamber of Industries said the prospects for a stayaway seem very real.

"The general attitude of organised industry is well known, namely "no work, no pay", but this attitude is not binding and employers are free to negotiate."

SAP imposes news ban

POLICE Commissioner Johann Coetzee has barred the Cape Times from speaking to police liaison officers and is backing out SAP news to the paper.

The ban applies only to that newspaper. It follows a Newspaper Press Union (NPU) appeal, on behalf of Cape Times editor Anthony Heard, against the barring of crime

Own Correspondent

Reporter Chris Bateman from the daily police crime conference for the media.

Bateman was barred from the conference after reporting on a shoot-out in which three alleged guerrillas were killed in Gugulethu, near Cape Town, on March 3.

Time off for May Day ^{Cape Town} _{23/4/66} stayaway

Staff Reporter

BUSINESS organizations are adopting an attitude of qualified sympathy to worker plans to observe Labour Day on May 1

The latest Cape Town Chamber of Commerce bulletin advises employers to treat "sympathetically" requests for time off to observe May Day. However, time off should be given on the basis of "no work — no pay — no disciplinary action"

The bulletin says the chamber supports a review of public holidays to allow the inclusion of a holiday acceptable to organized labour. But if May Day becomes a holiday, an existing holiday should be abolished "so that the total number of public holidays during the year would not be increased"

The director of the Cape Chamber of Industries, Mr Colin McCarthy, said "where there have been no preliminary negotiations between labour and management, our policy remains one of no work, no pay"

Swopped

In Johannesburg, the local Chamber of Commerce has appealed to employers not to victimize workers forced to stay away from work on both May Day and June 16

A spokesman said some companies had already had talks with union officials and had swopped another holiday for May 1

An Assocom spokesman said they had advised employers that where there had been no prior negotiation with workers, they should stick to a policy of "no work, no pay"

The Transvaal Chamber of Industries, noting that a May Day stayaway seemed likely, supported the "general attitude of organized industry" which was "no work, no pay"

CPAC TIRIBS 23/4/86

Job opportunities needed Relly

JOHANNESBURG — It is in the workplace that the multiracial reality of SA has become tangibly evident — and it is here that a productive and equitable post-apartheid society is being forged.

This is the view of Anglo American Corporation's chairman, Gavin Relly, who addressed the official opening of the 55th Annual Conference of the Artisan Staff Association in East London yesterday.

Pleading for the power of free market enterprise to take over, Mr Relly also stressed the importance of SA having strong and powerful

trade union leadership rather than a weak and vacillating union decision-making process.

"The remarkable changes already achieved in labour relations lead me to believe that it is the most vital and promising laboratory for the future.

"For it is here, where different groups of South Africans are discovering their interdependence, as well as learning the skills of constructive conflict resolution."

He said the freeing of SA society — both politically and economically — would go a long way to providing job opportunities for the country's burgeoning population.

"Between 1974 and 1984 the American economy created 24m jobs, while Europe lost 3m. America reduced controls while Europe, by and large, did not."

Opportunities

He said the only way in which SA could hope to provide sufficient opportunities for the 80 000 black matriculants entering the job market annually was to open the political and economic system — to allow the invisible hand of the free market to operate.

Relly said it was vital that continued efforts be made to train all black South Africans, so that the country would need to rely less on expatriate skills, referring to migratory labour from SA's neighbouring countries. — Sapa



Dr P R Morkel, executive vice-chairman of Volkskas Ltd, has been elected president of the Clearing Bankers' Association of SA.

BAWU BRACED FOR BIG INDABA

THE Black Allied Workers' Union is to hold its annual congress in Durban this weekend.

Delegates will converge on the coastal town in the wake of rumours of a breakaway from the group by affiliates in the Natal region

There has been specu-

lation that some Bawu unions would soon be joining the United Workers' union of South Africa (Uwusa), a new union formed by Inkatha

The two-day meeting, which takes place at

the Durban's YMCA, will also elect a new Bawu national executive council

- Uwusa is to be launched at Kings Park Stadium, Durban on May Day

The union is on record for saying that affiliates from existing groupings have expressed intention of joining it

Uwusa officials have declined to name the breakaway unions, saying there will be "surprise faces" at the Kings Park launch

The meeting will be addressed by the Inkatha president, Chief Mangosuthu Buthelezi

The Council of Unions of South Africa and the Azanian Confederation of Trade Unions will meet in Johannesburg on Sunday to discuss various issues, including the possibility of a merger. The meeting starts at Lekoton House at 10 am

Postal chief gives go-ahead for black workers' union

STAR 24/4/86 134

The Department of Posts and Telecommunications has agreed, in principle, to the formation of a black workers' association, a spokesman for the post office workers said yesterday

This emerged after a meeting held at the weekend between the Postmaster-General, Mr Johan de Villiers, and worker representatives in Pretoria.

Mr Vusi Khumalo, a spokesman for the workers, said formation of the association was subject to the following conditions.

- That the workers must submit a draft constitution,
- Executive members must be

democratically elected. On parity for workers, Mr Khumalo said Mr de Villiers had defined that as meaning "equal pay for equal qualifications and job opportunities"

He said the Postmaster-General explained that parity on the technical side existed from the rank of technician and senior telecommunications electrician upwards

On the postal side, it started from postmasters, from grades four to one, in that order.

"With regard to the ranks that have not yet received parity, Mr de Villiers said parity will be realised possibly with the next general salary reviews"

Trade union membership up — report

Labour Reporter

TRADE union membership increased significantly in 1985, the largest increase being among black workers in unregistered unions, according to the annual report of the Department of Manpower.



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At the end of the year there were nearly two million union members — an estimated 600 000 in 68 unregistered unions — comprising about 20 per cent of the economically active population

The department also noted an increase in the number of trade unions making use of the dispute-settling machinery provided under the Labour Relations Act

There was a decrease in the number of strikes in 1985 but it was not possible to say whether this was due to unemployment, though this may have had an inhibiting effect on the lengths to which workers in industries other than mining were prepared to go to settle disputes

R8-million wages lost

More employees were involved, mainly because of the number of workers in the mining industry who took part in strikes

The report said 239 816 workers had been involved in strikes and work-stoppages last year and 678 274 work days and an estimated R8-million in wages had been lost

The average number of employees in each strike increased from 388 in 1984 to 616 in 1985. There were 40 strikes involving more than 1 000 workers in 1985 compared to 26 the previous year

Manufacturing

Half the strikes lasted a day or less, while only 1,5 percent lasted longer than 14 days

The greatest number of strikes occurred in the manufacturing sector (232) and only two in the electricity-supply sector

Figures indicated that wages and allied matters were still the most important causes of strikes and work-stoppages, while disciplinary measures by employers were also a significant factor

More than 200 000 jobs were lost in 1985 but, according to a survey among employers, the job creation programme started by the department was well received and helped to stem unrest

STAR 25/4/86

More groups back union stayaway call

134

By Mike Siluma

More organisations, including teachers' groups, have voiced their support of union calls for the observance of May Day by staying away from work

Yesterday the National Education Union, of South Africa (Neusa) called on all teachers to heed the May Day call. It said the day was of great significance to all workers, including education workers, and especially teachers.

A Neusa spokesman said the decision to observe May Day was taken unanimously at a meeting of Soweto teachers at the Funda Centre recently. Teachers had agreed to heed a Congress of South African Trade Unions' stayaway call.

And the African Teachers' Association of SA (Atasa) has urged black teachers countrywide to stay away from school on May 1 in solidarity with unions and workers, reports Sapa.

A group of ministers, The Interest Group on the Theology of Work, has also issued pamphlets calling on "fellow Christian workers" to celebrate May Day.

NF will not call boycott

The socialist-oriented National Forum (NF) has said it supports calls for a stayaway by workers on May 1, but will not initiate a boycott.

NF secretary Mr Lusiba Ntloko said that from May 1 to May 4 "constituent organisations will embark on a campaign to strengthen organisations of the people".

NF convener Mr Saths Cooper said: "We're not calling for a boycott. But if it happens to be a desire of groups we will let them go ahead."

Buses to run on May Day

By Sheryl Raine

Calling for "an end to the unjust distribution of wealth and power", it said it supported "workers taking part in the struggle for their rights".

Among major union groupings which have called for the recognition of May 1 as a holiday are the 650 000-strong Cosatu, the Council of Unions of South Africa and the Azanian Confederation of Trade Unions.

The National Education Crisis Committee and student groups such as the Transvaal Students' Congress have also backed the call.

Putco has announced it will try to offer its usual service to commuters on May 1.

All major black trade unions have declared the day a workers' holiday and it is believed a million black workers could take the day off work.

Putco will adopt a policy of "no work, no pay" towards employees who do not report for work on May Day. A Putco spokesman said the company would act sympathetically towards employees who did not arrive for work.

CLAIRE PICKARD-CAMBRIDGE

THE Department of Manpower believes the question of granting May Day as a holiday to workers is a domestic matter subject to collective bargaining between employers and employees.

Any requests for May Day to be declared an official holiday will be referred to Home Affairs Minister Stoffel Botha to consider in terms of the Public Holiday Act, says Manpower Director-General Piet van der Merwe.

Van der Merwe was responding to news that some employer bodies planned to ask government to restructure public holiday arrangements with a view to making May Day an official holiday.

The Steel and Engineering Industries Federation of SA (Seifsa) — which consists of about 9 000 employers — feels May Day should be declared a holiday in exchange for another public holiday. It intends requesting government to appoint a commission of inquiry into the matter.

134 RUSDA
25/4/87

Bosses and unions told to talk on May Day

But many trade unions on the metal industrial council oppose this move, because they want May 1 as an additional holiday and believe the matter could be settled more rapidly between unions and companies concerned.

Sources report that if the commission of inquiry has not been appointed by August, Seifsa will negotiate May Day with employees. If it is appointed, but has not reported satisfactorily by January, then Seifsa has undertaken to negotiate May Day in February 1987.

Another influential employer body, the Federated Chamber of Industries (FCI), has called for an official body, representative of all interested parties, to investigate the possible rescheduling of SA's statutory public holidays.

A Home Affairs Department spokesman says the Minister has not yet received official requests for May Day to be declared a holiday.

Meanwhile the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu) will be holding joint May Day rallies in 17 areas across SA.

The Congress of SA Trade Unions (Cosatu) is planning to hold its own rallies in all major centres.

□ The second round of tough annual wage negotiations affecting about 350 000 employees in the metal and engineering industry begin in Germiston today.

The metal industrial council is the biggest collective bargaining forum in the country, with employer body Seifsa facing 15 unions.

APR 26/4/86

call for world's workers to unite

There have been increasing demands for May Day to be a paid holiday in South Africa. In this article the LABOUR MONITORING GROUP traces the history of May 1 celebrations and what the day means to workers in South Africa and the world over.

tests against political repression

In South Africa May Day was first celebrated in 1904 by skilled white workers. In the 1920s, as black workers began to organise trade unions, they too celebrated May Day. During the 1930s and 1940s white and black workers often came together for May Day rallies and demonstrations, as in 1931 when thousands of unemployed whites and blacks marched on the Carlton Hotel and the Rand Club to demand work. 1950 marks the peak of May Day activity, hitherto, in South Africa. Thousands of workers answered the call from the Communist Party and sections of the African National Congress to stay away on May 1 as a demonstration of opposition to racism and repressive legislation.

In the 1930s and '40s some unions — such as the Garment Workers' Union under Solly Sachs — had managed to gain a paid holiday on May Day as part of their Industrial Council agreement. In 1961 the Government acted to bring this practice to an end.

Twenty years later, in 1982, the new black unions, once again, celebrated May Day. In 1984 and 1985 May Day rallies were organised in all the main centres. In 1985 a Transvaal May Day Com-

mittee was set up and brought together workers of all federations and opinions. This year at least 20 May Day rallies are planned.

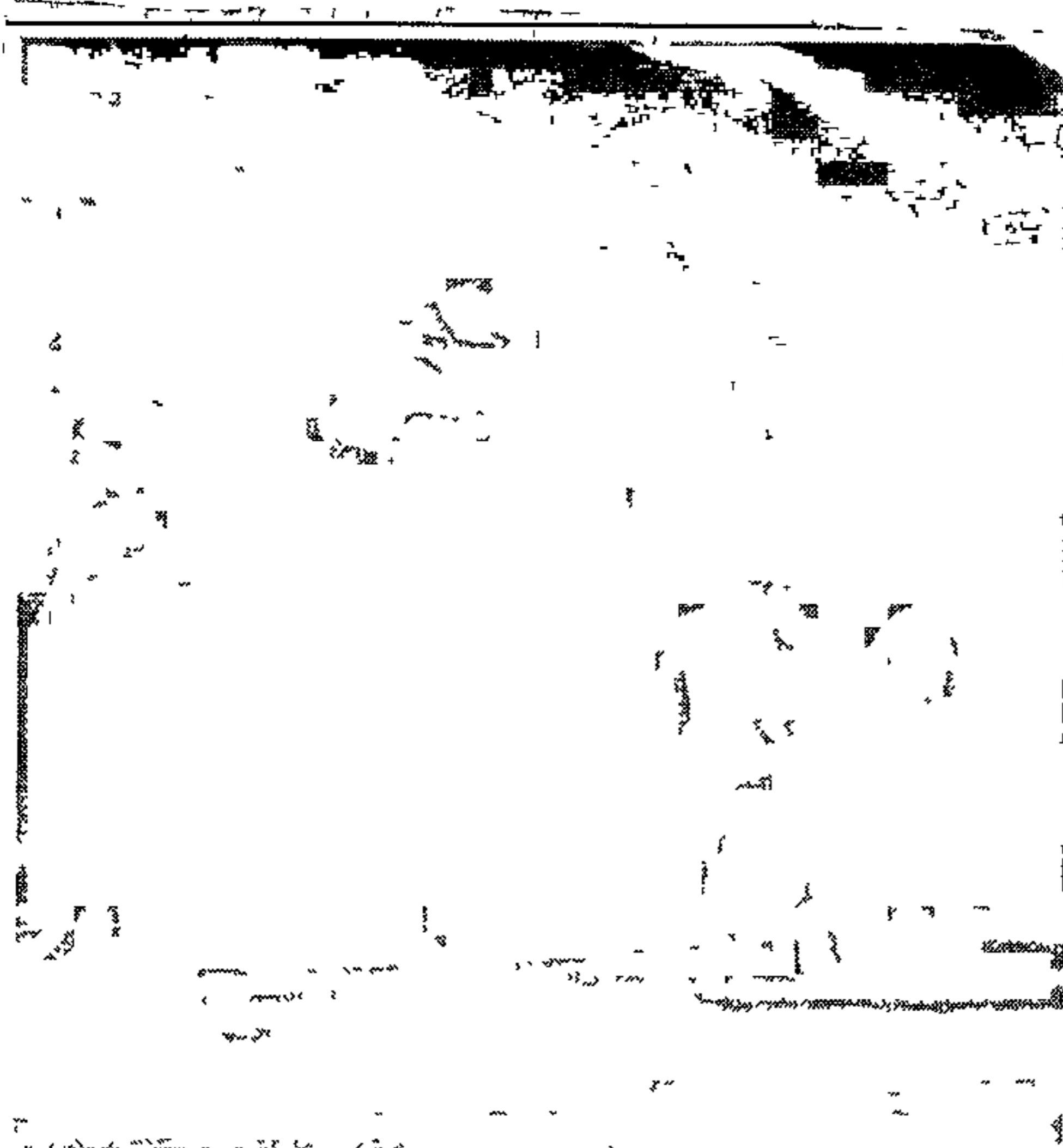
May Day, above all else, is meant as a tribute to the value of labour, to those who physically produce the wealth and keep the community fed and sheltered. May 1 is also a day when working people voice their demands for improved conditions — shorter hours, a living wage and so on.

May Day also symbolises internationalism and the need for workers in all countries to give solidarity to each other's struggles.

To describe the symbolism of May Day is to explain why May Day is also a hotly contested political issue. In espousing the cause of the workers, the poor, the oppressed and exploited the May Day call also challenges privilege, entrenched interests and unrepresentative regimes.

With this in mind therefore it is not surprising to find that this year the call to observe May Day extends beyond the trade unions. The National Education Crisis Committee at this meeting in Durban called for a May Day stayaway. It is therefore expected that students and youth will play a role alongside workers in May Day 1986. In their turn unions have pledged their support to the stayaway planned around June 16-18.

It seems that the Government and employers are now reviewing the whole area of paid public holidays. Put simply, the paid public holidays commemorated at present (Republic Day and Kruger Day for example) do not have the approval of most of the population.



A policeman disperses a group in Newlands, Johannesburg, after the government banned all May Day celebrations in 1940.

May Day ⁽¹³⁴⁾ a ST

While the citizens of Johannesburg (the whites at least) celebrate the city's centenary, for the rest of the world and for millions of workers 1986 marks the 100th anniversary of May Day. This year all the signs are that here in South Africa thousands of workers will celebrate May Day with or without the consent of their employers. Last year, for the first time in recent history, a handful of unions won May Day as a paid holiday in agreements with individual employers. The number of such agreements is growing. The demand for May Day as a paid holiday also features in this year's wage talks with the Chamber of Mines and the Steel and Engineering Industries Employers Federation of South Africa. Indeed SEIFSA is recommending to the Government that May Day be a public holiday.

It is ironic that although May Day is now a state holiday throughout the communist world, its origins lie in that most capitalist of nations. In 1886 American workers stopped work on May 1 in support of the demand for an eight-hour day (One hundred years later the unions in South Africa still have to campaign for a 40-hour week?) The idea of an annual workers' day on May 1 then, actually predates the Russian Revolution by nearly 30 years. May Day first became an international event in 1890 due to the efforts of European socialists. Even today May Day is a paid public holiday in many capitalist European countries.

In the 20th century May Day has come to be celebrated throughout the world in a variety of differing circumstances such as pro-

STAR

May Day deal makes history

CMT-71115 26/4/86 (134)

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

50 000 TEACHERS SAY: WE'RE TAKING MAY DAY

By MONO BADELA

THE 54 000-strong African Teachers' Association of South Africa - in its most radical move to date - this week decided to observe May Day by staying away from school

Atasa - for many years regarded as a "close ally" of the Department of Education and Training - called on all its teachers to observe May Day

"We've decided to throw our full weight behind the call for a complete workers' stayaway on May 1.

"We therefore call on all black teachers to stay away from school on that day."

Atasa secretary-general HH Dlamlenze said in a statement

Dlamlenze said teachers countrywide will stay away in solidarity with the workers throughout the country and in spirit with the resolution taken at the National Education Crisis Committee conference in Durban last month

Atasa, especially Dlamlenze, also played an important part in setting up the Wits Education Conference last year

● The NECC conference earlier called for a national stayaway to mark Mayday and for stayaways on June 16, 17 and 18 to mark the tenth anniversary of the Soweto uprising

● The Transvaal Students' Congress - unaware of Atasa's decision - said. "As students we feel we have a role to support the workers' struggle."

"The week of April 28 to May 2 has been declared a Trasco educational week. Rallies organised by school SRCs will be called and trade unionists will address students on trade unionism and the significance of May Day"

28/4/76 BUDDH (134)

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 Kemp-ton 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"

28/4/80 017 (134)

May Day may be holiday

REPORTS that government may be prepared to declare a Labour Day holiday on May 1 coincide with growing support among employers for a commission of inquiry into SA holiday structures.

De Beers Consolidated Mines announced on Friday that it would issue a joint recommendation with the National Union of Mineworkers' (NUM) for a commission of inquiry into holidays.

The Federated Chamber of Industries and the Steel and Engineering Industries Federation of SA also recently announced they would request a commission.

CLAIRE PICKARD-CAMBRIDGE

De Beers joins an increasing number of employers who have granted union members a holiday or time off on May 1. Judgment is expected in the Rand Supreme Court on Monday on a Chamber of Mines application for an order to prevent the NUM from organising a stayaway on May 1. The chamber has also applied for the court to set aside a conciliation board, established to deal with the May Day dispute, on the grounds that the board's terms of reference are unacceptable.

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

134
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

BU DAY
29/4/86
● To Page 2

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.

BU DAY
29/4/86
● From Page 1
"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.

NUM to make May Day call

Own Correspondent

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STAR

May 1: Govt 'wasn't asked'

By David Braun
Political Correspondent

134



CAPE TOWN - Home Affairs Minister Mr Stoffel Botha has not had any formal approaches for May 1 to be declared a public holiday, his office said yesterday.

This was in reaction to reports that momentum is building for a national day to be declared

A number of trade unions have been negotiating with employers at least to arrange for the day to be taken off by workers as unpaid leave

The Labour Party in the House of Representatives recently pressed for December 1 to be named as a public holiday to commemorate the emancipation of slaves

There has also been much controversy over the continued observance of December 16, the Day of the Vow, as a public holiday

It is believed to be unlikely that public holidays would be rescheduled until the various groups in the country got round to the details during constitutional negotiations

● See Page 17.

un International

SATS wants Wiehahn to head labour

CAT TRIPS 29/1/86 134



By BARRY STREK
Political Staff

PROFESSOR Nic Wiehahn, the architect of the government's labour reforms, has been asked to head an inquiry into labour practices in the South African Transport Services.

This was announced last night by the Minister of Transport Affairs, Mr Hendrik Schoeman. He said talks were un-

der way with Professor Wiehahn to head a three-man committee urgently to investigate negotiating forums for the SATS unions.

The investigation had been instituted because SATS valued the activities of the unions and there had been requests for a well-structured negotiation forum, Mr Schoeman said.

The new Wiehahn inquiry could open the way

for new reforms for unions in the public service, particularly in parastatal organizations, such as SATS.

Until now, the government has resisted any involvement by the emerging black trade unions in parastatal organizations, although union involvement in government-controlled industries is common practice in Western countries.

In the past the SATS

position, that it would negotiate only with officially recognized staff associations, has led to conflict with unions, particularly in the steredoring industry.

But Mr Schoeman's announcement last night and his strong defence of unions could pave the way for a new approach in government-controlled enterprises.

Mr Schoeman, who was speaking at the opening

The unions today had a tough negotiator — not a 'sweetheart' union."

Mr Schoeman said if a union did not have these attributes it could be a danger to its members, because it would not have credibility among them and the authorities with whom it negotiated.

"The frustration of such a situation often leads to the seeking of other aims and personal goals rather than the purpose for which unions were originally

established."

Mr Schoeman said 12 650 train windows had been smashed by stones during unrest between January 1985 and April 1986.

He said about 8 800 of these had been repaired at a cost of R600 000.

"It is generally known that the riots were communistically inspired and that radical elements exploited the situation," Mr Schoeman said.

of the Federal Council of Personnel Associations of SATS, said he could give the assurance that he was as keen as the unions to hear what the findings of the committee would be.

"We all accept that there must be a strong union and a good negotiator and that it must go to its members with good results," he said, according to a copy of his speech which was released in Cape Town.

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NUM
M-761529/486
to make
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SOWETAN

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MAY DAY

SOWETAN

HUNDREDS of thousands of workers throughout South Africa will observe the 100th anniversary of May Day tomorrow.

Massive rallies have been planned to take place at various centres throughout the country. They have been organised by the Congress of South African Trade Unions (Cosatu), Council of Unions of South Africa (Cusa), Azanian Confederation of Trade Unions (Azactu) and the United Workers' Union of South Africa (Uwusa).

Organised commerce and industry have appealed to employers not to victimise workers forced to stay away from work tomorrow.

A spokesman for Assocom, Mr Michael Brett, said his organisation has advised employers that if negotiations with the workforce for a May Day holiday had not been successful, employers should stick to the "no work no pay" dictum.

The National Federation of African Chamber of Commerce (Nafcoc) said its stand is that black business people should allow their workers to honour May Day and not penalise them in any way.

The South African Police said they would do everything possible to ensure the safety of people wishing to go to work tomorrow. In a statement the SAP Directorate for Police Relations said security

forces would take strong action against intimidators if it was found that they were preventing people from going to work.

The African Teachers Association of South Africa (Atasa) called on all black teachers to stay away from work tomorrow.

Police

But the public relations officer of the Department of Education and Training, Mr Peter Mundell, said schools will be open because many pupils were behind with their work. Teachers, he said, would make personal choices of either staying away or going to work.

Soweto businessmen will close their shops tomorrow to allow their workers to commemorate May Day, Mr Syd-



UNIONIST Nefolovhodwe will address May Day meetings

By **LANGA SKOSANA**

ney Mahlangu, secretary of the Soweto Chamber of Commerce and Industries, said last night.

The marketing director of Jazz Stores, Mr Mark Lambert, yesterday announced that the stores will close on May Day and on June 16 "out of respect for what these days mean to many South Africans".

He said "We decided to close our 26 outlets and the 11 Checkers stores, which are now part of our group on these days as a mark of respect towards our customers and in recognition of what these days mean to many South Africans".

Services

The Western Cape Traders Association and the Muslim Meat Traders have called on other traders to close their businesses between

1pm and 4pm in solidarity with the international workers day tomorrow.

May Day rallies will be held at the following places, starting at 9am (other times in brackets): Orlando Stadium, Soweto, Mamelodi Stadium, Pretoria, Witbank, Secunda, Durban's Curnes Fountain, Ladysmith, Bloemfontein, Port Elizabeth, East London, Mitchell's Plain in Cape Town.

Barbacoek Stadium, Port Elizabeth, Thakalou Hall, Danielskull (10am), Sharpeville Hall, Vereeniging Catholic Church, Ika gong Medunsa Hall, Pretoria Catholic Church, Jouberton Cusa Hall, Mantsburg Himalaya Hotel, Durban, Matole Cinema Tembisa Catholic Church, Lebowakgomo (May 3 10am), Regina Mundi, Soweto, Anglican Church.

Mohlakeng Presbyterian Church, Daveyton Vostoo Stadium, Vosloorus, Namakgale Stadium Phalaborwa Kagiso Hall, Kagiso, Presbyterian Church Zamdela, Boipatong Hall, Boipatong, and the Johannesburg offices of Cusa. There will also be rallies at Langa Hall, Cape Town and Kings Park Stadium Durban.

May 1 is observed as a workers' holiday in many countries throughout the world. On that day in 1886 in Chicago, United States, 11 people were killed during a mass demonstration when workers took to the streets demanding an eight-hour day. From that day May 1 has been commemorated as Labour Day.

• See Page 17

NO SOWETAN TOMORROW

THERE will be no edition of the Sowetan tomorrow, May Day.

However, a special team of reporters will report on May Day rallies around the country, and the Sowetan will be on sale as usual on Friday.

Union threat to big chain

— Page 3

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SUNLORD

Boycott at Turf

UNIVERSITY of the North students yesterday started a week-long boycott of lectures to mourn the death in police custody of United Democratic Front leader Mr Peter Nchabeleng.

The boycott, which will also form part of the countrywide May Day activities, followed a mass meeting on campus on Monday night.

Mr Nchabeleng (68) was the president of the Northern Transvaal region of the UDF. He is to be buried at Ga-Nchabeleng on Saturday.

By **MATHATHA YSEU**

campus. Students are due to return to classes on Monday.

Meanwhile as Sekhukhuni land prepares for the Nchabeleng funeral, reports from the area said a heavy build-up of security forces was evident.

Mr Nchabeleng was detained by police on April 11 and died under mysterious circumstances less than 24 hours later. Police have said he died of "a suspected heart attack". But the family disputes this.

A university spokesman, Mr Frans Swart, told the Sowetan yesterday that he did not know the reason for the boycott nor its intended duration. He said a statement would be issued later.

The campus was quiet early yesterday and no students were seen going to lectures. Student sources said the mass meeting had resolved that all students attend the funeral of Mr Nchabeleng and that May Day should be honoured. They also discussed the expulsion of pregnant students from the university.

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May Day celebrations likely to mirror deep divisions in SA

By Sheryl Rame

Like many facets of life in South Africa, tomorrow's May Day celebrations are likely to reflect the deep divisions which exist in the country

White employees at many companies are gearing up for a mass "holding" operation in anticipation of the stayaway

Managing directors could find themselves driving trucks Depot managers could spend the day off-loading supplies and secretaries may have to roll up their sleeves in the staff canteen

Only time will tell just how well-supported this year's call for a stayaway will be, but there are clear indications that the stayaway, like so much else in South Africa, is likely to be a racially segregated affair

This year the vast majority of those who take the day off is likely to be black. For many white workers, May Day still lacks significance and May 1 will be just another day at the office

Apart from racial divisions, May Day will also reflect the divisions which exist between workers in South Africa

In Natal, Chief Mangosuthu Buthelezi will launch the anti-socialist, pro-investment United Workers Union of South Africa at a mass rally at the Kings Park Stadium in Durban

The Congress of SA Trade Unions (Cosatu) will hold a number of rallies around the country The Council of Unions of SA and the Azanian Confederation of Trade Unions will be celebrating the day at separate rallies

Other union groups like the Trade Union Council of SA (Tucsa) and the Council of Mining Unions, are opposed to a

May 1 holiday Both favour a labour holiday, but not on May 1 which, they say, has "negative" connotations

Tucsa wants January 2 declared a workers' holiday Tucsa said yesterday it "deplored the efforts of various factions attempting to turn May 1 into a political issue and the threatened violence to and intimidating of workers to observe this day"

This year the call to celebrate the traditional workers' holiday went out not only to workers, but also to black school children and university students

The traditionally conservative African Teachers' Association of SA backed the call and has asked black teachers to observe May 1

NO WORK, NO PAY

Among the employers which have granted paid May Day holidays are Rustenburg Platinum Mines (JCI), De Beers Consolidated Mines Ltd, Chesebrough-Ponds, Gillette SA Ltd, Pilkington Glass, several subsidiaries of the Premier group, Anglo American Property Services and BTR Sarmcol

Many others have given workers paid time off to attend rallies Among these Sasol, whose management style has traditionally been regarded as conservative, has agreed to give day-shift workers at three concerns the afternoon off to attend a rally in Secunda

By far the vast majority of employers, including the Chamber of Mines, has adopted a "no work, no pay" policy Employer bodies which are under pressure from emergent unions, like the Federated Chamber of Industries and the Steel Engineering Industries Federation, have re-

SPAR 30/4/86
requested an official investigation into public holidays

Wage negotiations this year have been peppered with demands for a holiday on May 1 Two years ago, the matter was a low-priority item included on union agendas, but not an issue which kept employers awake

A lot has happened in the past two years to change that

The recent consolidation of emergent trade union federations has contributed significantly to the spirited battle for a May 1 holiday

Political developments and ongoing unrest in the black townships have added other dimensions to the May Day fight

Cosatu has suggested trading certain "racist" public holidays, (and it names Kruger Day, Day of the Covenant, Republic Day and Founders Day), for May 1 and June 16

One industry which could be more affected by the May Day stayaway than most, is the mining industry

The National Union of Mineworkers (NUM), which claims a total membership of more than 200 000, has obtained from the Supreme Court the right to stage a legal May Day strike on certain gold and coal mines

The union says members will stay away from 20 gold mines, 13 coal mines and 10 other establishments It remains to be seen how many other black mineworkers will support the strike

The Council of Mining Unions, to which eight skilled unions in the mining industry are affiliated, has told the Chamber its members will no longer do the work of striking black mineworkers under any circumstances.

Many to observe May Day

By TONY WEAVER

THOUSANDS of workers will stay away from work tomorrow to commemorate May 1 as Labour Day — the 100th anniversary of the day recognized by millions of workers worldwide as “workers day”.

At least 35 000 workers in more than 120 Western Cape factories will stay away, it was confirmed.

The vast majority of employers are adopting a “no work, no pay, no victimization” attitude to their workers taking the day off, but some have agreed to pay full wages for the day — with an isolated few agreeing to swop Labour Day (also called May Day) for other public holidays like Republic Day.

Unions involved nationally in the May Day commemorations are members of the Congress of South African Trade Unions, Cosatu, the Council of Unions of South Africa, Cusa, and the Azanian Congress of Trade Unions, Azactu

All have called for May 1 to be recognized as an official, paid public holiday in South Africa

‘Concern over political issue’

But the conservative Trade Union Council of South Africa (Tucsa) said yesterday it was “deeply concerned” about developments related to May Day and at attempts to turn the day into a “political issue”

In Durban Chief Mangosuthu Buthelezi’s Inkatha movement will launch the United Workers’ Union of South Africa, Uwusa

Uwusa’s stated philosophy is pro-capitalist, anti-disinvestment and sharply antagonistic to both Cosatu and the UDF. There have been bloody clashes between members of the movements.

In Cape Town, staff at the universities of the Western Cape and Cape Town have been given paid leave, and the Cape Town City Council’s approximately 11 000 workers have been told they can take a day’s paid leave

‘Wear May Day badges’

In the Cape, trade unions have specifically asked their members employed in essential services — hospital, ambulance, fire brigade and traffic services — to report for work, but have asked members to wear badges identifying themselves with the demands for May 1 to be a holiday

The Domestic Workers’ Association has called on all employers of domestic servants to recognize Thursday as a paid holiday, and this has been echoed by related domestic workers’ unions nationally, representing over 20 000 workers.

The Western Cape Traders’ Association and the Chamber of Muslim Meat Traders both said yesterday they had asked members to close their stores between 1pm and 3pm tomorrow in commemoration of Labour Day

President P.W. Botha

CAPL Times 30/4/86

134

Three all-race SATS unions

Political Staff

HOUSE OF ASSEMBLY

— The Minister of Transport, Mr Hendrik Schoeman, said yesterday that three of the eleven registered trade unions in the South African Transport Services (SATS) represented all racial groups.

Mr Schoeman, who announced early this week that an inquiry into labour practices in SATS, possibly headed by Professor Nic Wiehahn, would be held, said four of the unions represented whites only.

He said two other unions represented coloureds only, one union Indians only and one blacks only.

These trade unions re-

presented 221 000 SATS employees of all race groups

"These trade unions are autonomous bodies and are registered in accordance with the Labour Relations Act," Mr Schoeman said in reply to a question tabled by Mr Mike Tarr (PFP Maritzburg South).

He said there were 101 124 whites, 100 850 blacks, 17 204 coloureds and 1 889 Indians employed by SATS in March this year.

He told Mr John Malcomess (PFP Port Elizabeth Central) he had decided to appoint a committee to investigate pay representations by SATS unions.

Mass worker stayaway expected tomorrow

30/4/85 STAR
134

Many businesses could grind to a virtual standstill tomorrow, when it is estimated that up to 80 percent of the black workforce could heed calls for a national May Day work stoppage.

The Congress of SA Trade Unions (Cosatu) has appealed for "maximum unity and maximum discipline" from workers in the observance of May Day. It has called on employers, the Government and the security forces not to interfere with celebrations.

Although it is difficult to gauge in advance the exact extent of the stayaway, planned to mark the 100th anniversary of International Labour Day, many firms have indicated they are bracing themselves for mass absenteeism.

Estimates of potential production losses amount to millions of rands.

Worker rallies organised by Cosatu, the Council of Unions of SA and the Azanian Confederation of Trade Unions will take place in most major centres throughout the day.

WARNING TO HOUSEWIVES

Businesses on the Reef and in Natal expect to be most affected by the stayaway. Durban firms expect to be particularly hard hit because black workers have been asked by emergent union groups as well as Inkatha to attend rallies on May 1. Some Durban firms are predicting an 80 percent stayaway.

The Greater Soweto Chamber of Commerce

and Industries has resolved to close its businesses tomorrow. Supermarkets and grocery stores will open in the morning and close at 10.00 am. The United Democratic Front has also backed calls for a national stayaway.

Housewives have been warned to stock up on bread and milk because deliveries cannot be guaranteed tomorrow. Thousands of domestic workers are also expected to take the day off in response to calls by the SA Domestic Workers Union.

Hospitals on the Reef are not expected to be affected by the stayaway. Cosatu has appealed to youths, students and township "comrades" to protect health workers, doctors, nurses and other employees involved in emergency services. Health workers who have the care of patients at heart should go to work, but remember May Day, said Cosatu.

Black schools are expected to be empty. Many universities which serve the black and coloured communities will be closed for the day.

While employers, trade unions and industrial relations experts are predicting the biggest May Day stayaway in decades, police have warned that tough action will be taken against intimidators who try to prevent people from going to work.

Putco will try to provide its normal service to commuters, but will withdraw buses from the townships if there is violence.

● See Page 17.

Cape Times 30/4/80

May Day tensions

Own Correspondent in violent incidents

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.

● 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 Waddington 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.

Firms gear up for May Day

BUS DAY 30/4/86 (134)

COMMERCE and industry are preparing contingency plans for tomorrow, with almost the entire black trade union movement calling for a stayaway.

Bakeries, dairies and other businesses are trying to compensate for the expected disruption in deliveries and service by handling double quotas today.

Many major employers say they are sympathetic towards the May Day stayaway.

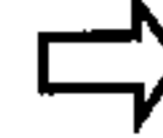
The Congress of SA Trade Unions, the Council of Unions of SA and the Azanian

BEULAH BROWN and
CLAIRE PICKARD-CAMBRIDGE

Congress of Trade Unions are the major federations calling for the stayaway. The more loosely knit International Metalworkers' Federation (IMF) expects many members to support the call.

The multiracial Trade Union Council of SA (Tucsa) and the white mining unions, on the other hand, are opposed to

● To Page 2



May Day contingency plans

the stayaway.

A spokesman for Albany Bakers said the firm would make double deliveries today to minimise disruption.

Sasko Millers said it would compensate for the stayaway by making as many flour deliveries as possible today.

Sats said it would make arrangements to transport those wishing to work.

A Premier Group bakery spokesman said: "Company policy is that if workers stay away, there is no pay — and no negotiations for working the lost day at a later date. But workers will be able to negotiate a later date of work to compensate for the May Day stayaway."

Dairy Belle in Pretoria yesterday issued a statement in which it advised consumers to build up milk supplies to last until Friday.

An Anglo American spokesman said they were reviewing the situation and, as previously in the event of intimidation, would be sympathetic to those prevented from attending work.

Jazz stores said it would close tomorrow and on June 16 "out of respect for what these days mean to many South Africans."

Director-General of Manpower Dr Piet van der Merwe said government had not yet received formal requests for a review of public holidays.

□ Winnie Mandela, wife of imprisoned ANC leader Nelson Mandela, is among people invited to address tomorrow's May Day rally at Currie's Fountain, Durban.

30/4/86
BUD DAY
← ● From Page 1 (134)

MAY DAY STAYAWAY

17665
1/5/86

134

Staff Reporters

HUNDREDS of thousands of black workers and schoolchildren today made the May Day stayaway one of the biggest in South Africa's history.

Cape Town, Johannesburg, Durban, Pretoria and smaller centres reported large-scale adherence to the stayaway calls by major emergent trade union groupings, educational and community organisations.

In Cape Town use of public transport, reported to be near normal early this morning, dropped heavily after daylight and many buses and trains were running almost empty.

From Nyanga, residents reported the stayaway as being "very effective".

They said buses were almost empty and taxis were not running.

A survey of industries in and around Cape Town showed that between 10 percent and 80 percent of their workforces were affected.

The call appeared to have been heeded mostly by black workers while industries employing coloured workers exclusively reported full or nearly full attendance.

Whites only

One construction company reported 60 out of 200 workers present and brick manufacturers said absenteeism ranged from negligible to about 50 percent.

Production at major industries in Port Elizabeth and Uitenhage ground to a halt as workers heeded the call.

At most factories only white employees arrived.

Volkswagen and Goodyear production lines were silent and no black municipal workers were at work.

Pretoria was reported to be "like a Sunday" with most workers staying at home.

No buses or taxis were running between townships and Pretoria. Shops were closed and stations were deserted as trains ran almost empty but keeping to schedule.

100 percent

There was a 100-percent stayaway in Mamelodi, with students and pupils also observing the call.

Countrywide, according to the Police Directorate of Public Relations in Pretoria, more than 140 incidents of violence were reported on the eve of May Day.

At least two people were killed and several others injured.

In the Peninsula at least four buses were stoned and on two occasions teargas was used to disperse crowds.

Three mineworkers were shot and slightly wounded by mine security officials during unrest at the Libanon gold mine in Westonaria west of Johannesburg early this morning as thousands of mineworkers began a legal strike to celebrate May Day.

Five mineworkers were detained at a mine in Carletonville, according to the National Union of Mineworkers (NUM).

2 000 at rally

More than 2 000 pupils from black and coloured schools yesterday attended a May Day rally in Guguletu in solidarity with the stayaway.

About 1 500 pupils were at a two-hour rally in Bonteheuwel.

Several rallies in Port Elizabeth and the Transvaal organised by the Congress of South African Trade Unions were banned late yesterday.

Thousands of workers and students were expected to attend eight Cosatu rallies in the Peninsula and other centres in the Western Province later today.

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NATIONAL/INTERNATIONAL

Trade unions give power to blacks — Buthelezi

The Argus Correspondent

DURBAN. — The formation of the United Workers Union of SA (Uwusa) and the celebration of May Day were extremely important events in the "liberation struggle" in South Africa, Inkatha leader Chief Mangosuthu Buthelezi said.

Addressing a May Day inauguration rally organised by Uwusa today, Chief Buthelezi said May Day had become a day on which people protested against oppression and deprivation throughout the world.

While blacks were still politically emasculated, their economic bargaining power had risen. This was largely due to unionisation.

Trade unions were, however, being exploited by "unscrupulous politicians" for their own ends, advocating socialism and sanctions contrary to the mandates they had been given by their members.

Referring to the Congress of South African Trade Unions (Cosatu), which has been involved in a bitter war of words with Inkatha over the formation of the new union, he said Uwusa had only been formed after disaffected members of Cosatu had approached him.

"They wanted to form their own union which would serve the interests of the workers and the poorest of the poor better than Cosatu."

With regard to Cosatu's pro-disinvestment stance, the Kwa-zulu Chief Minister said that most blacks would support disinvestment if it would topple the Government. But, he said, disinvestment would only result in an economic nosedive with the "oppressive" regime still intact.

Cape Times
May 15/86
Day
rallies
banned

Own Correspondent

JOHANNESBURG. —

Tension mounted in the Transvaal yesterday as a string of banning orders were placed on rallies which tens of thousands of workers were expected to attend to celebrate May Day

Lawyers also rushed to the Supreme Court in Pretoria and Port Elizabeth last night in a last-minute attempt to have banning orders on Congress of South African Trade Unions (Cosatu) rallies lifted

An attempt to have an order banning an Evander rally lifted was successful, although the meeting can go on only under certain restrictions

Mr Piroshaw Camay of the Council of Unions of SA (Cusa) said three joint Cusa-Azanian Congress of Trade Unions (Azactu) rallies were banned yesterday, although permission to hold them had already been granted.

The two federations are planning to hold these rallies at alternative indoor venues

Fears of a clash between Inkatha and Cosatu supporters are rife in Durban, where thousands of workers are expected to gather for opposing rallies

Mrs Winnie Mandela will be the main speaker at the Cosatu rally, while Inkatha leader Chief Mangosuthu Buthelezi will open the United Workers' Union of SA (Uwusa) rally

In the Western Cape, Cosatu will hold rallies at 1.30pm at the Bonteheuwel Civic Centre, the Bellville South Civic Centre and at the Zolani Centre in Nyanga East.

Massive May Day work stayaway

11/5/86 STAR

(134)

Hundreds of thousands of black workers and schoolchildren today heeded the call for a nationwide May Day stayaway, making it one of the biggest in the country's history

Only a trickle of black commuters was seen this morning in Johannesburg, Pretoria, Bloemfontein, Welkom and Durban. Bus stops, stations and taxi ranks were deserted.

Early today township streets in Soweto, the East Rand and Pretoria were empty apart from security force Casspirs and other armoured vehicles.

Businesses reported high absentee figures with some facing an almost 100 percent stayaway.

Three mineworkers were shot and slightly wounded by mine security men during unrest at the Libanon gold mine in Westonia early this morning as thousands of miners in the Transvaal began a legal work stoppage. Five mineworkers were detained at a mine in Carletonville, according to the National Union of Mineworkers (NUM).

Mr Marcel Golding, NUM's Press officer, said union officials were involved in a scuffle with police outside the union's Johannesburg offices early today. He said the police broke down the front door and called the fire brigade to remove a banner outside the building which proclaimed "May Day is Workers Day".

Police could not confirm the incident.

At 3.25 am today a train was set alight at Dube, Soweto. Two coaches were destroyed and overhead power cables damaged. During repairs a power mast was accidentally pulled down. Three of five lines were put out of action. Empty trains were pulled with diesel locomotives and power was restored.

Line blocked

Between Kwaifontein and Tembisa on the East Rand a line was blocked with rocks. Trains ran normally this morning but coaches were empty.

Puteco buses were not operating to Alexandra township near Sandton. It appeared that the township was blocked off.

In many Reef areas small groups of black workers walked to work or got lifts from white commuters.

Uniformed and plainclothes police were out in force keeping a close watch.

Hundreds of casual white employees, students and even school children are expected to stand in for black workers.

Although Transvaal Education Department (TED) policy does not allow children to leave school early, certain businessmen are believed to have approached some school principals to release children early.

Trade union groups, which were due to stage rallies in most major centres, reported that the use of several venues had been forbidden and some rallies banned at the last minute. Centres affected by bannings included Port Elizabeth, Vosloorus, Benoni and Tembisa.

Milk cart won't come round today

Milk and bread are available by calling customers only today, say dairies and bakeries.

Tiger Oats bakeries will have limited quantities of bread available today. Tomorrow's bread supplies are also likely to be affected.

A company spokesman, Mr Chris Walwyn, said its bakeries had been hit by stayaways and customers should expect late deliveries tomorrow.

A National Co-operative Dairies spokesman, Mr Kobus Maritz, reported an almost 100 percent stayaway at its Boksburg and Mayfair factories, involving about 1 700 workers.

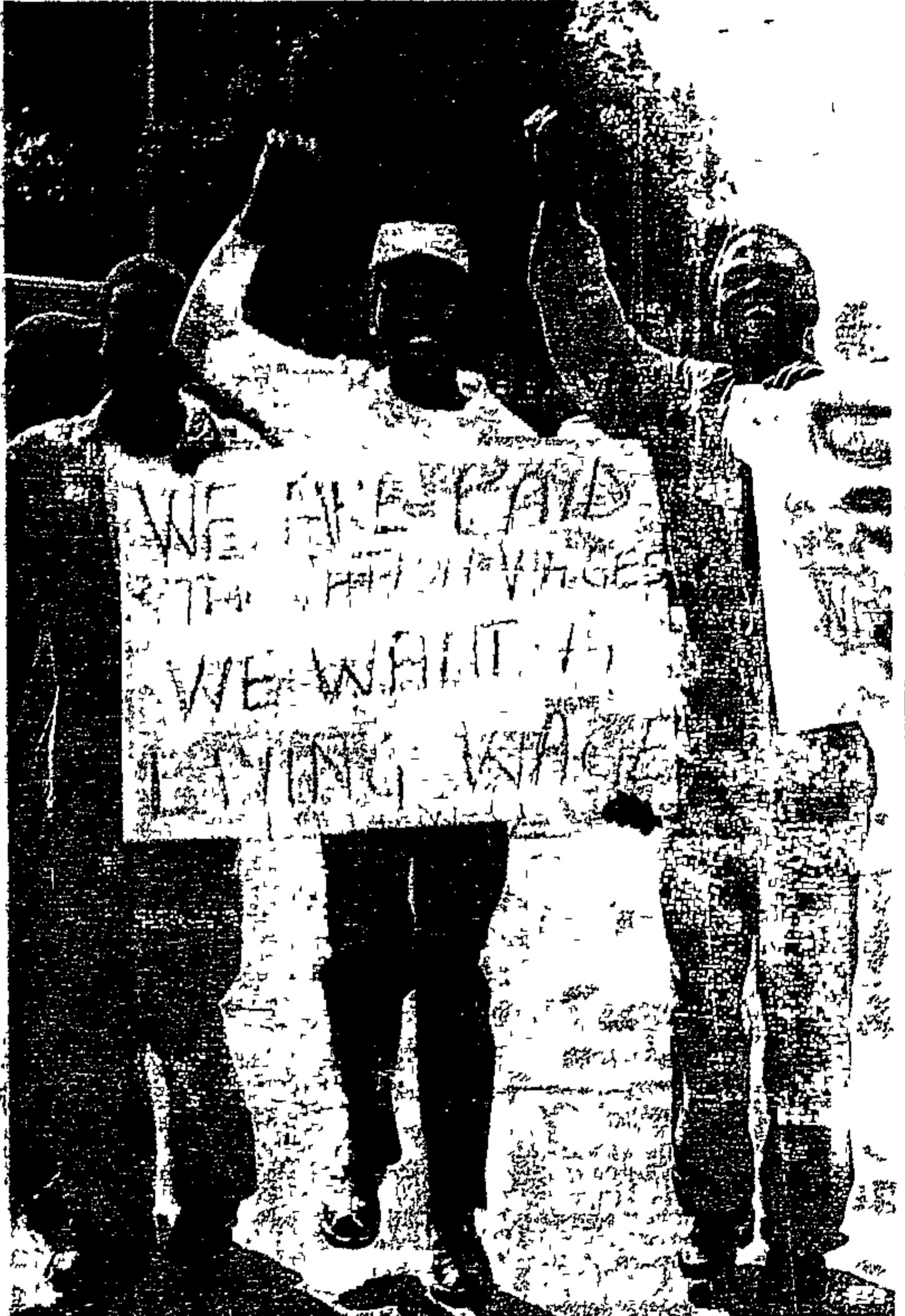
At its Carletonville factory only three out of 147 employees pitched up.

"We are maintaining emergency milk deliveries to hospitals, the larger supermarkets and institutions like old age homes," said Mr Maritz.

"We made as many double deliveries yesterday as possible and everybody should have a good supply of milk. But home deliveries are out of the question."

"People can obtain milk from the milk shops and depots."

Supermarkets made contingency plans to open today and are staffing their stores with casual labour, pensioners and relatives of staff members.



Members of the Metal and Allied Workers' Union (Mawu) demonstrated outside their employers' premises yesterday over the management's "no work no pay" decision on those who do not report for work today. They were also protesting against alleged exploitation and starvation wages.

● Picture by Herbert Mabuza

Cape Times 11/5/86

'Milestone' May Day meeting

By YAZEED FAKIER
Education Reporter

IN a massive show of solidarity, more than 2000 pupils from the black and coloured townships yesterday held a May Day mass rally in Guguletu to show support for workers "and unity among ourselves"

It is the first time that so many coloured pupils have gathered at a black township venue. The rally was hailed by SRC members as "a milestone for student organization in the Western Cape".

After the four-hour meeting pupils on their way home stoned a Casspir and police van parked on a field next to the Apostolic Church Hall where the meeting was held

Empty bus stoned

An empty City Tramways bus was also stoned in NY1 and police stepped up their patrol with five Casspirs, four Buffels and police vans, under the command of Major Dolf Odendaal, second-in-command of the Peninsula Reaction Unit.

Major Odendaal later asked a Cape Times team to leave the area because "we expect problems here"

Virtually all schools in the black townships were deserted as pupils streamed to the church hall from about 9am. They were joined by busloads of pupils from Belgravia and Rylands high schools and a delegation from Alexander Sinton in Athlone

SRC leaders of the schools present described the rally as "a significant success for the joining of forces of all black pupils"

● About 1500 pupils attended a two-hour rally at the Modderdam Senior Secondary School in Bonteheuwel and were addressed by Mr Trevor Baron, a member of the Bonteheuwel area committee of the UDF, and Clothing Workers' Union organizer Ms Shirley Gunn

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Arrests, Injuries in May Day rallies

Staff Reporters

AT LEAST 60 people were arrested and scores injured as troops and police broke up four Congress of South African Trade Unions May Day rallies throughout the Western Cape yesterday.

At least one man was seriously injured as running battles between police and residents continued in Nyanga yesterday to launch United Workers (UW) of South Africa (UWOSA), a new trade union linked to Inkatha.

through the back and "it was definitely live ammunition, not birdshot."

In Nyanga East, police and troops fired teargas at more than 2,000 people in the Zolani Centre. Scores were hurt when the crowd, including many children and pensioners, stampeded for three entrances.

The rally began at 1:30pm. Teargas was fired after a rock was thrown at a Casspir as about 150 youths marched up to a line of police and troops. The youths were given two minutes to disperse as security forces — who parted about 100m from the hall throughout the rally — knelt in a line in the road, aiming rifles, shotguns and teargas launchers at the crowd.

Most of the canisters appeared to be fired straight at the hall and several went over the roof and into the courtyard where about 1,000 older people were seated.

Panic ensued and a number of children and old people were trapped underfoot. Teargas was so thick it was impossible to see more than a few metres, and more than 50 people, mainly pensioners, slipped, falling and crying, retching and coughing for water.

Outside, people ran for safety, and in the rush, Ms Nonkululeko Mkebi, 35, of KTC, fell and broke her ankle.

The Western Cape branch of the National Medical and Dental Association last night criticized the police action, saying it was "highly irresponsible" to fire teargas at the hall as the use of teargas in confined spaces is extremely dangerous and inevitably resulted in stampeding and injuries.

In Mbekweni, at least 50 residents were arrested after police sealed off the township and then fired teargas to disperse groups of people they prevented from holding a mass rally at the township stadium.

A pall of tearsmoke hung over the township after police dispersed hundreds of people at the Mbekweni Baptist Church hall where a meeting report-back was held after the township meeting was held after tea. Pandemonium ensued as gas drifted into the hall and several people were injured by canisters.

A Cape Times newsman saw a large police truck holding 58 men, women and youths parked for several hours in the sun outside the Paarl police station yesterday afternoon.

Independent township sources claimed several van loads of people were ferried from the township earlier. They said well over 100 people were arrested, including two seven-year olds.

Ms Lizzie Phike, an executive member of Co-satu and national organizer for the Food and Canning Workers Union, was arrested at the Paarl police station after an altercation with police.

and troops in a convoy of seven Casspirs and Buffels and five patrol vans fired teargas canisters and rubber bullets.

About 4:30pm, soon after the end of the rally — attended by about 2,500 people, the security force convoy confronted a chanting group of about 200 when the group refused to disperse, police charged

and scattered them in all directions

Chaos ensued as people pelted police vehicles with rocks while police charged down side streets firing teargas and rubber bullets at hundreds of people on the streets. Police also fired over houses and shops in a running battle which lasted more than an hour.

Mr Rob Watson, a freelance journalist who was shot in the groin by a rubber bullet, said police "deliberately fired at me".

Freelance photographer Mr Dave Hartmann was arrested.

● In Bellville South, where more than 2,000 people attended a rally in the Civic Centre, police fired teargas canisters at workers waiting for home-bound buses after the meeting.

After police gave the crowd five minutes to disperse, the organizers of the meeting, including Cosatu office-bearer Mr Noel Williams, pleaded in vain with the police to allow the people to wait for their buses.

Police fired one canister, then chased people into the hall with sjamboks, and, according to people inside, "just laid into everyone".

● Soon after the incident, police confiscated Cape Times reporter Hilary Venables's notebook and said the Cape Times was "not allowed to report any police action whatsoever".

● A survey of Cape Town transport services, business organizations and chain stores showed that from 50 to 95 percent of African workers stayed away from work, while almost all workers from coloured areas reported for work.

A 134

From page 1

More than 50 police

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To page 2

Thousands flock to stadium for Cosatu May D.

Winnie flays the N

2/5/86. STAR (134)

By Mike Siluma

Mrs Winnie Mandela and Congress of South African Trade Unions (Cosatu) president, Mr Eljah 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 *mntwana* (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 Mazwi, 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.

Winnie tells rally she will make 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 your 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 faces of defiance at the Orlando Stadium May Day rally — teargas mask and all.

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 matchstick, 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

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Union clout: the figures speak for themselves

2/5/86. STAR

ays the Nats



The faces of defiance at the Orlando Stadium May Day rally — teargas mask and all.

Union clout:
the figures
speak for
themselves

By Sheryl Raine

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 absenteeism 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

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 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 — Putco, 100 percent stayaway in Transvaal, Natal normal
 - SATS — lighter-than-usual traffic on lines in Pretoria, Johannesburg, Cape Town
 - Taxi services disrupted in most townships, especially Reef and Pretoria
- Hospitals
 - In general, normal attendance, but high absenteeism at Johannesburg Hospital and Tara (90 percent) and Edenvale (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).

ells rally she will make no 3 over 'necklace hysteria'

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

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"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

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-invaders It is you who must close up the ranks and you will be called upon to declare a final onslaught

"Amandla, Amandla, Mayibuye"

Cape Times

Crowd backs new union

Own Correspondent

DURBAN — A crowd of nearly 70 000 demonstrated opposition to disinvestment and sanctions at a rally at King's Park yesterday to launch the United Workers' Union of South Africa (UWUSA), a new trade union linked to Inkatha

The crowd roared "no" when they were asked by Chief Mangosuthu Buthelezi, Chief Minister of KwaZulu and president of Inkatha. "Is it your wish that disinvestment and sanctions should now be imposed on South Africa?"

He said he did not want to say to heads of state in the West that his followers were against disinvestment and sanctions if they were, in fact, in favour of them.

There was another roar of disapproval when Chief Buthelezi asked "Shall I tell them that you are now ready to suffer even more deprivations than you are suffering already, if these are worsened by any imposition of disinvestment and sanctions?"

Chief Buthelezi said friends of the Congress of South African Trade Unions (Cosatu) in the local and international media had tagged UWUSA as a "capitalist union".

'Balderdash'

This was a lot of "balderdash" He had stated many times that the free-enterprise capitalist system as it operated in South Africa had thrived on the exploitation of black labour.

Chief Buthelezi said that, unless blacks were given entry into the free-enterprise system, it could have no future in a liberated South Africa.

In spite of its handicaps, however, he knew of no other economic system which could create jobs in the way in which the free-enterprise system created them.

He appealed for common sense and wisdom if strikes were called.

Chief Buthelezi said that whoever ruled South Africa in another decade or two would need the wealth which could be created only by a stable economy.



Faces behind a fence at Orlando stadium yesterday after teargas was fired during a May Day rally.

Death count 7 after biggest SA stayaway

Staff Reporters

SEVEN people, including a policeman, died overnight after workers, students and pupils joined forces in the biggest May Day stayaway in South African history.

Commerce and industry were back to normal today as an estimated 2,5-million people streamed back to work and their studies.

Police reported that a policeman was "necklaced" in Watville on the East Rand.

"He defended himself with a revolver, killing one of his attackers," said the police directorate of public relations

In Actonville near Benoni a man who reported at the police station that he had been shot, died before it could be established who was responsible and the body of another man with bullet wounds was found by police.

In Balfour on the East Rand police discovered the body of a man with a shotgun wound "presumably sustained in earlier confrontation with police", according to the directorate

POLICE FIRE SHOTGUNS

A man die and two were wounded when police fired shotguns to disperse a group stoning vehicles in Germiston.

At Maukeng near Kroonstad a youth died when police dispersed a stone-throwing group with shotguns.

At least three children and two adults were injured when they were trampled by people fleeing teargas in a Nyanga East hall during a May Day rally.

In incidents in the Western Cape yesterday

- Police fired teargas at workers on their way to Brackenfell station to board a train to attend a meeting and arrested the secretary of the General Workers' Union, a union organiser and three workers;

- At least 55 people were arrested in Mbekweni after all gatherings were banned;

- Two shots and teargas canisters were fired after a Congress of Trade Unions (Cosas) rally at Bonteheuwel Civic Centre.

HIGH ABSENTEEISM

The Associated Chambers of Commerce (Assocom) said absentee figures ranged between 70 percent and 100 percent country-wide, but in the Western Cape employers reported between total compliance with the stayaway to almost total staff attendance.

Speakers at rallies throughout the country hailed the emergence of a worker/student alliance and called for May Day to become a paid public holiday.

An extended stayaway in Port Elizabeth, threatened after a Cosatu rally had been banned, was called off at an emergency meeting last night of community organisations.

In Durban about 80 000 people attended two May Day rallies.

Trade unions give power to blacks, says Buthelezi

The Argus Correspondent

DURBAN. — The formation of the United Workers' Union of SA (Uwusa) and the celebration of May Day were extremely important events in the "liberation struggle", Chief Mangosuthu Buthelezi said.

Addressing the Uwusa inauguration rally before some 70 000 at Kings Park yesterday, Chief Buthelezi said May Day had become a day on which people protested against oppression and deprivation throughout the world.

While blacks were still politically emasculated, their economic bargaining power had increased greatly. This was largely due to unionisation.

The Inkatha leader said, however, that trade unions were being exploited by "unscrupulous politicians" for their own ends, advocating socialism and sanctions contrary to the mandates they had been given by their members.

WAR OF WORDS

Referring to the pro-disinvestment stand taken by the Congress of South African Trade Unions (Cosatu), he said most blacks would support disinvestment "if it would topple the Government".

But, he said, disinvestment would only result in an economic nosedive with the "oppressive" regime still intact.

"It is we blacks who are always hit hardest the moment the economic situation deteriorates, as is the case now."

He warned that if blacks were not given an entry into the free enterprise system, such a system would have no future in a "liberated" South Africa.

"While members believe in negotiations on the factory floor and also in a negotiated future, they are as impatient and as angry as anyone of us as a result of the continuing existence of apartheid and oppressive rule in South Africa."

But, despite the handicaps of free enterprise, he said he knew of no other system that could create as many jobs for the country's burgeoning population.

Chief Buthelezi said: "The economy of South Africa belongs to all her people. It is grossly irresponsible to do things that will ruin it on behalf of people who want to achieve just that."

"Once the economy is ruined, it is almost impossible to restore it to its normal state in a generation or two."

"Whoever rules South Africa in another decade or two will need the wealth which can only be created through a stable economy. Let's not destroy the future of our children and of their children's children."

CLAIRE PICKARD-CAMBRIDGE

ALMOST 75% of black workers in major urban centres took part in a massive work stayaway yesterday unprecedented in SA history

The Labour Monitoring Group reported that up to 1.5-million blacks stayed away, making it the biggest yet strike and show of worker power in the country's history.

More than 200 000 people attended May Day rallies. The Reef area appeared to be hardest hit with an almost total stayaway by organised black labour.

Police also reported an upsurge in unrest yesterday, although most union and political rallies appeared to have been fairly peaceful.

The Associated Chambers of Commerce (Assocom), with 23 000 employer members, said 70%-100% of its members' black workforce stayed away with the exception of the Free State and

● See Page 3

Natal, where absenteeism was claimed to be low.

Assocom manpower secretary Vincent Brett said the coloured workforce was also largely absent, particularly in the Cape.

He stressed there was virtually no transport available on the Witwatersrand for those wishing to work because of 100% Putco drivers' absenteeism, disrupted railway services and stayaway support by black taxi drivers.

The biggest May Day meeting was the

Nearly 75%

stayed

134

away on

BUS DAY 2/5/86

May Day

launch of the Inkatha-backed United Workers' Union of SA (Uwusa), attended by about 70 000 in Durban.

A Cosatu meeting in Orlando attracted 30 000 people, while thousands attended a host of rallies around SA — including 15 000 at a Durban Cosatu meeting.

The Council of Unions of SA (Cusa) and the Congress of SA Trade Unions (Cosatu) estimated that between 80%-90% of black workers stayed away.

The Steel and Engineering Industries Federation of SA (Seifsa) said members had an almost total stayaway on the Reef, while about 50% had been at work in Natal.

The National Union of Mineworkers (NUM) said about 50 000 — about half

● To Page 2

Big May Day stayaway

BUS DAY

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the black mining workforce — refused to work and that strongest support was on mines affected by the May Day dispute with the Chamber of Mines.

NUM figures were categorically denied by the chamber, which said the stayaway was only partially successful.

Chamber industrial relations advisor Johan Liebenberg said more than 80% of the black labour force reported for duty

on 26 gold mines and 35 collieries. Operations proceeded normally.

The stayaway was more complete on 13 gold mines and 15 collieries, where less than 40% of black employees failed to report for duty, he said.

● From Page 1

2/5/86

AFRICA'S MOST SOUTHERLY
MINES AND OIL

more than 40% of black employees, where
to collect, where

7 for the
ant.

Sats unions want autonomy

PAUS DAY GERALD REILLY **134** **200**
THE 11 SA Transport Services unions want to be
totally separated from the public service in the deter-
mination of their pay and working conditions.

Federal Council of Sats Trade Unions chairman,
Jimmy Zurich (re-elected), said this would be ad-
dressed by the committee appointed by Transport
Minister Hendrik Schoeman to investigate setting-up
negotiating machinery for the 240 000 Sats workers

AIRLINE MOVEMENTS

Friday Air Schedule			1215	1355	SA407
Johannesburg to Cape Town			1540	1805	SA415
Dep	Arr	Flight	1735	1915	SA417
0100	0305	SA397	2330	0110	SA495
0710	1040	SA301	Port Elizabeth to Johannesburg		
0730	0935	SA303	0140	0310	SA496
0930	1135	SA307	0800	0930	SA400
1145	1350	SA311	0900	1115	SA401
1250	1455	SA343	1150	1320	SA405
1430	1635	SA325	1415	1630	SA407
1600	1805	SA329	1825	1955	SA415
1630	1830	SA337	Johannesburg to George		
1750	2140	SA349	1805	2025	SA351
1800	2005	SA333			
1805	2135	SA351			
2030	2235	SA335			

2/5/86 BUS DAY

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“THE VITAL VIEWPOINT”

Winnie tells May Day rally of her stand on violence

WINNIE MANDELA, wife of jailed African National Congress leader Nelson Mandela, yesterday spelt out her stand on violence at a May Day rally in Soweto. She was addressing a crowd of about 30 000 at Orlando stadium.

Mandela said blacks would be called upon to defend themselves — but not with the “necklace” nor a matchstick. “I said to you when the right time comes, you will be called upon to fire back, not with the necklace or a match-

SOPHIE TEMBA

stick, because we cannot match the might of Pretoria. You will be called upon to close ranks and prepare against a total onslaught.

“I said to you Pretoria has driven you to a state where you must declare 1986 the year of liberation” she said.

Mandela said she did not have to apologise for her utterings at a Kagiso meeting about three weeks ago. She was mis-

understood by some of the media which had quoted her out of context before she had concluded her speech.

She was loudly applauded when she told the crowd. “You must all have been aware of the hysteria expressed by the white racists recently by the mention of the weapon — the necklace.

“The panicking racists said I had promoted and advocated violence when I had not. “Blacks will be called upon to fight

back like Pretoria does today, but we will do so in a disciplined manner,” she said.

“I know of no white racist who has been a victim of the necklace. I said to you we have no AK47s but our enemies are armed to the teeth.”

When Mandela — wearing a black outfit, a hat and a green blouse — arrived at the stadium, the rally was disrupted for almost 30 minutes when people flocked onto the pitch singing freedom songs.



● MANDELA

CAR Trip 2/5/86

(134)

Winnie Mandela explains remarks

From SOPHIE TEMA

JOHANNESBURG — Mrs Winnie Mandela, wife of the jailed ANC leader, yesterday spelt out her stand on violence at a May Day rally attended by about 30 000 people at the Orlando stadium in Soweto

She said black people would not be called upon to defend themselves with the "necklace" or match sticks because they could not match the might of Pretoria. She however, warned them that they should prepare "for a total onslaught"

"I said to you Pretoria has driven you to a state where you must declare 1986 the year of liberation," Mrs Mandela said.

She said the time would come when blacks would be called upon to close ranks, unite, galvanize and prepare themselves against a total onslaught.

Mrs Mandela said she did not have to apologize to anybody for her utterings at a meeting held in Kagiso, about three weeks ago, and said she was misunderstood by some of the media who had quoted her out of context before she had concluded her speech.

She was loudly applauded when she told the crowd "You must all have been aware of the hysteria expressed by the white racists recently by the mention of the weapon 'the necklace'".

"The panicking racists said I had promoted and advocated violence when I had not.

"I have not done so yet. The time will come when you will be called

upon to fire back not with the necklace or a match stick because you cannot match the might of Pretoria.

"That day blacks will be called upon to fight back like Pretoria does today, but we will do so in a disciplined manner," she said.

"I know of no white racist who has been a victim of the necklace.

"I said to you, we have no AK-47s but our enemies are armed to the teeth. They have got all the weapons in the world."

When immaculately-dressed Mrs Mandela wearing a black costume, hat and green blouse arrived at the stadium, the programme was disrupted for almost 30 minutes as people flocked on to the pitch singing freedom songs in her honour, while others tried to raise her shoulder-high.

Most of the people said they just wanted to get a glimpse of Mrs Mandela, and many were heard saying "I have never seen her before with the naked eye."

Mr Gatsby Mazwi, of the Municipality Workers' Union, told the crowd that between 95 and 97 percent of blacks had heeded the May Day celebrations and said the stayaway was only for yesterday.

He said. "The Congress of South African Trade Unions (Cosatu) had called for a stay-away only to celebrate May Day and dissociated itself with pamphlets that were distributed in the townships calling for a four-day stay-away."

● Sporadic violence flares ● Durban tense ● Inkatha draws 60,000

Over 1,5 million in biggest-ever strike

WEEKLY MAIL 2/5/86 (134) (EPA) (EPA)

By SEFAKO NYAKA,
PHILLIP VAN NIEKERK,
CARMEL RICKARD AND
MOIRA LEVY

YESTERDAY'S stayaway — which drew the support of over 1.5-million workers — was the largest national general strike in South African history, placing the issue of May Day as a paid public holiday firmly on the political agenda.

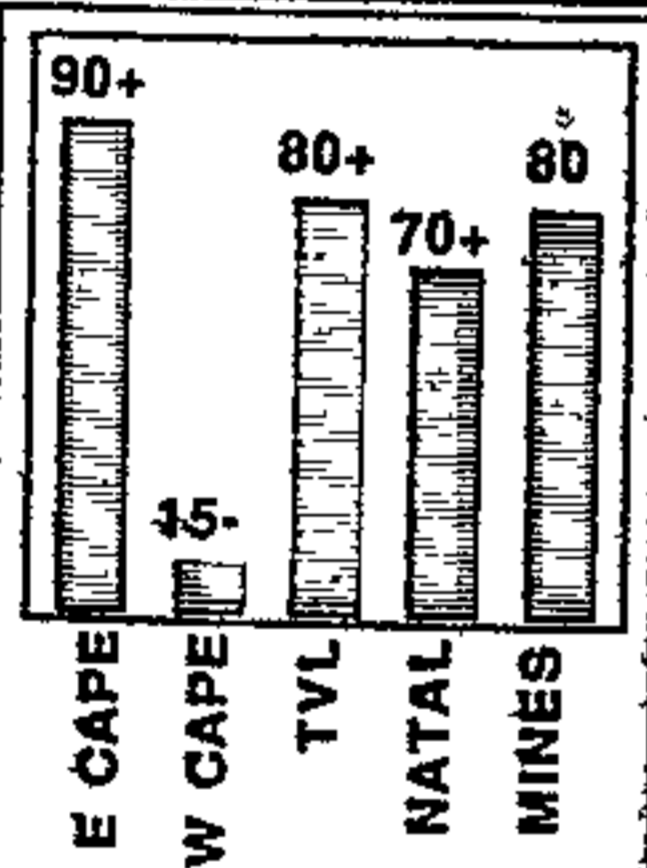
There were isolated incidents of conflict in various parts of the country. In Durban, a youth, James Muli, was shot dead at Berea station. Two leading officials of the General Workers Union, Msokoli Qotole and Ray Lazarus, were detained in Cape Town.

Mass meetings drew tens of thousands of workers around the country, particularly in Soweto and Durban.

Late yesterday, nearly 100 000 people were streaming into tense townships near Durban after attending two rallies in the city.

The launch of the United Workers Union of SA (Uwusa) in King's Park,

STAYAWAY FIGURES



Percentage of African workers in employment to stay away on May Day
Statistics: LABOUR MONITORING GROUP

Durban, which drew more than 60 000 people, was the biggest rally yesterday in the country.

Afterwards thousands of Inkatha supporters marched in formation from King's Park into nearby townships, chanting and wielding sticks.

A Congress of SA Trade Unions (Cosatu) at nearby Curries Fountain was attended by over 10 000 people.

In Soweto, about 20 000 people attended a Cosatu rally at Orlando Stadium. About 100 attended a rally at Regina Mundi church called by the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu).

Six of the 16 meetings planned by Cosatu around the country were banned.

In Port Elizabeth, the banning of a May Day meeting led organisers to reschedule it for Monday and call on workers to stay away until then.

According to the Labour Monitoring Group (LMG), which surveyed 870 employers nationwide,

● To PAGE 2



Orlando Stadium, where 20 000 gather to display posters and chant workers' slogans

Picture: PAUL WEINBERG, Africa

P. 70.

May Day: biggest SA strike

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WEEKLY MAIL
2/5/86
● From PAGE 1

the stayaway was most successful in the Port Elizabeth-Uitenhage area (99 to 100 percent of African workers and a significant proportion of coloured workers involved) In almost all Eastern Cape towns there was a 100 percent African stayaway and in four there was a 100 percent coloured stayaway

It was least successful in the Western Cape, where 15 percent stayed away — 51 percent of the African workforce, but only eight percent of coloured workers

In the Transvaal, more than 80 percent (over 1-million) of the black workforce stayed at home

In Durban, there was a 61 percent stayaway involving 68 percent of African workers and 31 percent of Indian workers

The LMG claimed the stayaway on the mines was as high as 80 percent — involving some 210 000 workers This was contradicted by a Chamber of Mines spokesman, Johann Liebenberg, who said the stayaway was "only partially successful".

Anglo American reported an 83 percent stayaway from their mines

According to the LMG, this was the first national stayaway in over 25 years and the most successful ever In some areas, such as the Western Cape and Lenasia in the Transvaal, schools were half-full or empty.

The Transvaal Indian Congress claimed that over 90 percent of Indian traders in the province closed shop

Professor Eddie Webster, head of the LMG, said the stayaway signalled the mobilisation of a wide sector of the black population and signalled the critical role played by trade unions in this mobilisation

The LMG also found that most employers supported the call to make May Day a paid public holiday but an overwhelming number were applying a "no work, no pay" policy

The Association of Chamber of Commerce (Assocom) confirmed a "massive" stayaway of between 70 and 100 percent in all major areas of the country, except in the Orange Free State

Two burnt-out train coaches at Dube station early yesterday morning mark the beginning of a day of disorder. Workers used blow torches to free the wreckage

Picture REUTER

crowd.

The main speaker, Chief Mangosuthu Buthelezi, took a surprisingly soft line on Cosatu, which Ususa has been set up largely to rival.

While attacking the position of Cosatu and the churches on sanctions, Buthelezi said Inkatha had kept its "hand of brotherhood stretched out"

Representatives of only three small unions — the African Domestic Workers Union, the Black Staff Association of SA Transport Service Employees and the National Union of Brick and Allied Workers — addressed the meeting.

Uwusa organisers said they had managed to organise three factories on the East Rand and a few in northern Natal, though their big recruiting drive was due to start once the launch was over

That means that Uwusa starts off with fewer than 10 000 members, compared with the 450 000 belonging to Cosatu affiliates.

The launch was characterised by some strong attacks on Cosatu, particularly its disinvestment stand

At once stage, a group of children marched around the field carrying a black coffin saying "Cosatu is dead".

Buthelezi — who announced he

Managers lead new union

THE executive of the new United Workers Union of SA consists of two businessmen, one personnel assistant and a township superintendent.

The executive was announced at the Uwusa launch in Durban yesterday.

The general secretary, Simon Conco, is Chief Whip in the KwaZulu Legislative Assembly and a successful Ulundi

would introduce a Bill declaring May Day a public holiday in KwaZulu — said he had been involved in campaigning for workers' rights all his life. He denied that Uwusa would be a "tool of Inkatha" or that it was a "capitalist" union

Cosatu supporters at nearby Curries Fountain heard vice-president Chris Dlamini charge the formation of Uwusa was counter-productive for workers who needed to speak with a united voice to be effective

UDF national president Archie Gumede claimed Uwusa was aimed at destroying worker unity and called on Cosatu members to organise fellow workers into one union

Commenting on the size of the

businessman. The president, Petrus Ndlovu, works in personnel relations at Tongaat Hullett in Natal.

Vice-president Pepsi Msomi is the township superintendent in Tembisa and treasurer Peter Davidson is an Umlazi businessman.

●See Page 10 for a profile of Simon Conco

crowd, Cosatu general secretary Jay Naidoo said his union was "not into the numbers game" as they knew the strength of their paid-up membership

He said the formation of Uwusa — by Inkatha and the KwaZulu government — had been prompted by opposition to Cosatu rather than because workers needed or wanted it

Two of the four mass rallies in Cape Town were broken up by police In Bonteheuwel and Nyanga East, police fired teargas, rubber bullets and birdshot

In Mamelodi, about 200 people attended a meeting in the St Francis Anglican church after police turned crowds away from the local stadium



Mrs Winnie Mandela and Mr Elijah Barayi, president of Congress of S A Trade Unions, salute workers at the Orlando Stadium rally

Workers stream back after mass stayaway

2/5/76. STAIR
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The hundreds of thousands of black workers who celebrated May Day yesterday began streaming back to work today

The independent Labour Monitoring Group estimated that at least 1,5 million black workers in most major centres took the day off yesterday. Most businesses reported minimal absenteeism this morning and said the majority of their black staff had reported for duty

Taxis, buses and trains were laden with commuters bound for work on the Reef this morning Johannesburg streets, which were deserted yesterday, sprang to life again

Putco bus services in Alexandra, Soweto and Pretoria were completely restored today The company reported normal passenger loads and staff attendance.

Milk supplies were also back to normal today, but bakeries said there could be minimal delays in bread supplies

Black teachers were expected to heed calls from the African Teachers Association of SA to return to classes today Early this morning there was no clear indication of whether black and coloured school children had gone back to school

● Three people died and at least 40 were reported injured in the most serious incidents of violence to mar May Day celebrations in the Transvaal yesterday

TWO DIE IN WATTVILLE UNREST

Police constable ES Ntuku and an unidentified person died in unrest in Wattville, on the East Rand, police said

Police alleged that about 50 youths victimised a Wattville resident who had hidden a man They allegedly dragged him outside and "necklaced" him

Mr Joseph Mkhwanazi, of Evaton, died when police allegedly fired live bullets, shotguns, and teargas at youths attending a Congress of South African Trade Unions (Cosatu) rally in Bophelong, near Vereeniging, yesterday

A Bophelong resident said police had ordered people, who had gathered in a church, to disperse But they had fired teargas almost immediately, he said

TRANSTVAAL - Cloudy and warm over the eastern and north-eastern parts but cool over the eastern escarpment and the Highveld Over the rest of Transvaal, it will be fine-to-partly cloudy and warm

May Day detentions action for discussion

ARG 48 3/5/86 (134) (100) (300)

and police

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.

2 May Day deaths on Reef ⁵¹³¹⁸⁶ ~~SAP~~ ~~134~~ ~~178~~ Cosatu

By Jon Qwelane ^{SAP}

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. ¹³⁴ ¹⁷⁸
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.

Launch of new union: Buthelezi takes a stand

I have come to plead with you to state for my own guidance, whether you support disinvestment and sanctions against South Africa. This would also serve to guide the United Workers' Union of South Africa which is being inaugurated here today.

Church and political organisations have spoken in your name in favour of disinvestment and sanctions. Shall I tell Western heads of state that you now want disinvestment and sanctions imposed on South Africa? Shall I tell them that you are now ready to suffer even more deprivations than you are suffering already, if these are worsened by any imposition of these?

The crowd responded with an overwhelming "no".

The union we have come here to inaugurate is a workers' union. It is not a tool of labour apartheid for the scourge that it is as much as any other opponents of apartheid.

Angry members

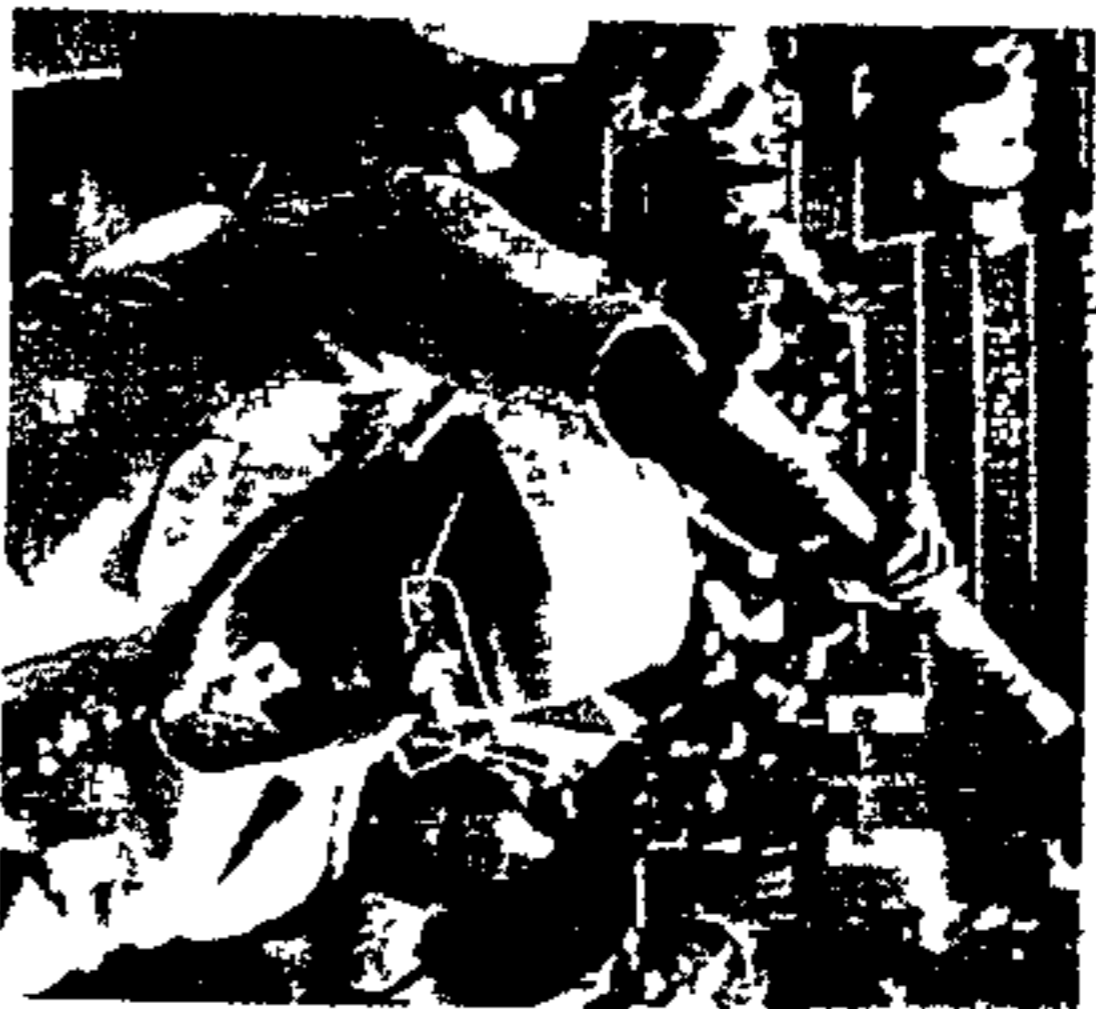
While members believe in negotiations on the factory floor and also in a negotiated future, they are as impatient, and as angry as anyone of us, as a result of the continuing existence of apartheid and oppressive rule in South Africa.

Many pairs of the Congress of SA Trade Unions (Cosatu) in the local and international media have tagged Uwusa a "capitalist union". This is, of course, a lot of balderdash. They have aligned me with Uwusa and described me in the same demagogic terms.

I have stated many times to capitalists of industry, that the free enterprise capitalist system as it operates in South Africa has thrived on the exploitation of black labour. This has been more the case in the past than is the case at present.

Unless blacks are given entry into the free enterprise system it can have no future in a

The United Workers' Union of South Africa (Uwusa) was launched at a rally attended by more than 70 000 supporters in Durban on May 1. Backed by Inkatha, the union's launch is likely to have significant impact on the labour movement. In contrast to the major emergent union groupings, Uwusa is against disinvestment and sanctions to force reform. Chief Mangosuthu Buthelezi, Chief Minister of KwaZulu, was the guest speaker at Uwusa's launch. This is an edited version of his address.



Chief Mangosuthu Buthelezi

liberated South Africa. Despite the handicaps it has, I know of no other economic system devised by man which can create as many jobs as it can.

I have expressed concern that with the birthrate of three percent per annum among blacks, we have vast needs for the black population — half of which consists of people who are only 15 and younger.

Cosatu lambasted me with haste for daring to say that they were fronting for our brothers in the external mission of the ANC, and yet, on March 5 and 6 they had a consultation in Lusaka with the leadership of the ANC.

Uwusa has been accused of being "divisive" by its mere formation. Yet within this country there is the Council of Unions of South Africa (Cusa) which has not been ac-

cused of being divisive by having its separate existence outside of Cosatu.

There are also United Democratic Front and Azanian People's Organisation-supporting unions — they are not accused of being "divisive".

No black worker in South Africa can say that I am a newcomer to the area of labour relations. In this province it will be recalled how I and my Ministers were involved in the successful strikes by black workers in 1973. I stood by the workers to the bitter end. I will always do so.

I accept that the strike weapon is one thing which workers have to use when negotiations between labour and management break down. The right to strike is the workers' prerogative. The strikes in 1973 were described as "wild cat strikes", because black workers

at the time had no machinery for negotiations with management.

There have been wild allegations that Uwusa will not strike. That was a deliberate distortion of Mr S Conco's statement when he warned against striking at the drop of a hat for things that do not serve the interests of workers. There are people who want to abuse workers by using them to further destabilise the economy.

The economy of South Africa belongs to all her people. It is grossly irresponsible to do things that will ruin it. There are organisations which are promoting anarchy in our townships in the hope that they will succeed in making South Africa ungovernable.

We in Inkatha do not believe in creating chaos in South Africa where negotiations then become impossible. We feel this way because once the economy is ruined, it is almost impossible to restore it to its normal state in a generation or two.

Negotiation channels

Workers have now got machinery for negotiations with management right up to Industrial Courts. There is no reason today why workers should go on strike before they have exhausted all the channels that are now available for negotiations.

That is not to say that workers will not go on strike if and when this is warranted. But workers must guard against being used by people who want to carry out their own political programmes, by standing on their backs. We will support workers when they use their right to strike. We are prepared to do anything that is in the interests of workers.

There are people who want to ruin the economy because they believe in setting up a socialist state. I acknowledge that it is the prerogative of the people of South Africa to decide the question of which economic system they decide to follow after liberation. But, at present, I warn that it is not wise to

do what the English describe as "cutting off our noses to spite our faces". It is not possible to negotiate in South Africa in the midst of chaos and bloodshed.

It is easier to promote anarchy and bloodshed if the country is destabilised and if the economy is in ruins. I, therefore, appeal for common sense and wisdom whenever workers feel that they should use their prerogative to go on strike.

Whoever rules South Africa in another decade or two will need the wealth which can only be created through a stable economy. Let us not destroy the future of our children and of their children's children.

Inkatha realises how important it is for black organisations to be united. Inkatha knows that there can be no solution to South Africa's problems without that unity. I feel sure Uwusa will follow the same policy.

At the moment Uwusa is a young trade union. It still has a long way to go to consolidate its position. It needs to concentrate on this aspect rather than be preoccupied with political one-upmanship games which have cost so many black lives at this time.

I am saddened by the fact that I am speaking to you at the time when more than 500 black people have died at the hands of other blacks. This is both tragic and sad. It does not augur well for the future of this country.

Inkatha will pursue its policy of non-violence and negotiation. Inkatha believes that we can join hands as black organisations in the interests of our struggle without uniformity as a price for such united action.

I have no intention of interfering in Uwusa's affairs now that they are standing on their feet. I have made sure that this is the case by ensuring that members of Uwusa who hold office in Inkatha resign their positions with Inkatha. I do not want Inkatha to be accused of breathing down the necks of Uwusa's leadership.

STAR

7/5/86

134

May Day stayaway results in estimated loss of R150-m

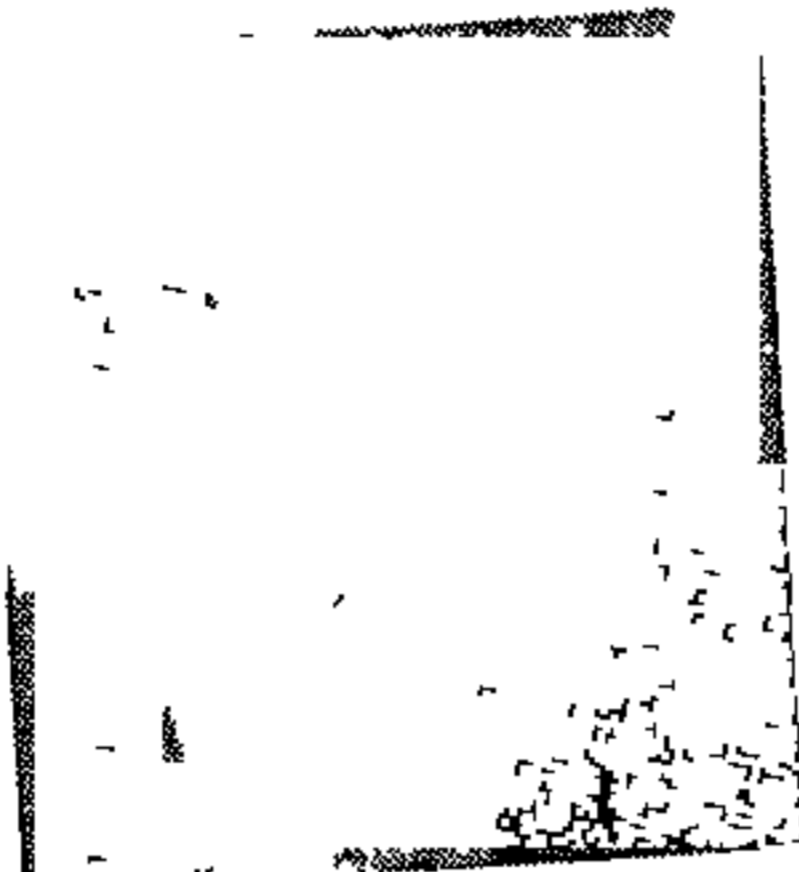
By Frank Jeans

The May Day stayaway by about 2,5 million workers resulted in an estimated loss to the economy of R150 million, according to an analysis by the National Productivity Institute (NPI)

While the protest was politically motivated, the fact is that one day's production in the country was destroyed, with little likelihood of the loss ever being made up.

"While we lost a full day's output, we still want one day's consumption," says Dr Jan Visser, director of the NPI

"If, indeed, the leeway could be made up, every little helps to give an economic boost to the benefit of all, but that is highly improbable. It has



Dr Jan Visser

been a high price to pay to prove a point."

Businessmen, too, believe that the effect of the stayaway on export-oriented companies could be disastrous because of "missing the boat" and non-delivery

"It's a question of survival in this case," says one trader. "People should remember the effect that work stayaways

eventually have in job creation"

Pointing out that world trends indicate a need for a statutory holiday for workers and that May Day — apart from its Marxist connotation — appears to be the choice, Dr Visser says "If we have to be saddled with May 1, then we must sacrifice one of the other holidays on the calendar

Replying to criticism of his statement that a rise in productivity automatically means a rise in the number of jobs created, the NPI director says it should always be remembered that productivity is not only concerned with labour.

Commenting on this view, a reader of *The Star* recently said "This is rubbish. Anyone with any knowledge of productivity will know that it is possible to greatly increase production by means of advanced technology and cut down sub-

stantially the number of employees".

Pointing out that there is no such thing as a "machine-producing factory" and that there must always be the human component in any operation, Dr Visser says productivity also takes into account capital and materials and gives this example of a recent NPI survey

LABOUR FACTOR

Looking at a textile firm's loom efficiency, it was found that there was one worker for 14 looms, representing a 60 percent efficiency ratio

On increasing the labour factor to two workers to 14 looms, efficiency went up to 80 percent, along with a cut in production costs of nine percent

"This is a case where labour productivity was cut to get capital productivity going," says Dr Visser.

Union membership can still be a risky business for workers

8/5/86

STAR

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The Industrial Court has ordered that four Electrical and Allied Trades Union members unfairly dismissed from Sinesonics Pty Ltd in Edenvale be reinstated

The court's presiding officer, Dr D G John, found that Mr Meshack Motloun, Mr Joseph Mókabane, Mr Alex Mathaba and Mr Philemon Mwelu had been unfairly dismissed last September for being active union members.

Trouble started at Sinesonics when a director of the company, and the main shareholder, Mr A J Synesiou, discovered that 12 of his 16 black workers had joined the union

Mr Synesiou did not take kindly to the idea that his employees in the workshop had joined a union because he was "virulently" opposed to unions, the court found

Workers claimed he told them that those who remained union members would have to leave the company

Mr Motloun said he was dismissed and while he was being escorted from the premises, the other union members-downed tools and walked out

Labour relations have come a long way in the last six years, but being a member of a trade union is still cause for victimisation, as this industrial court case illustrates. SHERYL RAINE reports.

Mr Synesiou denied telling workers he would dismiss them if they belonged to a trade union. He said he questioned the benefits of union membership and put it to his workers that it was a matter of courtesy that he should have been informed of their intention to join it

Dr John said "It appears to the court, however, that there is no obligation on an employee to inform his employer that he has joined a union"

After discussions with the union's assistant general secretary, Mr Tommy Oliphant, Mr Synesiou agreed to take back all the employees who had walked out except four

He claimed the four were "intimidators and instigators" who had persuaded other em-

ployees to join the union. Workers said, however, they joined the union voluntarily

Although Mr Synesiou claimed the four's work had deteriorated, the court found that the only reasonable conclusion for his refusal to accept them back into his employment was that they belonged to a union and had taken a leading role in union matters

Although Mr Synesiou argued that the four had spent "too much time" on union matters during working hours, that was denied by the men and was not borne out by the supervisor's evidence

Dr John said "The picture which the evidence presents is of an autocratic employer who nevertheless treated his employees generously and encouraged them to undergo training to improve their skills and prospects. He was angered by their joining a trade union and by the ingratitude which this step seemed to indicate"

The court found that the four had been unfairly dismissed and that failure to re-employ them constituted an unfair labour practice

purpose among the union participants — although the two major sections of the union movement did not hold joint rallies. The major force was the Congress of SA Trade Unions (Cosatu), while the smaller Council of Unions of SA and its ally, the Azanian Confederation of Trade Unions, added their weight. Their campaign was supported by their political counterparts — the United Democratic Front and the National Forum.

In addition, Inkatha called on its supporters to attend the launch of the United Workers' Union of SA (see page 46).

Based on a survey of 870 firms, the Labour Monitoring Group (LMG) — made up of academics from several universities — found that at least 1,5m workers did not work on May 1. In the PWV area, about 1m people employed in the manufacturing, commercial and local government sectors — 67% of blacks, coloureds and Indians — stayed away. In the eastern Cape, there was an almost 100% response from blacks and support from a large number of coloureds. The LMG says 209 000 miners also did not work — although the National Union of Mine-workers (NUM) claims 288 000 did not.

According to the LMG, the response was poorest in the western Cape where only 51% of blacks and 8% of coloureds stayed away — 15% overall. This can be explained by the fact that the garment industry, the most important in the region, is the preserve of the 60 000-strong Garment Workers' Union of the Western Province, an affiliate of the Trade Union Council of SA, which did not support the stayaway. Further, there are sectors where workers are unorganised.

But perhaps the biggest surprise was in Natal, where, according to the LMG, 64% stayed away. The Natal Chamber of Industries (NCI) claims the figure was closer to 50%. Since both Cosatu and Inkatha called for a stayaway, it had been expected that the response would have been far higher. Both the NCI and a Natal LMG spokesman agree that one reason for the relatively low response was the fear of violent clashes between Cosatu and Inkatha supporters. As it transpired, the day passed fairly peacefully.

Nevertheless, May Day was an impressive show of strength by the unions assisted by their political allies. Only one major firm — Foskor — took disciplinary action by firing 1 000 workers. The company and the NUM are presently discussing the dismissals.

Assocom, the Federated Chamber of Industries (FCI), the Afrikaanse Handelsinstituut (AHI) and the Steel and Engineering Industries Federation of SA, anticipating the extent of the stayaway, had already recommended that government should launch an official inquiry into public holidays. The holidays, they say, should be more meaningful to a greater section of the population than is the case at present. They also clearly believe May Day deserves this status. The Chamber of Mines has taken a different view, saying it is prepared to "discuss and negotiate" the issue with unions.

The future of May Day as a public holiday

is becoming clearer. However, June 16, anniversary of the 1976 Soweto riots — when another mass stayaway may well be in the offing — presents a new set of difficulties. An FCI spokesman says they will again recommend a policy of "no work, no pay" unless the day off has been negotiated.

Assocom manpower secretary Vincent Brett predicts, however, that a June 16 stayaway could lead to more widespread disciplinary action against participants. He explains that while employers see May Day as the internationally-recognised Labour Day, a June 16 stayaway, about which they would be far less sympathetic, is perceived as a "political issue".

But so, to many, was May Day. ■

FUN MAIL 30/9/86

MAY DAY

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Can it be refused?

After last week's massive May Day stayaway it is going to be difficult for government to ignore union demands for a public holiday on May 1, and employer proposals for an investigation into SA's public holiday structures.

The success of the May Day campaign can be ascribed to an unusual degree of common

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 Groote Schuur 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

5 workers fired after May Day

By HERMAN LETSIE

FIVE black assistants at Carletonville's Rebel bottle store were sacked after a white female worker was apparently forced to sweep the floor on May Day

According to one of the fired workers, Skhumba Kgampe, they stayed away on May Day and were surprised to learn the next day that they had been sacked

Manager Brian Henning and Marge White - who had to sweep the floor - were furious when we arrived the

next day They paid us and told us to go home," said Kgampe, a driver

Henning, however, denied they were fired for being absent on May Day

"The trouble started when we told them that we cleaned the shop in a shorter period and with fewer staff on May Day," he said

"They became angry and walked out," he said,

He added that at no stage did he fire them "They left on their own accord," he said

AUTOMOBILE MANUFACTURING INDUSTRY, EASTERN PROVINCE

Parties Employer Organisation: the Eastern Province Automobile Manufacturers' Association
Trade Union: S.A. Yster, Staal en Verwante Nywerhede Unie; National Automobile & Allied Workers Union

Area Magisterial Districts of Port Elizabeth and Uitenhage.

Funds

1. Supplemental Unemployment Benefit Fund with employer and employee contributions, for use in times of lay-offs.

Vaal Residents' Committee:

WHO ARE THEY?

By STAN MHLONGO

VAAL organisations this week criticised the "faceless organisation" responsible for distributing pamphlets advising residents to fight future stayaways and May Days.

The Vaal Civic Association and Vaal Parents' Crisis Committee said the organisation - Vaal Residents' Committee - distributed hundreds of pamphlets in Sebokeng, Sharpeville and Evaton advising residents to "think of their stomachs first".

The organisation - which gives its address as Box 3075 Vanderbijlpark - also told residents that stayaways and May Days were "planned by people who want to earn money for doing nothing".

"The commemoration of stayaways is for people who have been deceived and told lies that they can get money by sitting down," the VRS

pamphlets said.

A VCA spokesman said "We are perturbed by this organisation's actions as some progressive bodies in other areas have questioned us - thinking that we know what this organisation stands for".

"But we don't support narrow-minded suggestions such as those made in the VRS pamphlets. Stayaways are the only effective non-violent measures of fighting the Government for a future SA," the spokesman said.

A VPCC spokesman said. "This type of propaganda has little effect on the people. Stayaways and consumer boycotts will continue as long as black people in this country are oppressed."

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WHITHER NOW UWUSA?

THE formation of the United Workers' Union of South Africa does not seem likely to stem the tide of South Africa's labour movement.

The most it can achieve might be to create tensions between its leadership and that of the progressive labour movement while at factory-floor level the present momentum of workers unity and resistance will be maintained.

Opposition to Cosatu and other federations' stance on disinvestment and economic sanctions have been advanced as reasons for the formation of Uwusa. But they sound as weak and belated arguments.

Before the Cusa, Fosatu and Azactu unity talks which led to the formation of Cosatu, Uwusa's pro-investment and pro-capitalism stance might have had some relevance or attracted the attention of some workers.

At the time, it was not very easy to get a clear picture of black workers' feelings on disinvestment because many were too scared to talk. Others were not very sure about the logic behind the use of sanctions and disinvestment as a political weapon.

Schooled

But today the subject is well understood since workers have been thoroughly schooled at factory-floor level by their leaders.

Many are now relatively more open to discuss the subject and to vocalise their support for disinvestment than they were about 18 months ago.

This was also proved in September last year by a three-man delegation from the International Confederation of Free Trade Unions which visited South Africa to gauge black workers' feelings on the subject.

Uwusa seems to be los-



BISHOP TUTU Has more to lose



CHIEF BUTHELEZI President of Inkatha

ing sight of the fact that apartheid and capitalism are still viewed by many workers as two sides of the same coin. For Uwusa to differentiate the two might not be easy because its status as a union is highly questionable.

Uwusa is more than just a "sweetheart" union because it was founded and is led by management and not workers.

The general secretary, Mr Simon Conco, is a successful Ulundi businessman and chief whip

in the KwaZulu Legislative Assembly. The president, Mr Petrus Ndlovu, is in the personnel relations department of Tongaat Hulett in Natal.

The vice-president, Mr Peps Msimi, is township superintendent in Tembisa, and treasurer, Mr Peter Davison, is also a well-known Umlazi businessman. Without properly explaining how, they argue that they see no conflict of interests in their role as management and as worker representatives.

Rationale

It would also seem that an average Inkatha member is not sufficiently well-politicised to understand the rationale behind disinvestment calls.

Inkatha and Uwusa have only argued like the Government and some Western countries that blacks will suffer most and that pro-disinvestment leaders like Bishop Desmond Tutu have nothing to lose should foreign corporations agree to disinvest.

Workers in Cosatu, Azactu and Cusa have always maintained that they are prepared to pay the price of disinvest-

ment. It has also been agreed that launching personal attacks on Bishop Tutu because of his stance is both naive and shortsighted.

The bishop has more to lose in disinvestment than an average worker would.

His statements against investments could have

- Antagonised international donors on whom he depended for funds to run the SACC
- Split the SACC and the Anglican church,
- Lost the leadership of both organisations,
- Lost chances of becoming Bishop of Johannesburg,
- Lost chances of being Nobel Peace Prize winner,
- Lost chances of being elected Archbishop of Cape Town,
- Been banned by the Government,
- Been arrested and imprisoned and
- Been assassinated by white right-wingers.

The Media Council

THE South African Media Council is an independent body established to deal with various matters affecting media reporting and comment.

He was also evasive about Uwusa's position on June 16 being a paid holiday, saying the matter has not been given any thought as yet. But if the founding of Uwusa was motivated opposition to Cosatu's politics, June 16 should also have been on Uwusa's agenda because the matter is just as crucial to South Africa's black workers as May 1 is.

Also, as a union most likely to be supported in Natal only, it cannot have a significant impact on the country's economy since the hub of South Africa's industry is in the Transvaal where Uwusa stands no chance of winning support.

The union's attempt to make contact with foreign embassies with a view to establishing links with the international labour federation has so far proved fruitless and is not likely to be successful in the near future.

Maybe the Americans, whose attempts to gain a foothold in South Africa's labour movement have been rejected in the past, might consider Uwusa's pleas.

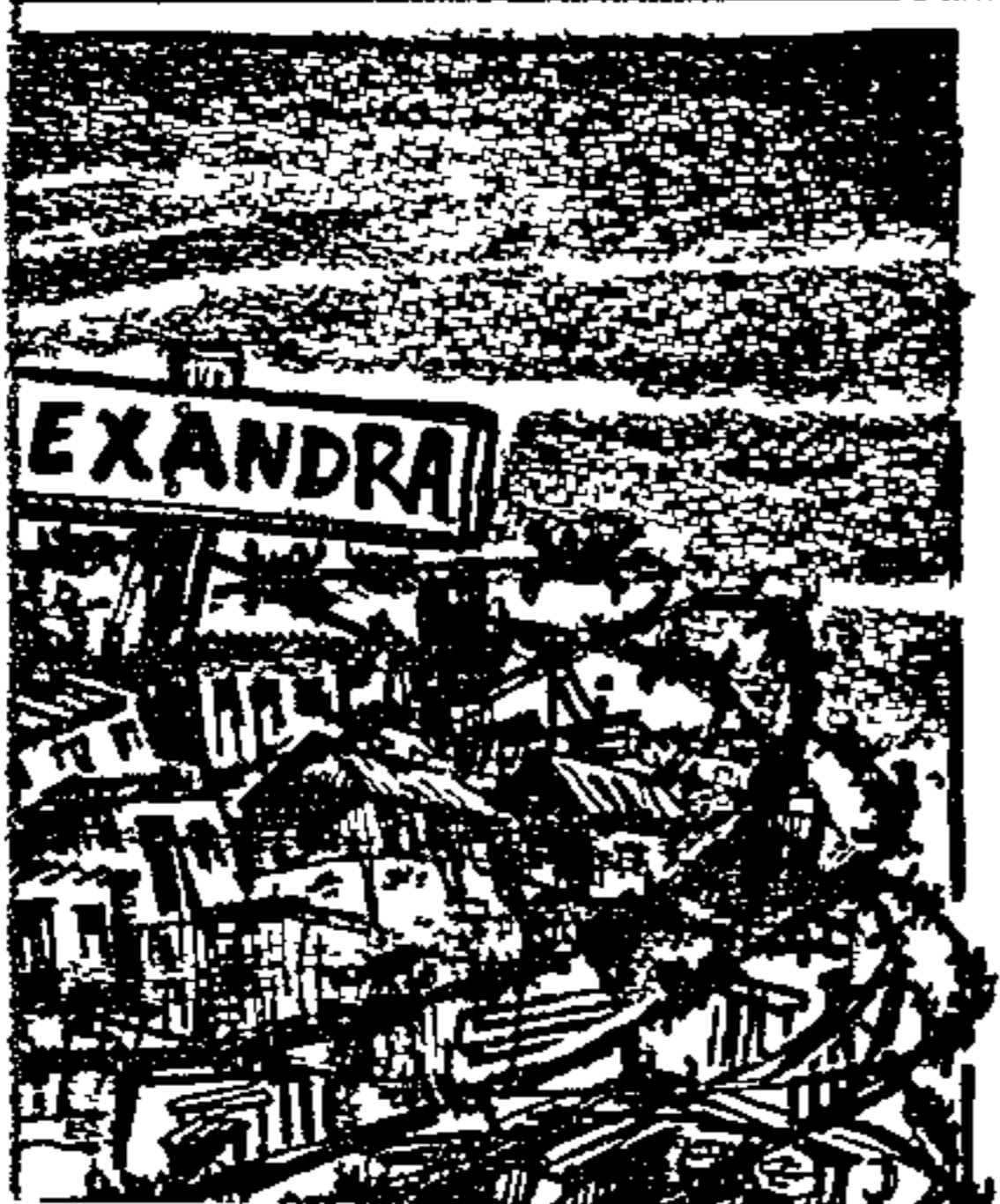
In its launching, Uwusa wittingly or unwittingly rode on the backs of Azactu, Cusa and Cosatu by choosing May 1, a day the three federations set aside for what became the biggest general workers' strike in South Africa's labour history.

On its own, Uwusa could not have called for a general strike that would have been supported countrywide.

Other problems about Uwusa are that its numerical strength is not known. Mr Conco is very evasive in answering this question. He is also very ambiguous on the involvement of trade unions in politics.

During a recent interview with SABC, he agreed that the line dividing labour issues from politics is too thin but in the same breath, he criticised Cosatu for taking an ideological stance in as far as politics are concerned.

One of the council's functions is to receive and act upon complaints from members of the public who have not been able to get satisfaction by approaching a newspaper or other news



FOCUS
Some Jan 1986

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PICK 'n PAY WAGE TALKS CONTINUE

SOWETAN 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.

SOWETAN 12/5/86

PICK 'N

Pay wage talks still on

13/5/86
SOWETAN
(132)
(134)
(137)

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 (Ccausa) — 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.

PO workers to form 10 000-strong union

A NEW union representing about 10 000 workers in the Department of Telecommunications, is to be launched in Soweto this weekend.

Mr Vusi Khumalo, spokesman for the ad-hoc committee, charged with the task of forming the union, said about 600 delegates from all over the country, will attend the meeting.

An interim national executive council will be

elected at the meeting, which will be held at Soweto's Funda Centre on Sunday (9 30 am).

Soweto Staff Association

The Soweto Staff Association is locked in wage negotiations with the Soweto City Council.

Mr James Rasekoala, the association's president, said the association was negotiating increases of between 20 and 35 percent for council employees.

During wage talks on May 2, the council approved increases of 23 percent for labourers and 10 percent for graded staff," said Mr Rasekoala.

Negotiations between the two parties were continuing, he said.

IC ruling

The Industrial court has ruled that 42 workers fired by a West Rand firm, be reinstated.

The workers, employed by Success Pack (Pty) Limited, are members of the General and Allied Workers' Union (Gawu).

But Gawu has charged that the Success Pack management had refused to allow these workers into the company's Krugersdorp premises, when they re-

Workers' diary

By LEN MASEKO

IF YOUR union will be having a meeting please note that Workers Diary has been specifically designed to announce this. All you have to do is telephone LEN MASEKO at 673-4160 on Mondays.

Gawu official, Mr Samson Ndou, said: "The company would not allow the workers to resume work when I accompanied them on April 30."

The workers were sacked by the company, after they were involved in a work stoppage over wage demands. The company had failed to fulfill its promise of a R5 wage increase, Mr Ndou said.

Sixty-two workers fired by a Springs firm last year, are to seek an Industrial Court order, forcing the company to reinstate them.

The workers were fired by Winding Wires, after they had participated in a strike. They were demanding the reinstatement of a dismissed shop steward.

The matter is due to be heard in the Industrial Court in Pretoria on June 26.

Stalemate in Sacwu talks

Sowetan 19/5/86

WAGE negotiations between the South African Chemical Workers' Union and management at seven Sentrachem subsidiaries, whose 3 000 workers are on strike, reached deadlock yesterday.

The striking Sacwu members went on strike on Monday this week, demanding an across-the-board wage increase of R250

Sentrachem divisions affected by the strike are NCP (Germiston), NCP (Kempton Park), Safripol (Sasolburg), Fedmis (Sasolburg), Agrihold (Pretoria), Karbochem (Newcastle) and Karbochem (Sasolburg)

Sacwu general secretary, Mr Mike Tsotetsi, said negotiations between the union and Sentrachem management had reached a stalemate

- The black workforce at Central Brass and Iron Foundry near Roodepoort were involved in a work stoppage yesterday, protesting the dismissal of a colleague.

The company's managing director, Mr Alfred Duro, declined to comment and said "the whole thing is an internal matter".

The Steel, Engineering and Allied Workers' Union of South Africa has sought a meeting with management at the Roodepoort firm in a bid to resolve the dispute.

The striking workers are demanding the reinstatement of a colleague and wage increases

- The Women's Association of the South African Black Municipal and Allied Workers' Union (Sabmawu) yesterday threatened to call out its members at Soweto City Council if the municipality continued to pull down shacks at "Mshenguville".

The council should provide shack dwellers at "Mshenguville" with alternative accommodation before demolishing their structures, the association said in a statement

"The problem is that our members are made to do the council's dirty work of demolishing shacks," the Sabmawu wing said

- Pick 'n Pay, fresh from a labour dispute involving 6 500 workers at the company's stores, yesterday placed a newspaper advertisement thanking its customers for their "loyal support"

the night together

Anger over bosses' 'insulting' pay offer

MAWU PUTS BAN ON OVERTIME

By **LEN MASEKO**

THE METAL and Allied Workers' Union will stop working overtime from Monday.

The Electrical and Allied Workers' Trade Union (Eawtu) applied for an overtime ban in mid-April, soon after negotiations for a new agreement had started

A possible overtime ban will also be considered by the Steel, Engineering and Allied Workers' Union (Seawusa) at its meeting this weekend

These unions have apparently applied the overtime ban because the employers' body, Seifsa, would not consider any of the union proposals and have described the employer body's wage proposals as "an insult to

the concept of a living wage"

- Striking workers at Roodepoort-based Central Brass and Iron Foundry returned to work yesterday. Their union, Seawusa, is negotiating with management over wage increases and workers' grievances

- The wage strike at seven Sentra-chem subsidiaries on the Reef and Natal is still on. About 3 000 members of the SA Chemical Workers' Union are demanding an across-the-board wage increase of R250

- The Food Beverage Workers' Union (Pretoria branch) is to hold a shop stewards' meeting in Pretoria tomorrow. The meeting will be held at

Willie Theron Building, Bosman Street, at 9am

- The SA Black Municipal and Allied Workers' Union (Vaal branch) is to hold a meeting in Sebokeng tomorrow. The meeting, which will focus on workers' rights at the work place, will be held at the Baptist Church (Zone 13). It starts at 9am

Action

- The Pick 'n Pay strike had been settled only after the necessary industrial action by the workers had forced the company to take the workers' demands seriously, the Commercial Catering and Allied Workers' Union of South Africa said in a statement to Sapa yesterday

MWASA HITS AT DETENTION OF MAKHADO

Smetan 16/5/86

THE Media Workers Association of South Africa yesterday condemned the continued detention of its former Northern Transvaal chairman, Mr Khangale Makhado, who has been in custody for more than 50 days.

Mr Makhado is being held under Section 29 of the Internal Security Act, according to his attorney, Mr Don Nkadimeng

Calling for Mr Makhado's immediate release, Mwasa's national secretary, Mr Tyrone August, said detention is a "futile and pathetic attempt to suppress resistance to apartheid"

"No degree of coercion and intimidation will end the struggle for total liberation. Detaining those who express the demands of the workers and the black community does not even begin to address the problem which is the racist and capitalist nature of our society," Mr August said

Mr Makhado, who is the director of the Northern Transvaal Advice Office (Ntao) and a former member of the central committee of the Azanian People's Organisation (Azapo), as well as past president of the Black General Workers Union, was detained by security police in Pietersburg on March 25.

(134) (initials)

- MEAT TRADE, EAST LONDON
- Parties Employer Organisation: East London Meat Traders' Association
 - Trade Union: East London Meat Trade Union
 - Area Magisterial District of East London
 - Footnotes
 - 1. Annual leave - Labourers are entitled to only 10 or 12 days annual leave.
 - 2. Closed shop - The provisions of the closed shop agreement excludes labourers.

National union for post office workers launched in Soweto

A new union to represent more than 10 000 workers from all over the country in the Department of Posts and Telecommunications was launched in Soweto yesterday

The union's secretary, Mr Ephraim Mosunkutu, told more than 600 delegates from all over the country that a six-member deputation had been to see the Postmaster-General in Pretoria last week to brief him of the formation of the union

The union's chairman, Mr Vusi Khumalo, told the meeting the Postmaster-General had told the delegation that in order to be recognised by the department, the union — to be known as the Posts and Telecommunications Workers' Association — should have a membership of 50 percent of all the black workers in the department and its leadership should be elected

democratically

They had also told the Postmaster-General they wanted to have the union registered

At yesterday's meeting at the Funda Centre, Soweto, the union resolved that

- The entire membership would take a stand on their members or leaders being victimised or intimidated for their association with the union
- The union would act if members were victimised for involvement in work stayaways
- Union members would refuse

to work if accompanied by South African Defence Force or police escorts in the townships.

The union also pledged to align itself with other unions working towards the liberation of blacks in the country

An interim national executive committee was elected. It consists of 15 members from South-Eastern Transvaal, the Northern Transvaal, Natal, the Free State, the Western Cape, the Eastern Cape and the Northern Cape — Sapa.

New union launched for postal workers

(134)

Soweto 19/5/86



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The organisation's secretary, Mr Ephraim Mosunkutu, told more than 600 delegates from all over the country that a six-member deputation had been to see the Postmaster-General in Pretoria last week to brief him of the formation of the union.

The organisation's chairman, Mr Vusi Khumalo, told the meeting that the Postmaster-General had told the delegation that in order to be recognised by the department, the union

— to be known as the Posts and Telecommunication Workers' Association — should have a membership of 50 per cent of all the black workers in the department and that its leadership should be elected democratically.

They had also told the Postmaster-General that they wanted to have the union registered.

The Postmaster-General had also told them he wanted to see the organisation's constitution

At yesterday's meeting at the Funda Centre, Soweto, the organisation pledged to align itself with other organisations working towards the liberation of blacks in the country. — Sapa

.....

.....

Uwusa

enrols

80 000

Labour Reporter

THE newly formed United Workers' Union of South Africa (Uwusa) was actively involved in the formal registration of more than 80 000 members in Natal and the Transvaal, Mr Simon Conco, the secretary-general, announced in Durban yesterday.

The Inkatha-backed union was formally launched by the KwaZulu Chief Minister, Chief Mangosuthu Buthelezi, at a rally attended by more than 70 000 people in Durban on May 1.

Mr Conco said the registration of members was based on the 'overwhelming' response Uwusa had enjoyed in various regions.

Another indication of the potential strength of Uwusa and the enthusiasm that has been generated by the union's launch is the fact that we are involved in negotiations with five established unions.

In the case of two unions, formal links are being actively sought. The five unions together represent more than 200 000 organised workers in South Africa.

Bus on 20/5/84
Strike likely
134
to hit township

CLAIRE PICKARD-CAMBRIDGE

SEVERAL essential services in Tembisa were expected to be hit during a wage strike by more than 2 000 council employees, the SA Black Municipal Workers' Union (Sabmawu) said.

Sabmawu general secretary Philip Dlamini said council police had gone on strike on Friday and workers in other departments, including sanitation, electricity, cleansing, fire and ambulance, joined the strike yesterday.

That could not be confirmed with the council yesterday.

Dlamini said council employees were demanding a minimum pay of R700 a month, reinstatement of three dismissed colleagues and the dismissal of three white officials.

As well, three of the 15 unions party to the Metal Industrial Council have placed a ban on overtime to support demands for a minimum wage of R3,50 an hour, an increase in overtime rates and a 40-hour week.

The ban was called by the Electrical and Allied Workers' Trade Union of SA (Eawtusa), the Metal and Allied Workers' Union (Mawu) and the Steel, Engineering and Allied Workers' Union of SA (Seawusa).

19.

covered a few days ago

Umtata magistrate's

ECAU: ^{20/9/86} land for black (134) spots (8/21)

QUEENSTOWN - A spokesman for the East Cape Agricultural Union office here said yesterday that the union was prepared to persuade farmers to set aside compensatory ground to make the moving of so-called black spots easier.

He was reacting to the announcement in Parliament last week that several black spots in the Border corridor were to remain in South Africa instead of being incorporated into Ciskei

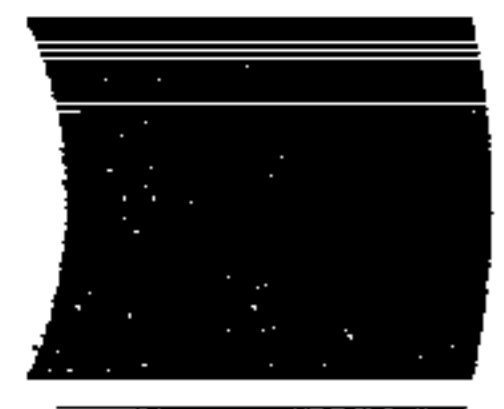
He said this would allow for the areas to be meaningfully consolidated

Consequently it is also the view of the union that, if the ground was not used for the removal of the people from the black spots, it should revert back to white farmers

The spokesman said the union insisted that the ground made available for this purpose should be returned to farmers so they could re-occupy it



have to finish.
to become the 1985



Workers picket company

A GROUP of striking Sentrachem workers yesterday picketed the company's head office in Johannesburg, protesting management's refusal to accede to their wage demands.

The demonstration, which took place outside Sentrachem's offices in Anderson Street, went without incident. The placard-carrying workers called on management to accede to their demand for an across-the-board wage increase of R250.

About 3 000 workers at seven Sentrachem subsidiaries have been on wage strike since Monday last week. Their union, the SA Chemical Workers' Union (Sacwu), and Sentrachem management have deadlocked.

Strike-hit Sentrachem divisions are NCP (Germiston), NCP (Kempton Park), Safipol (Sasolburg), Fedims (Sasolburg), Agrihold (Pretoria), Karbochem (Newcastle) and Karbochem (Sasolburg). At NCP in Germiston, strikers have been "sleeping in" since last week.

Sacwu has charged that there were pay disparities in black and white scales at Sentrachem subsidiaries. In some cases the wage gap between a black and white worker doing the same job was as high as R600, according to Sacwu. Sentrachem, asked for comment about the union's claims, indicated that the matter was not subject for "discussion through the Press."

● A national overtime ban enforced by three metal

BY LEN MASEKO

unions, became effective as from yesterday.

The ban is being co-ordinated by the Steel, Engineering and Allied Workers' Union of SA (Sea-wusa), the Metal and Allied Workers' Union (Mawu), and the Electrical and Allied Workers' Trade Union.

The unions have resolved to ban overtime work in the industry because the employer body, the Steel Engineering Industries Federation of SA, would not consider any of their wage proposals. The three unions are demanding a minimum wage of R3,50 an hour.

About 400 Seawusa shop stewards unanimously agreed to implement the overtime ban, during a meeting in Johannesburg at the weekend.

Talks collapse

● Talks between Seawusa and Roodepoort-based Central Brass and Iron Foundry have collapsed. The union is seeking the reinstatement of a worker at the company.

Union members employed by the company were due to meet in Johannesburg last night to discuss further action. About 80 workers employed by the company took part in a two-day work stoppage last week, protesting the dismissal of a colleague.

● Eight unionists are due to appear in the Boks-

burg Magistrate's Court tomorrow. Their appearance is a sequel to demonstration at Boksburg's Unilever, where black workers were protesting management's refusal to recognise May Day as a paid holiday.

Among the unionists is Mr James Mndaweni, president of the Council of Unions of SA (Cusa). The seven were arrested on April 17.

● A Vosloorus unionist's home was searched by unknown men while he was away at work last Thursday, his family has reported.

According to Mr Joseph Masuku's family, witnesses saw two black men accompanied by two white men break into the unionist's home.

Mr Masuku is a member of the Food Beverage Workers' Union (FBW), and was recently arrested while returning from a funeral in Kaitlengong a fortnight ago.

● Cusa has dismissed reports of a split within the ranks of its affiliate, the FBW, as "untrue".

Cusa's statement follows a report quoting FBW regional chairman Mr George Nene, saying that a group of union members had resolved to join a new union to be launched by the Congress of South African Trade Unions.

Cusa general secretary, Mr Piroshaw Camay has promised union action "following the disinformation campaign being undertaken by these individuals".

Mr Nene could not be reached for comment.



CUSA general-secretary, Mr Piroshaw Camay, dismissed reports of a split.

New round of unity talks by two unions

ANOTHER round of unity talks between the Council of Unions of SA and the Azanian Confederation of Trade Unions takes place in Johannesburg this Sunday.

Top on the agenda of the meeting will be a possible amalgamation of the two union federations. Executive members from the federation's affiliates are expected to attend the meeting.

The meeting will be held at Lekton House, 5 Wanderers Street, and starts at 10am.

- The Black Allied Mining and Construction Workers' Union (Bamcwu) holds its annual congress in Johannesburg, starting on June 6.

Other activities during the three-day congress include a national shop stewards' seminar which will focus on the concept of trade unionism.

The venue for the congress will be announced later.

- The Engineering and Allied Workers' Union meets in Wattville, Benoni, on Saturday, to elect a new national executive committee.

The meeting, which starts at 9.30am, will be held at St Joseph's Roman Catholic Church. Union members are invited to attend.

- A member of the SA Black Municipal and Allied Workers' Union (Sabmawu), dismissed by the Tembisa Town Council last year, has been reinstated following an out-of-court settlement.

In terms of the settlement, the reinstated employee will receive seven months' salary dating back to the month he lost his job.

- The Media Workers Association of SA (Transvaal region) will be holding a general meeting in Johannesburg on June 1.

The meeting will be held at Lekton House, 5 Wanderers Street, and starts at 9.30am.

- The Black General Workers' Union (Blagwu) has charged that its activities in the Northern Transvaal are being hampered by homeland police in the region.

This follows — among other developments — the recent release of Blagwu's Northern Transvaal organiser, Mr Mbeu Mukhesi. He was detained by Venda Security police and later released without being charged.

Blagwu national organiser, Mr Phosakuwa Mashele, also based in

the Northern Transvaal region, told *Worker's Diary* that he had been barred from entering Nkowa-Nkowa in the region. Blagwu represents workers in a number of Nkowa-Nkowa industries.

The union suffered another body blow recently when Mr Lesiba Kobela, a member of Blagwu's national executive committee, was transferred by the Lebowa Government from Seshego to Bushbuckridge, about 300 kilometres away.

Mr Kobela is employed by the Lebowa Government.

- The National Union of Garment Workers of SA recently signed a new agreement with the Transvaal Headwear Manufacturers Association to improve wages and work conditions in the millinery industry.

Workers' diary

By LEN MASEKO

IF YOUR union will be having a meeting please note that *Workers' Diary* has been specifically designed to announce this. All you have to do is telephone LEN MASEKO at 673-4160 on Mondays. The news will be published on Wednesday. We also publish meetings of shop stewards' councils or union committees. All we need is a telephone call.

The agreement came into effect on May 1. In terms of the agreement, union members will receive a general increase of 14 percent based on the current cost-of-living figures.

Hours of work have been reduced by 30 minutes to 41¼ hours per week, and employees will now contribute 50 cents to the provident fund from May 1.

- The third round of wage negotiations between metalworkers' unions and the employer body, the Steel Engineering Industries Federation of SA (Seifsa), are scheduled to take place on June 5.

The three unions, all members of the International Metalworkers' Federation, have introduced a national overtime ban in an attempt to force the employer body to accede to their demands for a minimum wage increase of R3,50 an hour.

- The newly-formed Post and Telecommunications Workers' Association, which represents more than 10 000 workers in this sector, is to hold its inaugural congress in Johannesburg on July 1.

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

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.

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SOME of the workers from the Tembisa Town Council who went on strike yesterday.

Council workers on strike

By LANGA SKOSANA

THE entire workforce of the Tembisa Town Council is out on strike, following a dispute over wages and working conditions.

Union spokesman said the strike was initially sparked off by about 300 policemen who downed tools last Friday, demanding a monthly salary of R700, instead of the about R270 they were getting.

They were joined on Monday by workers from other departments who demanded better working conditions, the re-instatement of dismissed workers, the removal of certain white officials, the recognition of their union, the South African Black Municipality and Allied Workers' Union (Sabmawu) by the council in addition to the salary demands.

Another issue which prompted the strike, was the deduction of a day's pay from the workers' wages, because of last Wednesday's stayaway in the township.

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WEDNESDAY, 21 MAY 1986

(c) They are detained in the following prisons

- Johannesburg
- Victor Verster
- Modderbee
- Leeuhof
- North End
- St Albans

as well as in police cells in Krugersdorp and Randfontein

†Indicates translated version

For written reply

General Affairs

HANSARD 2/15/86
 Q 1839
 JUVENILES
 44 Mr P R ... asked the Minister of Law and Order

(1) (a) How many persons classified as juveniles in terms of the Prisons Act, No 8 of 1959, are currently being detained in terms of the emergency regulations, (b) what are their (i) ages and (ii) names in each case, (c) in which prisons are they being detained and (d) for what period in each case,

(2) whether there are adequate separate facilities for juveniles at each of the prisons concerned, if not, (a) why not and (b) what procedure is being followed in regard to such juveniles,

(3) whether these juveniles are being visited by detainee inspectors; if not, why not, if so, at what intervals,

(4) whether any such juveniles have been or are to be released, if so, (a) how many, and (b) when, in each case,

(5) in respect of what date is this information furnished?

The MINISTER OF LAW AND ORDER

(1) (a) 67 persons until 1986-02-10

(b) (i) Their ages vary between 13 years and 18 years

(ii) It is not considered in the public interest to reveal the names of juveniles

under the Regulations in terms of the Public Safety Act, 1953

(3) No, but however by Judges of the Supreme Court of South Africa who periodically pay visits to detainees under the emergency regulations

(4) (a) and (b) Yes, releases take place as the need for their detentions expires

(5) Period: 1985-07-21 until 1986-02-10
 Q 1841 Detainees
 HANSARD 2/15/86 134
 154 Mr K M ANDREW asked the Minister of Law and Order

The MINISTER OF LAW AND ORDER

(1) (a)	(i) Blacks	(ii) Whites	(iii) Coloureds	(iv) Indians
January	8	—	—	—
February	286	—	—	—
March	9	—	—	—
April	282	—	—	—
May	303	1	—	—
June	9	—	—	—
July	50	—	—	—
August	18	—	—	—
September	108	1	3	1
October	11	—	—	—
November	12	1	4	—
December	5	—	4	—

(b)	(i) Blacks	(ii) Whites	(iii) Coloureds	(iv) Indians
	14	—	—	—

(c) (2) Yes—100

Act 74 of 1982—Section 29(1)

Act 51 of 1977

Act 3 of 1953

Act 74 of 1982—Other sections

Act 72 of 1982

Administrator's Notice 2981 of 27 June 1934—Section 45

Other legislation (Criminal offences)

High Treason

Note. Not one of the persons was detained for trade union activities

HANSARD 2/15/86

Illegal immigrants/prohibited persons

Q 1842

Mrs H SUZMAN

Minister of Law and Order

(1) (a) How many suspected (i) illegal immigrants and (ii) prohibited persons were being detained in police stations in the Republic as at the la-

Parliament and Politics



Unrest arrests: 18 966

By BARRY STREEK
Political Staff

HOUSE OF ASSEMBLY — Police arrested 18 966 people for unrest-related offences last year, and 13 556 were under the age of 20, the Minister of Law and Order, Mr Louis le Grange, said yesterday.

Mr Le Grange said in reply to a question tabled by Mr Tian van der Merwe (PFP Green Point) that 9 857 were arrested for public violence, 1 853 for malicious damage to property, 1 609 for arson, 1 332 for murder and 4 315 for assault.

He said 16 094 of these people had been charged, including 2 712 under the age of 16, 4 731 between the ages of 16 and 18, and 6 113 aged 18 to 20.

Gunshot wounds

Mr Le Grange told Mr Pat Rogers (NRP King William's Town) that "it is not possible to give an indication of how many persons who were charged with acts of violence during the period (of the latest 12-month figures) were members of the UDF".

He also told Mr E K Moorcroft (PFP Albany) that 569 of the 798 people killed as a result of riots during 1985 had been killed as a result of gunshot wounds and 1 769 of the 2 234 injured during last year's riots had been injured as a result of gunshot wounds.

This means gunshot wounds accounted for 71,3 percent of the people who died in the unrest and 79,2 percent of those injured.

In reply to another question tabled by Mr Van der Merwe, Mr Le Grange said 552 lawsuits had been brought against him in his capacity as Minister of Law and Order as a result of police action during unrest-related incidents.

1 125 unionists detained

He said 213 were in connection with assault, 279 for shooting incidents, 15 for unlawful unrest and detention, 34 for loss of support, five for damage of property during police action, five for funeral costs and one for being bitten by a police dog.

Mr Le Grange said five of these suits had been dismissed, eight were superannuated, two were settled out of court and the remainder were pending.

● Police detained 1 125 people involved in the trade union movements during 1985 and 14 were still in detention, Mr Le Grange told Mr Ken Andrew (PFP Gardens).

But he said: "Not one of the persons was detained for trade union activities."

Mr Le Grange said 100 of these people had been freed without charges being brought against them.

He said 1 125 charges were brought against the unionists, including two high-treason charges.

Test case for union politics

CAPE TOWN
22/5/86
130

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

The 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 reprieved 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 Mkhuseh 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

BU DAY 22/5/86
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Unions affected by overseas contact

CONTACT with trade union federations in the US and Europe had had a "far-reaching effect" on the SA trade union movement, Deputy Foreign Minister Ron Miller said in Durban yesterday.

It had also encouraged local black unions to increase their activity, he told an industrial relations seminar of the Natal Chamber of Industries.

There was no doubt that the overseas contact had effected change in manpower matters and in the socio-economic sphere.

Local trade unions were also subjected to a growing external influence in the form of training and the exchange of knowledge and expertise.

"During the last annual executive meeting of the International Confederation of Free Trade Unions in America, it was agreed that organisations would make a definite contribution to assisting with the development of a strong, independent black trade



● MILLER

union movement in SA," he said.

"The International Labour Organisation (ILO), through its committee on apartheid, updated its programme of action against SA during its 1985 sitting."

Miller said such actions were aimed at disinvestment, withdrawal of foreign companies and foreign contract labour, pressure by foreign trade unions, prohibition of handling of goods at harbours and airports and the threat of an embargo on the importation of SA coal.

"The spotlight is at present being focused on the ILO's monitoring role, and centres around the actions of governments, trade unions and other organisations as set out in the programme," he said.

Miller also said that different labour relations systems in southern African states might create problems for entrepreneurs.

It was necessary, therefore, that the problems be brought to the attention of the Manpower Department which, with the Foreign Affairs Department, could raise the issue with labour administrations of neighbouring states. — Sapa.



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Labour
beat
BY LEN
MASEKO

4 500 STILL ON STRIKE AT HIGHVELD STEEL PLANTS

MORE than 4 500 workers continued their strike at Anglo American's Highveld steel plants in Witbank yesterday.

The strike, which enters its third day today, was sparked by the dismissal of four workers at Highveld Steel plants after a national one-hour work stoppage called by the Metal and Allied Workers' Union (Mawu).

Highveld Steel plants affected by the strike are Vantra, Rand Carbide and Transalloys

The striking Mawu members are demanding the reinstatement of their colleagues

The Highveld Steel management could not be reached for comment all day yesterday, as they were said to be in a meeting

- About 400 Mawu members are still on strike at three GEC plants, demanding an across-the-board wage increase of 50 cents.

Mawu shop stewards were yesterday locked in negotiations with management at two GEC plants. A Mawu spokesman said:

"Management at the three plants is refusing to negotiate the wage demand, claiming that they are negotiating at the Industrial Council level only and such negotiations are continuing."

- The week-old labour dispute at Sentrachem remained unresolved yesterday. About 3 000 members of the SA Chemical Workers' Union have been on a wage strike at seven Sentrachem subsidiaries since Monday last week.

They are demanding an across-the-board increase of R250

A union spokesman said that the striking workers had resolved to form support committees, which would monitor the progress of the industrial action

- The Commercial, Catering and Allied Workers' Union of SA (Cawusa) is to meet its members within the next two weeks, to decide on further action in an attempt to resolve the labour dispute at Foschini group.

Cawusa organiser Mr Kaizer Thibedi said that a boycott of the

group's stores — which include American Swiss, Markhams and Pages — had been discussed with several "progressive organisations who have responded to the call".

Cawusa has threatened to call out its 60 members on a solidarity strike to force Foschini management to resolve the dispute. The dispute revolves around the re-trenchment of workers at Foschini subsidiaries.

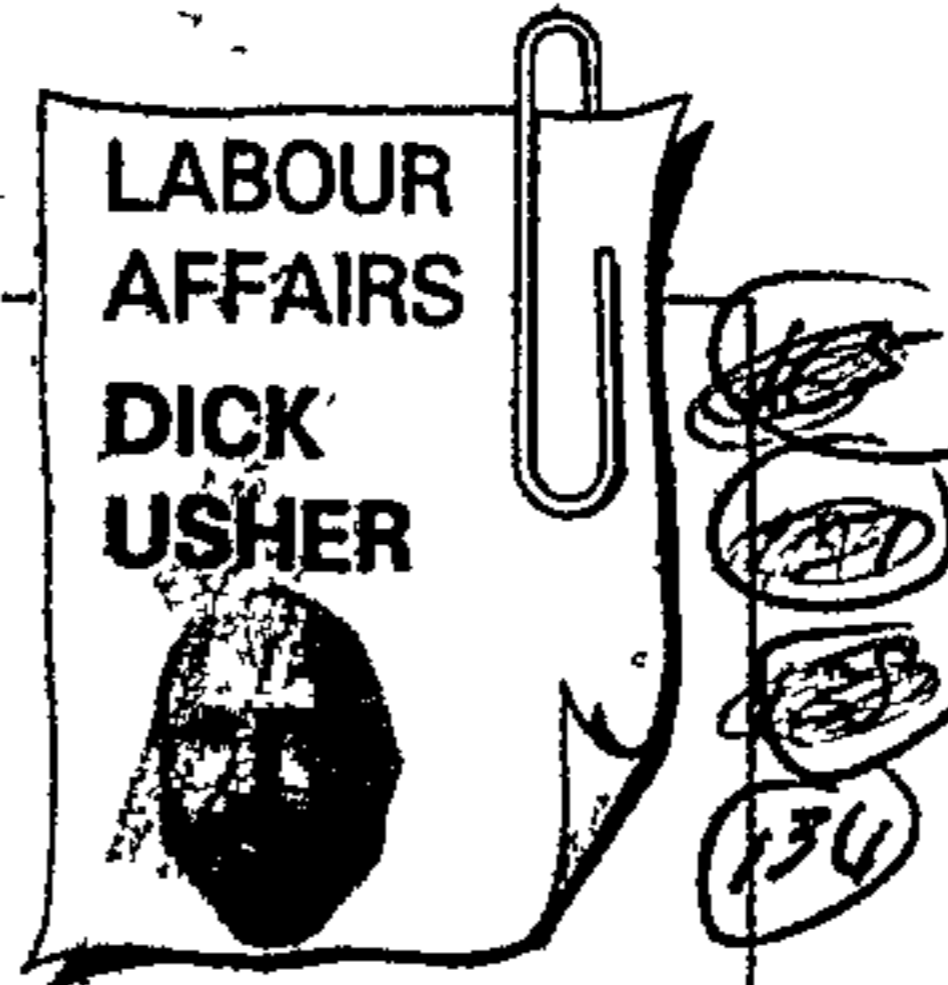
- Council of Unions of SA president, Mr James Mandawen, and seven other trade unionists yesterday appeared in the Boksburg Regional Magistrate's Court, charged under the Internal Security Act. The case was postponed to July 2.

- The Steel Engineering and Allied Workers' Union of SA is locked in wage negotiations with Krugersdorp-based Pipe Couplings, where 42 union members were involved in a one-day work stoppage over wage demands this week.

w/k Affairs

24/5/86

No bar to joining a union



STRANGE though it may seem, there are still employers who think they can decide on their employees' right to associate in trade unions.

In a recent case in Johannesburg, the Industrial Court ordered the reinstatement of four employees, members of the Electrical and Allied Workers' Trade Union of South Africa, unfairly dismissed from Sinesonics in Edenvale.

Trouble started at Sinesonics when a director and main shareholder of the company, Mr A J Synesiou, discovered that 12 of his 16 black workers had joined the union.

Workers claimed he told them that those who remained members of the union would have to leave the company.

Mr Meshack Motloun, one of the applicants, said he was dismissed and while being escorted from the premises all other union members downed tools and walked out.

Mr Synesiou denied telling workers he would dismiss them if they belonged to a union. He said he had questioned the benefits of trade union membership and put it to the workers that as a matter of courtesy he should have been told of their intention to join a union.

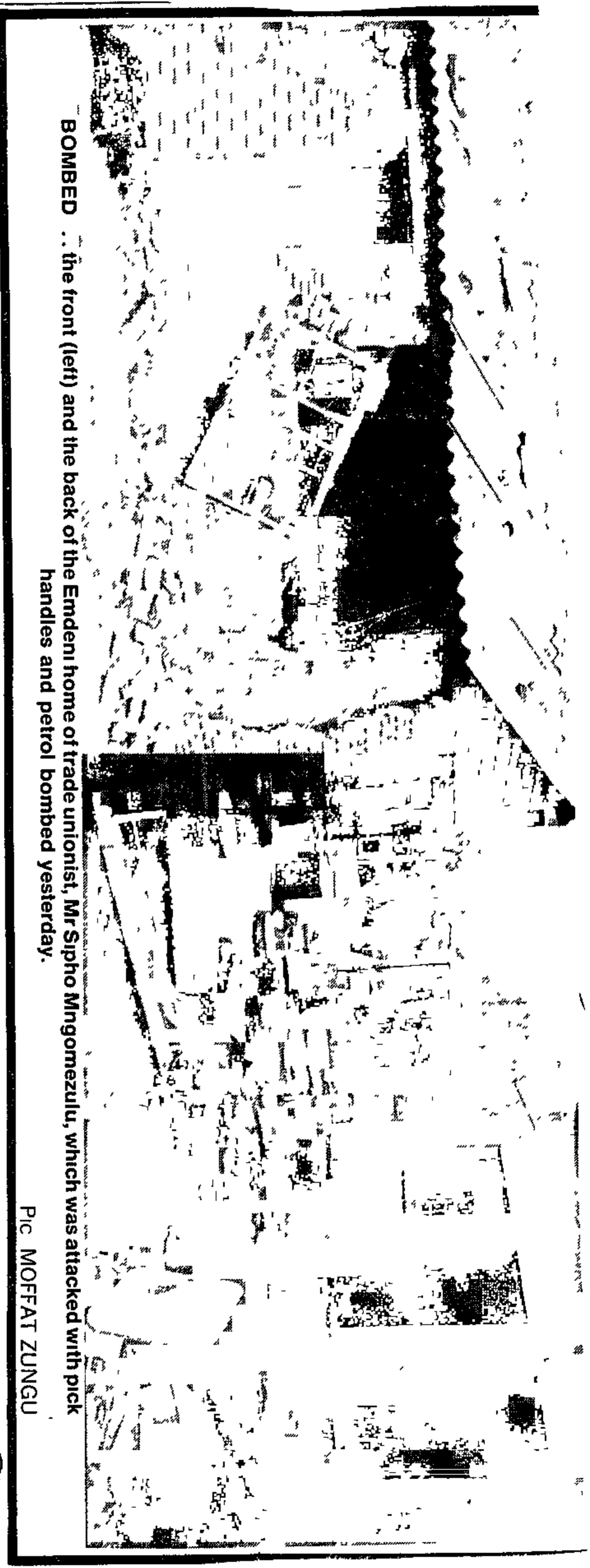
"It appears to the court, however, that there is no obligation on an employee to inform his employer that he has joined a union," said the presiding officer, Dr D G John.

After discussions with the union, Mr Synesiou agreed to take back all employees who had walked out except four he claimed were "intimidators and agitators".

Although Mr Synesiou said the work of the four had deteriorated, the court found the only reasonable conclusion was that he had refused to take them back because they belonged to a union and had taken a leading role in union affairs.

"The picture which the evidence presents is of an autocratic employer who nevertheless treated his employees generously and encouraged them to undergo training to improve their skills and prospects.

"He was angered by their joining a trade union and by the ingratitude which this step seemed to him to indicate," said Dr John, finding that the four had been unfairly dismissed and failure to re-employ them was an unfair labour practice.



BOMBED ... the front (left) and the back of the Emdeni home of trade unionist, Mr Sipho Mngomezulu, which was attacked with pick handles and petrol bombed yesterday.

Pic: MOFFAT ZUNGU

COUNCIL FIRES ENTIRE WORKFORCE

THE Tembisa Town Council has fired its entire workforce, who were striking over wage demands and better working conditions, a union official said yesterday.

Over 1 000 council employees were fired last Friday according to Mr Philip Dlamini of the SA Black Municipal and Allied Workers' Union (Sabmawu). He warned that workers at other local authorities on the East Rand may go out on a solidarity strike.

The dispute may result in the collapse of essential services in the East Rand township, which has been the scene of sporadic unrest over the past months. Sections affected by the strike are cleansing and sanitation department, administration, police, parks and recreation, treasury and electricity. Sabmawu has given the town council until

LABOUR BEAT BY LEN MASEKO

Wednesday to settle the dispute. Among other things, the workers are demanding the dismissal of three white officials said to use unsavoury language when talking to their black colleagues.

WORLDWORKERS FORCE

• The Vereeniging offices of Council of Unions of SA (Cusa) were destroyed by fire last week. The union federation's regional office was allegedly attacked by white vigilantes, resulting in damage estimated at R5 000.

The branch has moved into another office block in the Vaal town. The incident is seen by the union as an attempt to drive it out of the town. • Strike-bound Sentra-chem was granted a Su-

98/5/86
Swekane
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preme Court order last Friday, to evict workers "sleeping-in" at its Germiston subsidiary's plant. About 2 000 workers are involved.

The SA Chemical Workers' Union (Sacwu), which represents the strikers, told the *Sowetan* yesterday that soon after Sentra-chem management obtained the interdict a contingent of police accompanied by members of the SADF moved in at Germiston's NCD "to forcibly evict the striking workers" from the company's premises.

Black NCD workers, together with their colleagues at six other Sentra-chem divisions, have been on a wage strike since May 12. However, only workers at the Germiston firm had been participating in a sit-in strike.

About 2 000 Sentra-chem workers are on strike, demanding an across-the-board pay hike of R250 — an amount which their union says will help narrow the wage gap existing between black and white workers at Sentra-

chem. Sacwu has condemned the company's action, saying Sentra-chem had gone "behind the workers' and the union's back" to obtain the court order.

Failed

Sacwu spokesman Mr Mike Tsotetsi said a last-minute bid to halt the eviction of workers at NCD had failed.

• About 400 workers at Pioneer Ready Mix Concrete in Johannesburg downed tools last Thursday, in protest against the company's plans to retrench workers.

The strikers are members of the Black Allied Mining and Construction Workers' Union.

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

~~REDACTED~~

MM 27/5/86

~~REDACTED~~

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UNIONS, SEIFSA IN NEW TALKS

THE third round of wage negotiations between the metalworkers' unions and the Steel Engineering Industries Federation takes place on June 5.

The talks resume amid an intensified campaign spearheaded by unions affiliated to the SA Co-ordinating Council of the International Metalworkers' Federation (IMF), to pressurise the employer body to accede to their wage demands. The IMF affiliates are Electrical and Allied Workers' Trade Union, the Metal and Allied Workers' Union and the Steel Engineering and Allied Workers of SA. These unions have applied a national overtime ban in the metal industry in an attempt to force Seifsa to consider their joint wage proposals.

The IMF unions are — among other demands — campaigning for a minimum wage of R3,50 an hour, a 40-hour week; maternity benefits; and the right to strike without dismissal.

Launch

Also taking part in the negotiations, which affect about 450 000 workers and 9 000 employers in the industry, are unions affiliated to the Confederation of Metal and Building Unions.

- A new union in the food industry is to be launched in Cape Town this weekend.

Delegates from all over the country are expected to attend the launch, which is spearheaded by the Congress of SA Trade Unions.

A union source has claimed that about 1 500 members of the Food Beverage Workers' Union (FBWU), an affiliate of the Council of Unions of SA (Cusa), had expressed their intention to join the new union.

These members were employed by Coca Cola at Devland, Clayville and Benrose, he said.

But Cusa president

Workers' diary

By LEN MASEKO

IF YOUR union will be having a meeting please note that Workers Diary has been specifically designed to announce this. All you have to do is telephone LEN MASEKO at 673-4160 on Mondays. The news will be published on Wednesday. We also publish meetings of shop stewards' councils or union committees. All we need is a telephone call.

Mr James Mndaweni has dismissed these claims as incorrect, saying workers at the plants concerned had reaffirmed their allegiance to the FBWU.

"As far as we are concerned, the workers at these plants have dissociated themselves from these claims.

"Therefore it is obvious that certain individuals are involved in a disinformation campaign," he said.

- The Media Workers' Association of SA (Transvaal region) is to hold a general meeting in Johannesburg on Sun-

day. The meeting will be held at 5 Wanderers Street, Room 308, Lekton House from 9 30am.

- A branch of the newly formed Post Office and Telecommunications Workers' Association is to be launched in Bloemfontein on Saturday.

The venue for the launch is the Zenzele Hall, Phahameng, where an executive committee will be elected.

- The Insurance and Allied Workers' Union of SA is to host a two-day seminar on "Equality for Black Women in Trade Unions". It will be held in Daleside near Vereeniging next week.

The two-day seminar, which starts on June 7, will also focus on maternity benefits for women.

It will be held at John Bosco Conference Centre.

- The Minister of Manpower has appointed a conciliation board to resolve a wage dispute between the Food Beverage Workers' Union (FBWU) and African Products in Germiston.

The matter is due for hearing in Johannesburg on Friday.

The dispute stems from the union's demand for a minimum hourly wage of R2,62 while the company has offered R2,24 an hour.

The union also demands that the Sunday shift-rate be doubled.

African Products man-



Mr JAMES Mndaweni
... Cusa

agement will only settle for one-and-half hour rate.

- The Industrial Court has ruled that seven workers, found to have been unfairly dismissed by the Tembisa Town Council, should be reinstated.

The workers, members of the SA Black Municipal and Allied Workers' Union, are Mr Michael Mbeu, Ms Leah Sidima, Ms Eleanor Selote, Ms Baphoyisile Yaka, Ms Miriam Netshitshive, Ms Memu Sikhubatsela and Ms Refiloe Molapo.

Migrants

- The Engineering and Allied Workers' Union has indefinitely postponed elections for the national executive committee.

A date for another meeting will be announced later.

- A five-day conference on migrant labour is to be held at the National University of Lesotho from Sunday.

The meeting is organised by the Transformation Resource Centre and the Agency for Industrial Mission. Union delegates are invited to attend.

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Wage talks for 350 000 metal workers to resume

Labour Reporter

WAGE talks affecting 350 000 employees in the metal industry face rough waters when they resume next week

At issue are wage demands and a proposal that companies which want to pay more than minimum rates should negotiate these individually with unions.

Four unions solidly reject proposals by the employer body, the Steel and Engineering Industries Federation of South Africa (Seifsa)

Unions in the Council of Mining and Building Unions (CMBU) are not satisfied with the proposals but would be prepared to accept them if other needs are met.

Three of the unions which reject the proposed wages — the Electrical and Allied Workers' Trade Union, Metal and Allied Workers' Union and Steel, Engineering and Allied Workers' Union — have imposed overtime bans and declared a dispute with Seifsa

The fourth, the Engineering Industrial Workers Union, is waiting to see how the negotiations go

Employer proposals would lift minimum wages at the top to R5,77 an hour, down to R2,18 for the lowest paid. Every worker, including those receiving more than the minimum, would get the grade increase. These range from 28c an hour at the bottom to 56c at the top

Unions rejecting the offer demand a minimum of R3,50 a hour.

Spokesmen said that Seifsa's offer was below the inflation rate and did not offer a living wage to the lowest-paid workers

Mr Ben Nicholson, director of CMBU, said the proposal for individual negotiations could be the make-or-break issue

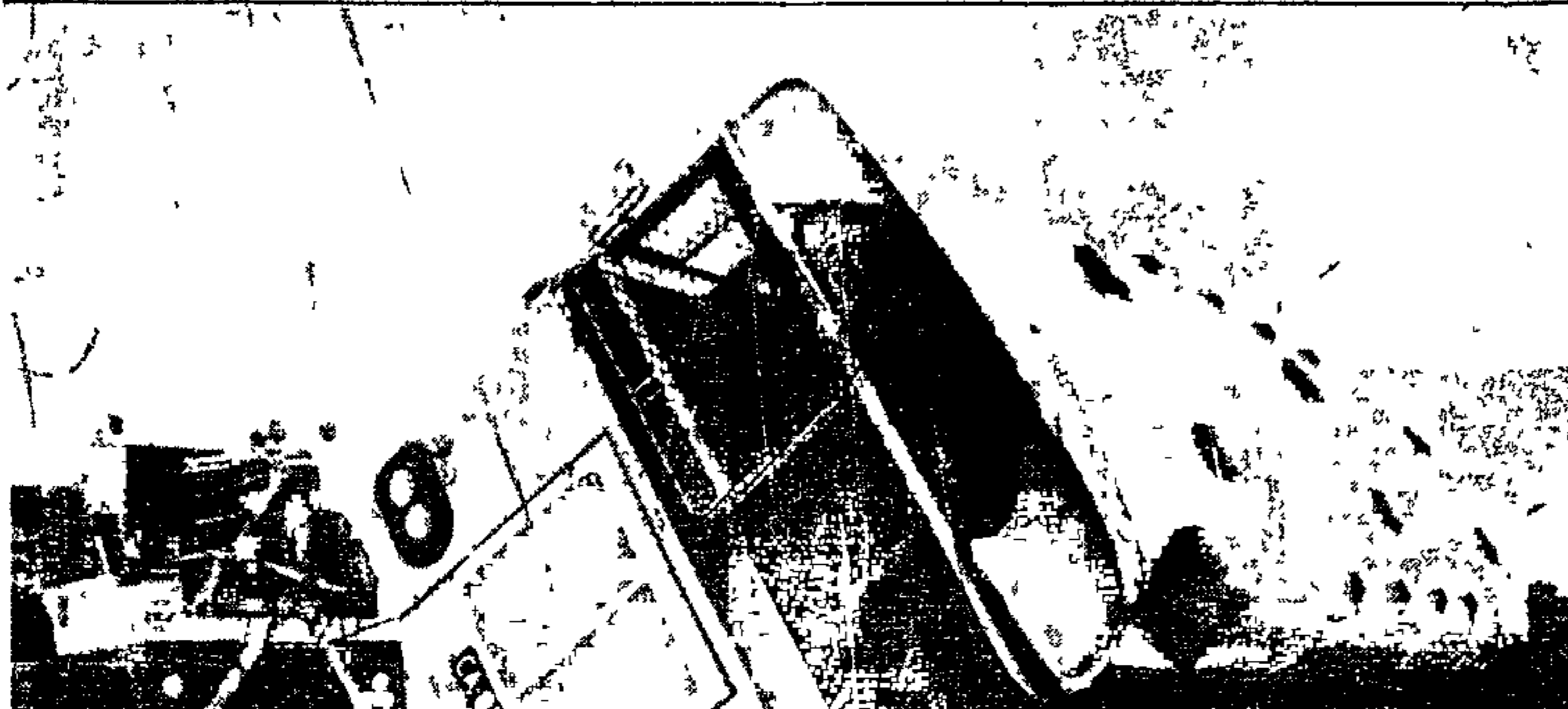
"We are not satisfied with the wage proposals. But we recognise the position of the industry and if the employers remove certain pinpricks we will accept them

Unions are also asking for a 42-hour week, down from 45 hours. Mr Nicholson said this would help to create employment in an industry in which many plants are already working short-time

● Seifsa has proposed that the Government investigate making May Day a public holiday

The issue is one of the union demands in wage talks in the metal industry

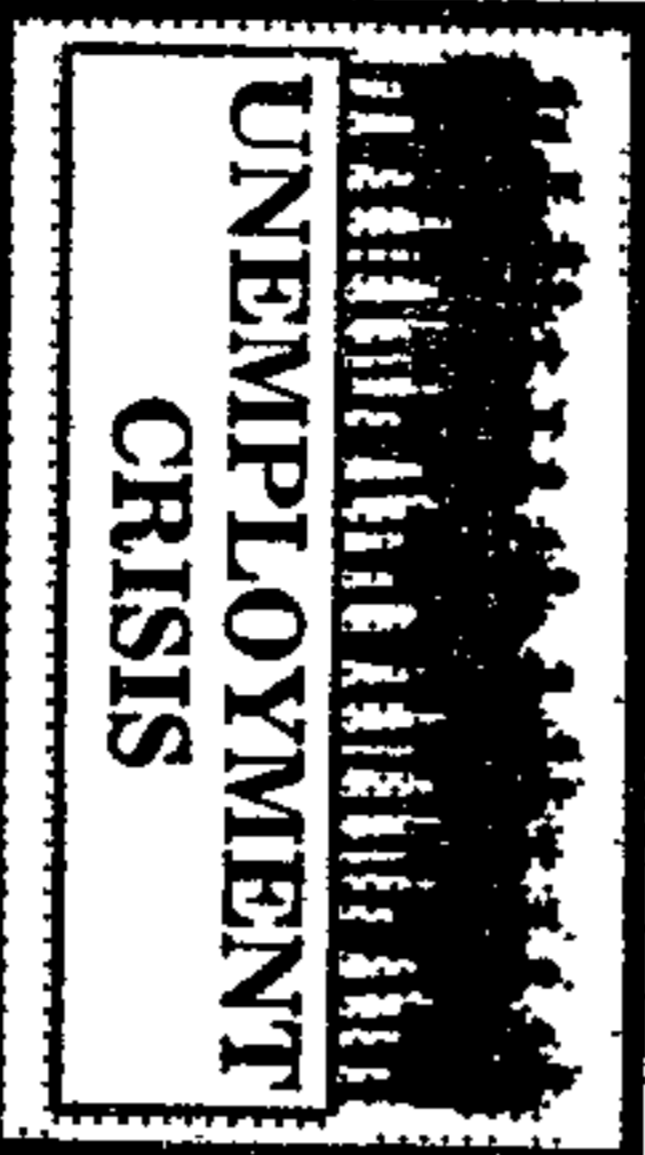
Seifsa has asked the Government to appoint a commission to investigate public holidays by August and report in January



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Retrenchment a key to industrial relations



THE effect of unemployment on the community means that the question of retrenchments is a volatile one. And the handling of such negotiations between managements and unions has become a key industrial relations issue, CLAIRE PICKARD-CAMBRIDGE reports.

2 000 people were being retrenched every week in early 1985. But he believes retrenchments have slowed. Norman Daniels of the Textile Workers' Industrial Union says more than 40 000 jobs — at least one-third of the jobs in the textile industry — have been lost since 1983. Unions believe there should be no retrenchment without exploring all possible alternatives, without notice, full information, fair retrenchment procedures, severance pay, consultation and negotiation. Their demand for preferential re-employment if vacancies occur is one which manage-

ments often concede. Motor employers, in turn, have used almost all alternatives — which includes restricted recruitment, early retirement of certain employees, short time and elimination of overtime to stave off retrenchments. Institute for Industrial Relations director Mark Anstey says managements often argue they create employment through the pursuit of profits and that their role should not be confused with government or social welfare in providing for the unemployed. But Anstey argues that businesses

are situated in a societal context, where high unemployment has contributed to unrest. Employers had to consider that retrenchments took place in a situation where inadequate social security provisions prevailed. Industrial relations consultant Stewart Pennington says most employers acknowledge the serious impact of retrenchment, but generally fail to devote attention to long-term manpower planning to avoid this. He maintains information-sharing with unions on matters which include supplying relevant financial information and productivity figures results

in closer co-operation after retrenchment has occurred. Trade unions generally support the criterion of last-in, first-out (LIFO) for retrenchments, claiming that performance-based retrenchments allow for victimisation. Managements usually agree on the LIFO principle, although many also favour performance-based criteria. Retrenchment packages vary considerably because they are subject to collective bargaining. Retrenched employees tend, on average, to get between one and two week's wages for every year worked. Industrial Court judgments have established that failure to discuss retrenchment properly or give reasonable notice are unfair labour practices. Various court cases, which have established fairly explicit standards governing retrenchment, have encouraged unions to use legal channels over issues where their power base would generally be weak. In the event of closure of a company and a claim that it cannot afford to pay severance packages, many unions have argued for disclosure of financial information. Effective dealing with retrenchment is also vital for any company as remaining employees perceive the treatment of the retrenched as relevant to their own future. This may result in increased stress among remaining staff and reduced initiative and productivity.

NEW HOPE FOR P.O. WORKERS

AFRICANS, unlike their co-workers of other races in the Department of Posts and Telecommunications, have for a long time, been without effective representation at the workplace.

Other than works councils (staff committees), generally regarded as "toothless", no other forum has existed for these workers to negotiate wage agreements and better working conditions

Works councils are empowered to represent Post Office employees as far as the regional director's office, which then conveys their grievances to the Deputy Postmaster-General

On the other hand, the Postmaster-General sits annually for wage negotiations with representatives of other races, such as the Postal and Telegraph Association of SA (white), the SA Postal Association (white), the SA Telecommunications Association (white), the SA Posts and Telecommunications Association (Indians), the Post Office Employees of SA (coloured)

Also party to the negotiations is the Society for Post Office Engineers, whose membership is open to all races. However, no African worker is known to be employed in this category

Whatever agreement is reached by these parties at the negotiation tables, has always been binding to the African staff

This year, however, things should change with the formation of the Post Office and Telecommunications Workers' Association (Potwa), a new body with a membership of about 12 000 workers.

Although this figure is below the 50 percent representation required by Post Office management before recognising the union, Potwa believes it will have recruited all 30 000 African workers in the Department of Posts and Telecommunications by the end of this year

Among Potwa's aims are:

- To negotiate wage agreements for its members, and protect and further their interests in this sector,
- To encourage the settlement of disputes by conciliatory methods,
- To fight for the abolition of discriminatory practices, such as job reservation and pay disparity in scales of black and white staff

Says Potwa's interim chairman, Mr Vusi Khumalo: "Potwa's immediate task is to recruit members in nine regions and then seek recognition with management. We are confident that we will have recruited the whole African staff by the end of this year"

Potwa will comprise nine regions throughout

By LEN MASEKO

the country, with the national executive committee at the helm

A new executive committee will be elected at the inaugural congress in Johannesburg on July 1.

Several thorny issues, such as affiliation, are likely to surface at the inaugural congress. Whether Potwa will opt for a non-aligned standpoint, which means confining its activities to shopfloor issues only, remains to be seen

Interest

Potwa's interim executive committee shrugs off the question of affiliation to a union federation, pointing out that the general membership will decide on the issue when the union is launched

However, the executive acknowledges that the body would soon have to formulate policies on important issues in the black community, such as disinvestment — a subject causing great consternation in Government circles



Mr VUSI Khumalo . . . Potwa's interim chairman

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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.

McNIBB, father of a one-appeared 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'



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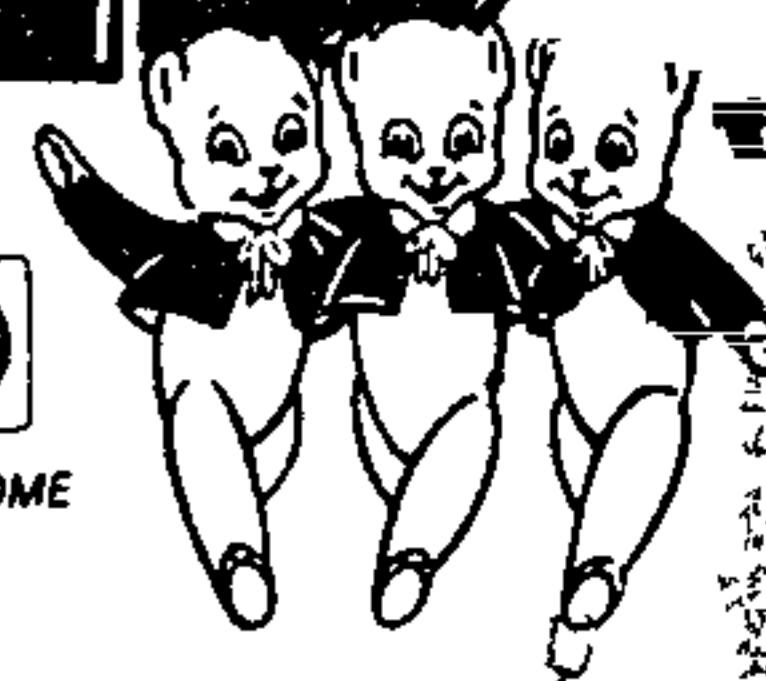
12 MONTHS GUARANTEE



GST excluded on cash prices but included when terms are calculated



CREDIT CARDS WELCOME



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) "

Some fan 29/5/86

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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.

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Textile union to break from Tusca

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Dispatch Reporter
EAST LONDON — The Textile Workers' Industrial Union of South Africa (TWIU) has decided to disaffiliate from the Trade Union Council of South Africa (Tusca)

The decision was taken at a conference of the union's national executive committee in Cape Town at the weekend

In a statement released by the TWIU yesterday, the union's general-secretary, Mr Norman Daniels, said Tusca was irrelevant "in

our members' fight against apartheid"

"Whilst reiterating that the TWIU has no political affiliations, delegates nevertheless felt that matters affecting the lives of its members could not be ignored, particularly when it is accepted that political decisions and actions directly affect the economy of the country," the statement said

It said the conference had resolved that apartheid could in no way be reformed but must be scrapped in its entirety and all people must be

given the same rights, privileges and responsibilities.

The presence of the police and army in the townships and schools was regarded as intolerable and seen as aggravating the problems members were facing and the right of their children to be educated in peace without harassment and violence against them by the police and the army

"This conference calls upon the government to remove this presence forthwith and condemns the senseless killing of people and the burning of homes and possessions by whoever is responsible therefore

"It particularly condemns the violence and destruction perpetrated against the almost 30 000 residents of Crossroads who have been rendered homeless and where 33 people have lost their lives," the statement continued.

"This union pledges to strive towards May 1 and June 16 being declared paid public holidays for all textile workers," the statement added

29/5/86

Council wants to evict strikers

THE Tembisa Town Council is to submit an urgent Supreme Court application today, seeking the eviction of council employees from their homes.

This was disclosed yesterday by a spokesman for the South African Black Municipal and Allied Workers Union (Sabmawu) who said about 400 workers would be affected by the court application.

Sabmawu spokesman Mr Benny Alexander said some of the dismissed council employees had already been served with notices to vacate council-owned houses.

The town council has dismissed about 1 000 workers who were on strike over wage demands and better working conditions.

Sabmawu is fighting for the reinstatement of the sacked staff as well as opposing the planned evictions.

Sleep-in

At Alrode's Barlow Rand Engineering Manufacturing, about 700 workers have been on strike since Monday this week demanding among other things — a wage increase of R1,50 an hour. The workers, who are members of the Metal and Allied Workers' Union (Mawu), have been "sleeping in" at the company's premises since Tuesday night.

The Electrical and Allied Trade Union of South Africa (Eatusa) is locked in negotiations with GEC management in an attempt to resolve the strikes at the company's plants on the Reef.

Workers at Barlow Rand's Fuchs are still on a wage strike at the company's Alrode plant.

At Boksburg's Denver Metal Works, Mawu members returned to work this week after a three-day stoppage over wage demands.

BUSINESS IN PROFILE

30/5/86

130 WEGEN MAIL

General Motors in Port Elizabeth recently caused a stir by supporting workers defying beach apartheid. Now, in the second of our series on business leaders, managing director BOB WHITE talks about trade unionism, the role of business in political change and the Sullivan principles.



Name? Robert A White

Date and place of birth? April 6, 1930; Chicago, USA.

Where were you educated? University of Illinois (B Sc Accountancy); Harvard Graduate School of Business (Executive Development Programme)

What position do you hold in your company? And in other companies, societies or organisations? Managing director, General Motors SA (Pty) Ltd (GMSA)

Value of assets under your control? R300-m to R400-m (balance sheet assets in South Africa)

Number of people in your employ? 3 500

What is the attitude to trade unions in your company? What is the state of your relationship with these unions?

Consistent with GM operations elsewhere in the world, GMSA respects the principles of "freedom of association" in matters of employee membership in trade unions and acknowledges the right of its employees to engage in union activities, including the formation of a union. GMSA enjoys good relations with the unions represented at the company.

What role do you see for your company in the process of change in South Africa? GM will continue to press strongly for peaceful change in South Africa and will pursue all constructive alternatives which have any reasonable prospect of rectifying this country's racial policies. At the same time, GM will try to run its business in a manner which promotes the welfare of its employees, dealers and suppliers. I believe that through adherence to sound operating principals, GM has the opportunity to continue to be a positive force for change in South Africa.

What are your most immediate concerns about government economic policy? Are there any immediate changes you would like to see in this policy? Political uncertainty, the enactment of sanctions and trade boycotts, and the suspension of credit by foreign banks have caused considerable erosion of confidence in the South African economy. These events serve to demonstrate the extent to which economics and politics in the South African economy have become inextricably linked. Measures introduced by government to stimulate the economy have done little to restore consumer confidence and, as I see it, an economic recovery in real terms will not occur until there is more significant movement on the political front.

What is your attitude to positive discrimination? As a signatory to the Sullivan Principles, GMSA has initiated a number of programmes aimed at increasing the number of black employees in the workforce and at preparing black employees for supervisory and management positions. A limiting factor continues to be inadequacies in the education available to blacks in this country and, to overcome this problem, GMSA has implemented a wide range of training and development programmes to better equip black employees with the necessary skills and capabilities.

Are you happy with the Sullivan Code? What changes would you like to see in it? There is no doubt that the Sullivan Principles have had a catalytic effect in accelerating the pace of change in South Africa. However, I'm not altogether pleased with the manner in which the principles have been implemented in all instances because I believe black South Africans have not been given sufficient opportunity to input in to the Sullivan programmes.

What is your attitude to disinvestment? What are you or your company doing about the issue? GM believes that the people who would be significantly hurt by disinvestment would be the very people Americans seek to help, the black people of South Africa. If American companies were to leave South Africa, the American leadership role would be greatly diminished, and the progress made to date could be reversed.

Clearly, GM intends staying here, so we must have a strategy that ensures that it is going to be possible. GM Corporation's chairman, Roger B Smith, was a founder member of the US Corporate Council on SA, comprised of the chief executive officers of major US corporations with subsidiaries in South Africa. The Corporate Council is actively consulting with both the South African government and influential South African businessmen to develop programmes which combine political and economic initiatives which can hasten progress towards meaningful reform.

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MWASA FOR TALKS

A DELEGATION of the Media Workers' Association of SA (Mwasa) leaves this weekend for Europe, where they will be attending various trade union meetings.

The delegation comprise Mwasa acting chairman Ms Sandra Nagvaal, Mr Thami Mazwai (treasurer), Mr Quorash Patel (Natal region executive) and Mr Tyrone August (general secretary).

The group's itinerary

includes attending a five-day meeting of the International Federation of Journalists in Denmark from June 2. They have also been invited to attend a two-day meeting hosted by the International Confederation of Free Trade Unions in Geneva from June 5.

Mr August will also represent Mwasa at Swedish Union of Journalists' congress on June 9.

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282/4 VICTORIA ROAD, WOODSTOCK. Ph 47 4313
TROUSERS

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Recognition for June 16

JOHANNESBURG — Two of South Africa's major companies, Premier Food Industries and Anglo American, yesterday gave recognition to the calls for the 10th anniversary of the June 16 uprising to be commemorated

In a historic labour relations decision, Premier Food announced that it had decided that in future both May Day and June 16 will be paid holidays

And Anglo American announced that it is to close its corporate head office on the 10th anniversary of the Soweto uprising

A statement by the Anglo chairman, Mr Gavin Relly, said it was becoming

increasingly evident public holidays no longer reflected "the full spectrum of national sentiment"

"Each year since 1976 groups of South Africans have wished to commemorate the tragic events which occurred on June 16 in that year" They had significance "not merely for black South Africans but indeed all South Africans"

Premier Food Industries yesterday said that it had become manifestly clear that the existing public holidays do not appropriately reflect the views of all sections of South African society. — Sapa

Bus Day 1/7/86 134

ON THE MOVE



PETER WATT has been appointed chief executive of Aberdare Cables, in the Powertech Group



MIKE BOSWORTH has been appointed sole MD of Tek Corporation



OBED KUNENE has been appointed executive director of the Urban Foundation



BEN VAN DER ROSS has been appointed executive director of the Urban Foundation



GERALD MANNE has been appointed chief executive director of OK Bazaars' Hyperama board



JOHANN DU PISANIE has been appointed chief economist of Senbank

Creativity is missing in local business

BLACK participation and advancement in management positions in SA businesses has been negligible, and workers perceive business as exploitative, discriminatory and as profiting only (white) management.

These were among the findings of the Project Free Enterprise (PFE) report released by Unisa's School of Business Leadership recently.

The report found that SA managements are generally still guilty of totalitarian and autocratic styles that negate meaningful participation by workers in basic processes such as performance improvement, productivity enhancement and decision-making.

Another problem, says project leader Christo Nel, is that reward systems in SA are lacking in creativity.

Delegates at a Unisa School of Business Leadership seminar on black advancement last week were asked why black advancement programmes had failed within their organisations.

The reasons included job reservation, poor black education, the lack of black participation in devising advancement programmes, fear of a white backlash, a lack of forward thinking, racism, and the fact that capitalists were comfortable in the past because the system had worked well.

Nel says one of the biggest challenges facing SA today is to increase the stake of the worker in free enterprise. But he says black advancement programmes, with few exceptions, had got nowhere during the last 10 years.

Barclays Bank personnel manager Doc Pascoe pointed out that while blacks make up 75% of the population, they hold just 2% of all managerial positions.

Premier Group Industries deputy chairman Peter Wright says the PFE report has shaken many previously-held beliefs about the acceptance of free enterprise. "We have to increase our efforts to change those perceptions," he claims.

Wright suggests capitalism might need to be adapted to suit African conditions. "Is it reasonable to expect blacks to change to a white business culture or is there a way inbetween that might be comfortable to both?"

Such a way might have been found by Cashbuild, a cash-and-carry building materials chain. It has developed a unique system of participative management on the shop floor and introduced profit-sharing schemes.

The rewards are evident — staff turnover ran at 128% in 1983, but this year is down to just 9%, before-tax profit has soared from R600 000 in 1983 to R3,8m in 1986, and Cashbuild has not suffered from strikes at a time when they have almost become the norm, especially in some areas like Queenstown.

MD Albert Koopman says there is no magic formula and, indeed, Cashbuild stumbled onto its winning streak rather than implemented a grand design.

When the company's profits dipped sharply in 1982, Koopman turned first to

his managers and then to his workers for the reasons.

A series of "brainstorming sessions" followed from which it became clear that black workers wanted participation within the system and branch managers had to be persuaded "to move away from being a typical South African hardnosed boss to a leader of men".

Koopman says it is important to understand that black culture is essentially egalitarian as opposed to the Western world's emphasis on the individual. Thus Cashbuild has discarded imposing rank and status on its employees. "Workers want to be part of a team. Leaders emerge when they have earned the right".

Nel says it is important to appoint a senior line manager to monitor black advancement and for the programme to be "driven by top executives".

At Mobil it is Mel Palmer's task to interact with management in all of the divisions regarding advancement, setting objectives and overcoming problems.

In addition, Palmer says Mobil is putting together an internal induction course, along the lines of the 6M approach, that will explain the workings of the free enterprise system.

Mobil is also using integrated achievement and mentorship development programmes as part of their holistic thrust to ensure successful black advancement.

Nel believes participative systems are a crucial aspect to black advancement.

Black advancement became a crucial aspect of Barclays Bank's manpower plan in 1977, and the increasing number of black senior supervisory and managerial staff bears testimony to this from just 18 in 1977 to 206 this year, and the bank has a projected figure of 500 or more by 1990, says Pascoe.

Yet black advancement programmes, no matter how well intentioned, were fraught with difficulties. Nel says management in general has not identified clear goals and inferior education has failed to produce black school-leavers with the basic skills necessary for business.

Thus, says Pascoe, simply giving equal treatment to black employees is not black advancement or equal opportunity.

Perils of negotiating with leaderless unions

NEGOTIATIONS between employers and unions have probably been more hair-raising than ever before during the current state of emergency.

Contacting union leaders on the run proved impossible and both management and workers initially found their normal working relationship in complete disarray after the declaration of the emergency on June 12.

While there are no easy answers to the situation, temporary solutions seemed to hinge on the flexibility of the parties and the improvisation which took place to enable talks to continue.

Alternatives were not always forthcoming. Many employers with urgent problems on their hands often found that their contact with union leaders was limited to clandestine "tickey box" calls which ended in mid-air.

Premier chairman Tony Bloom summed up the seriousness of the problem created by the detentions when he said "We are now faced with attempting to run our factories and enterprises by dealing with the mob because the leaders are in custody".

Something akin to bedlam initially emerged in some factories, but details cannot be disclosed as many incidents concern police actions.

But management understanding of the enormous problems facing the unions during the emergency has been essential in trying to hold negotiations.

Some problems outlined by unionists were:

□ Key union people were detained or in hiding and shop stewards were forced to lead negotiations themselves.

□ Difficulties in holding report-back meetings to consult with workers, especially in outlying areas. In some areas magistrates banned outdoor meetings and workers felt threatened at meetings where there was police surveillance.

□ Problems of co-ordination because union organisers were not in their offices and workers could not

CLAIRE PICKARD-CAMBRIDGE

ascertain what steps they should take; and

□ Confusion among workers who did not know whether they were breaking emergency regulations by meeting to discuss wage claims or report back on negotiations.

Many series of negotiations could only continue following creative responses from the parties.

In an important development, eight major retail employers agreed to demands of the Commercial, Catering and Allied Workers' Union (Ccaawusa) that shop stewards be given leave to attend to union activities.

The employers announced on Sunday that each company had agreed to release two shop stewards for a period of special leave. The first week would be paid leave and the situation would be reviewed in two weeks, depending on the availability of union officials.

Certain responses by the unions are also outlined by the Labour Monitoring Group, which found earlier that shop stewards had already stepped into the breach left by officials and administrative staff in some union offices.

Many shop floor workers were now directly responsible for important wage negotiations at plant and sectoral level and in some cases office bearers took their annual leave and filled gaps left in negotiating teams. Workers also clarified legal situations by contacting lawyers directly for advice.

But the climate of fear and the unknown factor regarding possible future detentions means that tenuous new bargaining arrangements could break down at a moment's notice.

And whatever government's aims in detaining unionists, it is clear that workers are quite adept at organising further strike action without their leaders.

Labour consultant Gavin Brown, who has been closely involved with retail employers, said the different companies got to various stages in their discussion with shop stewards

after the emergency was declared.

However, demands related to the state of emergency and many employers felt they were not getting anywhere, Brown reports. In-company talks had not come to much until last Monday when a group of shop stewards from different companies — led by Ccaawusa president Makhulu Ledwaba — met with employers.

"But the biggest frustration was the uncertainty about whether those we were dealing with had influence over the rest of the workers," Brown said.

Michael Wright of CNA said the situation provided for one of the most difficult times facing employers.

"At first the situation was totally chaotic," he said. "There were no responses from the union office. When we went to shop stewards at the company they were confused and did not act as positively as they normally did."

"Later when we were able to start negotiating, employers found themselves meeting with union representatives which many of them did not know."

But, he said, employers did not doubt the representivity of the group shop stewards as negotiations progressed.

Employers are also expected shortly to be faced with demands from Cosatu which believes unions cannot function properly unless employers accede to them.

These include wage hikes that have been delayed because of disruptions to negotiations be backdated, and that employers make facilities available to Cosatu representatives to enable them to restore union-worker communication and that employers allow shop stewards paid time off to attend to union affairs.

The extent to which union activities can be returned to normality — and hence normal negotiations resumed — will also depend on the way in which employers see fit to respond to some of Cosatu's demands.

Unionists meet British miners

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LONDON — Two South African trade unionists made their appearance at the British National Union of Mineworkers (Num) conference at Tenby yesterday

They are the general-secretary of the South African Num, Mr Cyril Ramaphosa, and its president, Mr James Mohlatsi

To a standing ovation they were introduced to Num delegates as guests of the miners' union

Mr Ramaphosa said they had slipped out of South Africa but they were not sure if they would be free people

when they returned home

Mr Mohlatsi, a working miner, described his working conditions

Mr Ramaphosa was more critical when he complained of the role being played by the British Trade Unions' Congress (TUC).

"When it comes to South Africa we have always seen the British TUC vacillating, not able to take clear decisions," he said

The two South African miners' leaders are to have meetings today with the TUC and the Labour Party — DDC

Industrial relations 'sharply deteriorating'

222 unionists still detained — LMG

By Sheryl Raine

The continued emergency detention of prominent trade unionists is causing a sharply deteriorating situation in industrial relations, says the independent Labour Monitoring Group (LMG)

Events in the next week could turn out to be crucial to the future of labour relations in South Africa, according to the organisation

In its latest figures the LMG says at least 222 unionists are known to still be in detention. Plans for protest action by various unions and union federations have been formulated.

The LMG warned that the initial phase of spontaneous, localised worker protest against the detention of unionists was giving way to a greater emphasis on national planning and co-ordination.

Apart from the retail industry which was hit by a wave of more than 100 protest strikes because of the detention of union leaders, the pharmaceutical industry was also seriously affected by strikes last week.

Drug production threatened

Production of life-sustaining drugs was threatened by industrial action at 14 pharmaceutical firms including Roche Products, Beechams SA and Twins Pharmaceutical Holdings. Four pharmaceutical bosses met the director-general of the Department of Manpower to inform him of the seriousness of the situation.

The pharmaceutical industry, unlike many others,

cannot use casual, unskilled labour for fear of the effects this would have on the quality of products.

The LMG said last night that of the 222 unionists still in detention, 182 were individuals who had been held and 40 had been held en masse.

Thirty-seven of those held en masse were members of the Food and Allied Workers' Union (Fawu)

A total of 740 dairy workers were held en masse after a protest strike at Nel's Dairy in Johannesburg. All but three have now been released.

Secret talks to plan action

The Congress of SA Trade Unions, worst hit by detentions, met in secret yesterday to discuss the situation. A Cosatu statement said. "Demands have been formulated and a legitimate programme of action has been proposed." The details of the programme would be ratified by all regions and affiliates and communicated to employers whom Cosatu believed "must effectively pressure the State since it is the employers who will have to bring about change"

A further statement by Cosatu is expected today.

The National Union of Mineworkers (NUM) voted yesterday to protest against the detention of 10 of its senior officials

The LMG noted that employers, with few exceptions, were still responding to the crisis by keeping silent. "Although sections of the business community see some cause for hope in the current situation, most commentators are far less optimistic. It would appear that events in the next week may turn out to be crucial," said the LMG.

Unionists believe they face arrest

The Star Bureau

LONDON — Two South African mine union leaders, who slipped out of South Africa after emergency laws were imposed to attend a union conference in Wales, believe they face arrest when they return home.

Mr Cyril Ramaphosa, secretary-general of the National Union of Mineworkers (NUM) and the union's president Mr James

Motlatsi went underground shortly after the state of emergency was declared and then slipped out of the country to visit Britain.

Mr Ramaphosa said: "We know of the hardship ahead of us, but we have decided as leaders of miners in South Africa to take the risk and the penalty that may be imposed on us to continue the battle against apartheid."

Speaking at the British NUM's

annual conference in Wales, they rejected the view that sanctions would hurt blacks and appealed for support from British workers.

Mr Ramaphosa said if sanctions were applied by Britain apartheid could start crumbling

It is not clear when the pair will return to South Africa. They are to meet Britain's Labour leader Mr Neil Kinnock later this week.

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S.M.A.L.

Government stands firm on detentions despite pleas from employers

The Star Thu

For the past seven years South African employers and organised labour have struggled to establish the present fragile working relationships. Sometimes those relationships have been good, sometimes bad, but never before have they been as confused as they are today.

At the centre of the confusion is the state of emergency which has resulted in a series of events which have thrown labour relations into turmoil.

Reacting to the situation, the 500 000-strong Congress of South African Trade Unions (Cosatu) has made demands, some of which may not be reported under the emergency regulations but which include the release of detained unionists and "a democratic resolution" of South Africa's problems.

In the past three weeks, 923 trade union leaders and members are known to have been detained under emergency regulations. Yesterday 222 were still in detention. Reasons for their detention may not be published under the emergency regulations.

Apart from the detentions, hundreds of trade unionists have gone into hiding for fear of detention. Those not in hiding are seldom able to follow their usual work routines. Police have continued to raid union premises and to seek general figures in the labour movement.

Tracking down trade union officials has become a cloak-and-dagger affair — and one which involves more musses than hits, if reports from employers are anything to go by.

A wave of strikes hit the retail and pharmaceutical sectors as workers protested against the detention of their colleagues. With many union officials absent, negotiations aimed at getting the workers back to work in the retail sector were a nightmare. Trade union office routines

Cosatu will 'press home' new set of demands

By Mike Shuma

The Congress of South African Trade Unions (Cosatu) has drawn up a list of demands which would ensure the continuation of its "legitimate activities".

In a statement released after a secret meeting of its central executive committee meeting yesterday — the first major gathering since the declaration of the state of emergency — Cosatu said its demands were:

- An end to all harassment, victimisation and intimidation of shop stewards, officials and workers.
- The release of all union leaders.
- "A movement to a democratic resolution of our country's problems".

The demands are in addition to a set of eight others discussed by workers over the past week, which included job security for de-

tained unionists and that workers be allowed two hours a week during working hours without loss of pay to attend to union business.

"Cosatu will be meeting employer representatives in the next week to further press home these demands," said the statement. Cosatu reiterated its position that "employers bore joint responsibility for the attacks that have been made on the labour movement".

It said there was "little evidence of employers pressurising the Government for an end to the state of emergency" and warned employers against taking advantage of the emergency.

Report Restricted

Parts of this report have been omitted to comply with the terms of the emergency regulations.

State of emergency has plunged labour relations into turmoil

have been disrupted by the emergency but offices have operated, albeit with difficulty. Union meetings, like that of the Cosatu central executive committee this week, have been held in secret.

Report-back meetings with workers have been banned or made difficult. Communication lines between workers and their unions on the one hand and employers on the other have been strained — in many

cases, broken. Delays and disruptions of wage negotiations have been reported in the mining, metal and food industries. Only time will tell what the full impact of these disruptions will be.

Employers who have remained silent in public on the state of emergency have been engaged in heated private debates on the issue. In some quarters there are

rumours of a split in the ranks of the Federated Chamber of Industries. The greatest division has been between smaller, conservative employers and bigger, more liberal corporations.

Some corporate employers, such as the Premier Group and ABCI, have taken strong public positions on the detention of unionists, calling for them to be released or charged.

Other major employers, while expressing concern privately, have remained silent — much to the consternation of union leaders who believe it is the employers' duty to put pressure on the Government.

Some employers have welcomed the state of emergency and hold the view that the Government is correct in trying to stamp out the quasi-political role of the emergent labour movement. There have been many meetings between various employers and Government officials including the Commissioner of Police and the Ministers of Law and Order and Manpower. But the Government has stuck to its guns in keeping some trade unionists behind bars, claiming they are being detained "for activities not related to ordinary labour mat-

Gencor offers work to sacked Cornish miners

Dispatch Bureau
LONDON — A row started yesterday when more than 100 redundant Cornish tin miners were offered jobs in South Africa

The miners were among more than 300 sacked last month after the Geevor Mine at Pen-deen near Land's End was refused government cash aid

The South African mining group Gencor has offered jobs to 110 former Geevor employees

The Transport and General Workers Union shop steward at Geevor, Mr Mick Mcardle, said "I could not go out there and know people I worked with were being treated in such an inhuman manner

"I dare say some Geevor men will take it up, but this is another example of people in the deprived regions having to make choices which they do not always like to make"

A spokesman for the

African National Congress advised the workers to reject the offer "because they are being invited to join in the apartheid struggle"

Earlier this year Gencor sold its 18 per cent stake in Geevor for about R1 100 000 and the job offer to miners, engineers, fitters, electricians and technicians was made through Geevor's deputy chairman, Mr Ken Gilbert. He said they should give the offer "serious consideration"

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Labour advice for state of emergency

By Sheryl Raine

The Transvaal Chamber of Industries (TCI), faced with protest strikes and a serious deterioration in labour relations, has released a set of guidelines to help employers operate under the state of emergency

The TCI has publicly deplored the detention without trial of trade unionists and the negative impact the state of emergency is having on labour relations

The TCI, the biggest chamber in the country, represents about 1 000 major companies on the Witwatersrand and many smaller firms which together employ at least 100 000 people

Labour difficulties

Apart from the guidelines, the TCI is still urging the government to charge or release all detainees as a matter of urgency and is pursuing various avenues to bring this about

TCI president Mr Tony Ewer said the chamber had met various government officials and was now able to spell out to employers how they could overcome labour difficulties arising daily under emergency rule

Employers had been pressured by the Congress of

SA Trade Unions (Cosatu) to intervene directly with Government over the emergency detention of unionists and the disruption of union activities.

Mr Ewer said the guidelines were aimed at maintaining basic industrial relations procedures in "these very difficult times"

"We have informed members that union report-back meetings may be held as long as they take place indoors on company premises Only in the Western Cape have all Cosatu meetings been banned

"In the case of very large meetings, permission can be obtained from the local magistrate for an outdoor meeting Employers should help unions obtain this permission"

Employers had been warned that, if they dismissed a detained worker, they risked being guilty of an unfair labour practice

"We have advised members to be supportive of detainees and to assist their families. Employers wanting confirmation of the detention of an employee should contact the local divisional commissioner of police and try to establish the law under which the employee is being held

"Written documents relating to bona fide trade union matters can be distributed on company premises," he said, adding that security forces would not interfere in a peaceful strike

1 537 unionists 'still in detention'

By Sheryl Raine

At least 218 elected union leaders and 1 319 union members are known to be still in detention in terms of emergency regulations, according to the latest report by the independent Labour Monitoring Group (LMG)

A total of 2 294 union leaders and

members had been detained since the declaration of the state of emergency, the group said last night

The Congress of SA Trade Unions (Cosatu) had been the hardest-hit organisation, with 189 leaders detained Among Cosatu affiliates, the Metal and Allied Workers' Union had the most officials still in detention —

The TCI noted that being involved in an illegal strike was not an offence in terms of security regulations but that inciting an illegal strike was

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CAPE TOWN 5/7/80
May 1 meeting: 57 in court

Own Correspondent
PAARL. — Fifty-seven men, women and children from Mbekweni appeared yesterday for the fifth time before Mr G J van Biljon in the Magistrate's Court on a charge of attending an illegal gathering on May 1

About 600 people were allegedly present at a gathering inside and outside a church in the township, where there was allegedly singing and chanting of slogans

One of the accused, a 15-year-old boy, was back in court yesterday after suffering an epileptic fit during the hearing on Thursday.

The hearing was adjourned to Monday and is expected to last all of next week

Miss C Visser was the prosecutor

● Another 29 residents of Mbekweni are appearing in a separate court on a similar charge

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Metal unions in merger talks

HOPES are high that a giant union — representing 100 000 metal workers — will be launched before next June, says Daniel Dube, a National Automobile & Allied Workers' Union (Naawu) leader. Dube, who was addressing a Metal & Allied Workers Union (Mawu) congress in Johannesburg at the weekend, said good progress had been made in merger talks by Naawu, Mawu and the Motor Industry Combined Workers' Union

CLAIRE PICKARD-CAMBRIDGE

Dube said some merger problems being experienced by the unions would be closely examined at the congress. He declined to disclose the problems to the Press, but said he was confident they would be overcome.

Bosses had long been united through their employer associations and it was more important than ever now that workers should be united

cc

Meeting ban on 35 unions and groups

The Argus Correspondent

JOHANNESBURG — Major trade union federations and student representative councils are among 35 organisations banned from holding indoor meetings in the magisterial districts of Johannesburg and Roodepoort

The orders, made by Soweto's divisional commissioner of police Gideon Laubscher were published in a Government Gazette yesterday

They come as at least 7 000 black mineworkers engage in go-slows and strikes following the detention of trade union leaders held under the emergency. About 100 supermarkets and chain stores have also been affected by industrial action since the emergency began

The restrictions have been imposed as the country's two largest industries — metal and mining — are deadlocked in pay negotiations

Both major union federa-

tions, the Congress of South African Trade Unions (Cosatu) and the Council of Unions of South Africa (Cusa) are among seven labour organisations listed in a Government Gazette published yesterday

The commissioner has also prohibited the listed bodies from publishing notices about indoor meetings

Among the individual unions now restricted are Cosatu affiliates — the Metal and Allied Workers' Union (Mawu), the National Union of Mineworkers (NUM) and the Commercial Catering and Allied Workers' Union of South Africa

Unions like the Health Workers' Association and the Media Workers' Association of South Africa have also been restricted, as have bodies such as the the Detainees Parents Support Committee, the Azanian People's Organisation, the Transvaal Indian Congress and the United Democratic Front

Employer bodies fear union mergers

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AS THE pendulum of organised labour gains momentum, employer bodies fear that black union mergers threaten their survival.

Johannesburg Chamber of Commerce (JCC) labour adviser Andre Malherbe says industry bosses are realising that the development of a strategy to counter union muscle must be given urgent priority.

"Open competition in the marketplace is fundamental to the free enterprise system, but the ability to compete must rest on survival.

"The sharing of information regarding trade union activity and the development of an industry-wide strategy to face up to an industry-wide union is a survival exercise," he says.

He adds that when the Congress of South African Trade Unions (Cosatu) was formed, one of its stated objectives was that workers should be organised into unions on the basis of one union per industry.

But, because the major portion of the black labour force was either

MICK COLLINS

unskilled or semi-skilled, the traditional pattern of a union based on the craft of its members did not fit.

During the latter part of last year, Cosatu began concentrating on merging its affiliated unions to the 10 national unions.

The executive set a deadline of May 31 for this to be achieved.

"It would seem as if the exercise has failed. It is already July and the one union per industry has not materialised. But is this perception correct? I think not," says Malherbe.

The first merger of Cosatu unions took place in Maritzburg in May with the amalgamation of the Transport and General Workers' Union and the General Workers' Union.

The new Transport and General Workers' Union has about 26 000 members in the transport, security, cleaning and building supply sectors.

A second merger took place a

week later with more than 60 000 members from at least five unions in the food, canning, retail and general workers' unions coming under the umbrella of the new Food and Allied Workers' Union.

Now employers in the metal and allied sectors are facing the spectre of a giant union emerging from talks between the National Automobile and Allied Workers' Union, the Metal and Allied Workers' Union and the Motor Industry Combined Workers' Union, which have a combined membership of more than 100 000.

Malherbe says of these mergers "On the positive side, it will minimise the inter-union rivalry and could lead to a more orderly industrial relations structure. On the negative side, the one union per industry adds an immense amount of muscle to the union arm."

He adds that employer bodies are now being warned that, unless they adopt a uniform strategy, the unions are going to play one company off against another.

Government about-turns on union ban

By Sheryl Raine

SMC 10/7/86

In a remarkable about-face, the Government has announced that its ban on indoor meetings of major trade unions in the Johannesburg and Roodepoort magisterial districts was a mistake.

The ban, imposed in a Government Gazette this week, contained "certain errors", the Bureau for Information said last night. Only meetings in Soweto were affected and the trade unions should not have been on the list of 33 affected organisations.

A corrected notice would appear in a Government Gazette to be published today, the bureau said.

Unions on the list included the two major black union federations

and three of the biggest unions in the country — the National Union of Mineworkers, the Metal and Allied Workers' Union and the Commercial Catering and Allied Workers' Union of SA.

These three, plus a fourth union affected by the ban, the Media Workers' Association of SA, had already instructed lawyers to challenge the validity of the ban in the Supreme Court when news came that the ban was a mistake. Court applications were due to start on Monday.

● The Metal and Allied Workers' Union will proceed with an application to the Durban Supreme Court challenging the validity of the state of emergency itself and the Government's right to detain people under the emergency regulations.



CAL- TENTS 10/7/80 (207) (134) 0134

Tucsa rejects govt actions

JOHANNESBURG — The Trade Union Council of South Africa (Tucsa) expressed its "total rejection" of the "arbitrary action" taken by the authorities against many South African trade unions, Tucsa's president, Mr R H Botha, said yesterday.

In a statement issued in Johannesburg, Mr Botha said: "These unjust restrictions should be lifted immediately, and unions should be allowed to resume their normal activities in the interests of their members as they best see fit."

All trade unionists detained should be released. Tucsa believed that normality would not return to our society by means of present methods being adopted by the government, but only by negotiation, and Tucsa urged that meaningful negotiation between all recognized leaders start immediately.

"Apartheid must end now. In pursuit of these demands Tucsa is seeking interviews with the ministers of Law and Order and of Manpower," the statement said. — Sapa

'Empty' pledges attacked

Business leaders, employer associations and trade unions were urged yesterday to become more involved in politics so that reforms needed to restore peace and prosperity in the country could be implemented.

Speaking at an industrial relations conference in Johannesburg yesterday, Professor Willem Kleynhans, head of Unisa's department of political studies, said he had seen scores of political statements, advertisements and pledges made in the media lately by businessmen and various employer groups.

Business leaders had grown fond of saying that business could play the role of catalyst in the reform process.

Professor Kleynhans warned that without the political power to put their pledges into practice, words spoken by businessmen were worthless.

"Black workers are pointing fingers saying that employers are not doing enough and their complaint is legitimate."

Govt is faltering in face of onslaught against ~~bannings~~

By Sue Leeman and Kym Hamilton

The Government's resolve appears to be crumbling in the face of persistent challenges from lawyers and trade unions

Last night, it made an about-turn on the matter of banned indoor gatherings, saying it had decided that the ban no longer applied to trade unions. Employees, it said, would not be detained for bona fide union activities

It also took Johannesburg and Roodepoort off the list of areas affected by the prohibition

Several unions have already instituted court proceedings to challenge the banning orders and the scene had been set for a show-down

The Metal and Allied Workers' Union (Mawu), the Commercial, Catering and Allied Workers' Union (Ccawusa) and National Union of Mine-workers (NUM) are considering challenging the regulations on the basis that they are contrary to collective bargaining principles

WHOLE EMERGENCY QUESTIONED

The ban on gatherings severely limits the work of the unions, many of which are involved in key wage negotiations

In Durban, Mawu has taken the matter even further and questioned the whole state of emergency. It claims the Government failed to observe a provision of the Public Safety Act which stipulates that the emergency be put before all

three Houses of Parliament within 14 days. Parliament adjourned on the 13th day, said lawyer Mr Peter Harris

The union was also seeking a change in the definition of "subversive statements" on the grounds that it was so vague it could have no legal force. Mr Harris said lawyers were also demanding the right to visit detainees

The emergency regulations are also constantly being challenged by detainees' lawyers, who are trying out all possible loopholes in the web of restrictions

NUN IS RELEASED

A number of prominent detainees have been released and the Government's detention orders — which once appeared to be cast-iron — seem to be faltering in the face of this onslaught

Yesterday, the Supreme Court in Cape Town ordered the release of a nun, Sister Clare

On Tuesday, Agence France Press news photographer Mr David Hartman was released only an hour before an application for his release from detention was due to be heard in the Cape Town Supreme Court

On Monday, World Television News sound man Mr Theophilus Mashiane was released from detention after a Rand Supreme Court ruling that his detention in terms of the emergency regulations was unlawful. Mr Justice Goldstone said the arresting officer had not formed a bona fide opinion that the arrest was necessary

2 BUSINESS DAY, Friday, July 11 1986

MICK COLLINS

THE Transvaal Chamber of Industries (TCI) has once again called on government to charge or release union leaders

In a special notice the TCI has encouraged members to lend support to families of detainees and has laid down guidelines for employers.

It says if an employer suspects a particular employee has been detained, the local commissioner of police should be contacted. Should there be problems, the TCI will assist.

It suggests that it would be good industrial relations practice for employers to:

- Try and obtain confirmation of the detention from the police and the relevant section under which the employee has been detained.
- Communicate clearly to affected workers that the employment relationship with detained workers will not be affected by involuntary absence from work.

Send reading matter to the detainee if the place of detention is known.

Inquire from the detainee's family whether they require any assistance, financial or otherwise.

The TCI says documents relating to bona fide trade union matters can be distributed on company premises.

"Bona fide trade union meetings

TCI repeats call to release or charge leaders

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can be held indoors, except in certain areas where certain organisations or groups are not allowed to have meetings in terms of orders by the commissioner of police.

"Currently this affects Cosatu in the Western Cape in six districts. Simonstown, Wynberg, Goodwood, Bellville and Kuils River.

"The chances of conducting peaceful meetings will be enhanced by

keeping the meetings as small as possible, and indoors.

"Outdoor meetings, whether on or outside company premises, may only be held with the authorisation of a local magistrate or the Minister of Law and Order."

On the subject of strikes, the TCI says the Minister of Law and Order has stated publicly that the security forces will not interfere.

WITH THE STUCK HEADS OF THE TCI HOWEVER, IT IS HOPE...

FCI's appeal as national stayaway looms

Industry in 11th-hour bid to prevent strike

134 WEEKLY MAIL 11/21/76

By PHILLIP VAN NIEKERK

THE Federated Chamber of Industries (FCI) yesterday made a last-minute approach to the Congress of South African Trade Unions (Cosatu) in a bid to stave off Monday's proposed "day of action" by workers

Bokkie Botha, deputy chairman of the FCI's manpower commission said yesterday that the FCI had made a last-minute approach to Cosatu yesterday but said he could not divulge the contents of the approach as he had not yet had a reply from Cosatu

But in an exclusive interview with the Weekly Mail, three key Cosatu leaders said workers were angry at the crackdown on unionists under the State of Emergency and Cosatu was unable "to hold them back any longer"

A Cosatu statement yesterday said "Cosatu is one of the chief targets of the present crackdown. Scores of our leaders are detained or in hiding, many offices are closed and our statements have been censored

"The industrial relations system which workers have painstakingly established over the years has been rendered almost unworkable"

The three leaders interviewed yesterday — Chris Dlamini, vice-president of Cosatu, Sidney Mafumadi, the assistant general secretary of Cosatu; and Paul Nkuna, the union federation's Witwatersrand chairman — were scathing about the response of employers to the Emergency and to Cosatu's demands

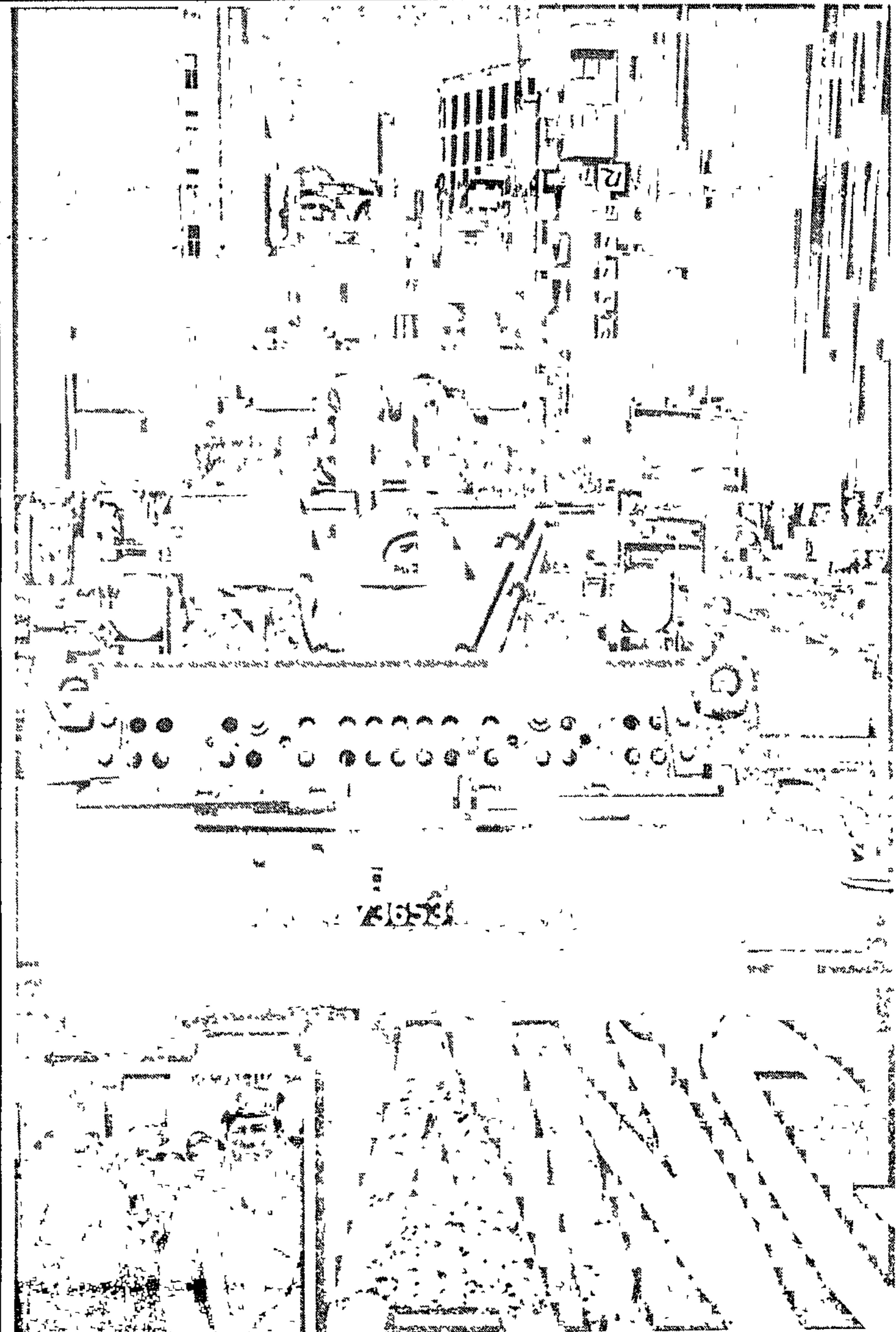
The Cosatu position is notably different to that of two smaller federations — the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu) — who have proposed that employers and unions form a united front against the government.

The common front idea was mooted by employers at a meeting between Cosatu and the FCI this week, but was rejected by Cosatu, which has demanded that employers be more vocal in their opposition to the Emergency and not rely on behind-the-scenes lobbying

Explaining the day of action, Dlamini said "Workers said the government should lift the State of Emergency and release union leaders.

"As these demands have not been

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Employers in bid to halt strikes

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●From PAGE 1

acceded to, workers are now saying they will be involved in effective action. If there is no response from the state by Monday, we will have to consider what further action to take."

Mafumadi conceded that some of Cosatu's demands — principally those involving payment of detainees and workers forced into hiding, and meetings on company premises in company time — had been agreed to by employers.

But, he said, Cosatu felt it "high time that employers took an unequivocal stand on conflict in South Africa.

"If one listened to the State President when he announced the declaration of the State of Emergency, he said its principal aim was to restore business confidence by bringing radicals to book.

"Employers pay for the upkeep of the state while pretending to support our demands. We know very well that the state is there to protect private property and that employers could force the state to change if they wanted to," he said.

Dlamini said the actual form of action on Monday would be decided at a regional level.

Nkuna, who is also an executive member of the National Union of

Mineworkers (NUM), said it was expected the action seen on the mines in the past week — in which up to 20 000 workers embarked on go-slows, half-shifts and outright strikes — would probably be repeated on Monday by many workers.

Meanwhile, Cusa has not supported the day of action. Cusa general secretary Piroshaw Camay said yesterday that some avenues existed, including joint action with employers, which needed to be exploited fully before mass action could be contemplated.

"National action could exacerbate the situation rather than obtain the release of workers and unionists. We want to return to the situation where the rule of law is applied in this country," he said.

Last night, Cusa issued a joint statement with the FCI and Assocom saying they believed "conflicts can be resolved through negotiations, discussion and compromise.

"We therefore urge that all acts of violence, from whatever source, cease ..." it said.

A spokesman for the FCI said yesterday they had directed their employers not to take precipitous action against workers over Monday's day of action and to apply the principle of "no work, no pay".

However, many employers are believed to be taking a harder line against Monday's action.

Bokkie Botha, of the FCI, said he did not believe Monday's action would force the state to lift the Emergency or to release detainees.

"There will be a hardening of attitudes if employers bear the brunt of political decisions and are acted against without being able to do anything about it."

PAT SIDLEY reports that Rob Childs, of the Premier Group, said employers were roughly divided into two groups.

There were those who lobbied government and felt their negotiations would be jeopardised by publicity and those who felt they had to stand up and be counted, at least partly because the government wasn't the only body to be addressed — the general public had to be informed of a company's stand.

"We think the latter is the most important," he said. Of the representations made to the government, he believed they had had differing effects.

Some seemed to have a better understanding than others of the problems labour and business were facing.

GIVE TIME'S
11/7/86

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Union call to end all violence

Own Correspondent

JOHANNESBURG — Several major employers and a union federation have issued a strongly-worded statement calling for a stop to all acts of violence and an end to the state of emergency

The statement follows a meeting between the Federated Chamber of Industries (FCI), the Association of Chambers of Commerce (Assocom) and the Council of Unions of SA (Cusa)

They say their joint memorandum "is an indication both of the gravity of the present situation as well as an indication of the steps which could be taken to overcome it"

Areas of joint concern and conviction include

- SA's current crisis can only be resolved by involving all leaders in free political activity to discuss the future of SA

- The emergency regulations has curtailed union and employer freedoms and rights

- Current circumstances pose a major threat to SA's labour relations system because conflicts need to be resolved through negotiation and compromise

- Emergency regulations fundamentally hamper the effective operation of unions. The detention of union and community leaders creates a leadership vacuum which does not build the trust essential for a sound industrial relationship

- The detention of community and union leaders and members creates a climate for escalating tension which is not conducive to resolving SA's critical problems

The government said on Wednesday that the two-day-old ban on indoor gatherings of certain unions in Johannesburg and Roodepoort had been a mistake. A special Government Gazette was printed yesterday to rectify the error.

Progressive Federal Party spokeswoman Mrs Helen Suzman said the ban had been a "most serious blunder" and was further indication of the "ineptness of government which cannot even use its own rotten legislation correctly"

PFP manpower spokesman Mr Peter Gastrow said he found it surprising a mistake with such far-reaching and potentially disastrous consequences could be made

'Corrected'

Bureau of Information spokesman Mr Leon Mellett said "A mistake was made and now it has been corrected"

But a leading legal firm called it a display of "sheer incompetence", even by government's "diminished standards"

The organizations removed from Monday's list are the Commercial, Catering and Allied Workers' Union of SA, Cosatu, Council of Unions of SA, General and Allied Workers' Union, Media Workers' Association of SA, Health Workers' Association, Metal and Allied Workers' Union and the National Union of Mineworkers.

Prohibition

The prohibition, covering Soweto, Diepkloof, Meadowlands and Dobsonville, has been extended to include Student Representative Councils of all schools, colleges and/or universities

It also slaps restrictions on funerals in the Free State districts of Welkom, Theunissen, Bothaville, Odendaalsrus, Viljoenskroon, Kroonstad, Heilbron, Koppies, Parys and Sasolburg

Sapa reports that 245 leaders and officials of trade unions are known to be in detention at present

(134) 11/1/80
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Union, chambers warn on threat to labour

JOHANNESBURG — Current circumstances posed a major threat to South Africa's labour relations systems, a joint statement by the Federated Chamber of Industries, the Associated Chambers of Commerce and the Council of Unions of South Africa said last night

The statement, arising from a meeting between the two employer organisations and the union federation, said they believed "conflicts should be resolved through negotiation, discussion and compromise"

The statement said the detention of union representatives and community leaders "creates a leadership vacuum in our society which does not build the trust so essential for an effective and sound industrial relationship"

The statement said the groups reaffirmed their belief in a united, non-racial and democratic South Africa where the rights and freedoms of all citizens were protected

South Africa's crisis,

it said, could only be resolved by involving all leaders in free political activity and taking part in serious discussion about a future South Africa

"This can only be achieved if a formula can be found for all leaders, including those in prison, to take part in a democratic, non-violent political process"

● The national president of the Federated Hotel, Liquor and Catering Association, Mr Mike Kovensky, said in Cape Town yesterday that there was a special case to be made for urgent government assistance for the industry, which had been one of the country's main producers of foreign exchange

South Africa's hotel industry, which employs more than 140 000 people, had been plunged into its gravest crisis since the 1930s, he said

Unless South Africa's image abroad "can be perceived to have changed," the prognosis for the hotel industry must be bleak

The managing direc-

tor of Protea Hotels, Mr Otto Stehlik, said the whole infrastructure of tourism in South Africa, built up over many years in what had become the country's second biggest industry next to mining, was "crumbling"

The importance of the tourist industry was not generally appreciated, with the result that farming, for instance, received far greater government assistance than did tourism, he said

245 union leaders held

At least 245 union leaders and officials are known to be in detention, according to the latest Labour Monitoring Group figures.

This has increased the total of all detained trade unionists to about

1 600.

A total of 2 324 workers and unionists were known to have been detained at some stage during the state of emergency, according to the LMG report.

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Detainee parents ask for release in court

ALTHOUGH the emergency regulations could not be attacked on the basis of unreasonableness, it could be done should the person or body exercising the power have acted in a non-bona fide manner

That was told to the Free State Supreme Court yesterday in an application for the release from detention of Dennis Victor Bloem and his wife Edith

The application was brought by Bloem's father, Adam Hercules Bloem, and Edith Bloem's mother, Johanna Januarie

H P Viljoen SC said an "unreasonableness" claim was not possible because of the extraordinarily wide powers conferred on the State President, but that a regulation was capable of being attacked on the non-bona fide basis, or that the legislature could never have contemplated that such a measure be contemplated

The application asks for the release of the Bloem couple, who were detained on June 12 and 13 respectively

Alternatively, it asks that they be allowed

ABOUT 245 trade union leaders and officials are known to be in detention, says the Labour Monitoring Group (LMG)

Unionists accounted for about 10% of those known to be detained. It said 2 324 workers and unionists had been detained since June 12. — Sapa.

to see their legal representatives, or that consideration should at least be given to applications for their legal representatives to see them

The matter is being heard by Mr Justice M T Steyn, Mr Justice J W Edeling and Mr Justice G A Hattingh

Viljoen, with C R Mailer, submitted that the failure to comply with Section 3(5) of the Public Safety Act in not tabling June 12's emergency regulations within 14 days in all three Houses of Parliament was fatal to the continued validity of the regulations — Sapa

1 445 union men detained

By Sheryl Raine

At least 245 union officials are still being detained under emergency regulations in addition to about 1 200 workers, says the Labour Monitoring Group (LMG).

The total number of trade unionists known to have been detained since the start of the state of emergency was 2 324, the LMG said today in its latest round-up of union detentions.

"Of the 245 individuals being detained, 203 are members of the Congress of SA Trade Unions (Cosatu)," said an LMG spokesman. Detainees include:

- 16 Cosatu officials.
- 41 officials and members of the Metal and Allied Workers' Union.
- 24 officials of the Commercial, Catering and Allied Workers' Union.
- 18 officials of the National Union of Mineworkers.

Also being held are 29 officials of the Council of Unions of SA.

The 1 200 workers being held are members of the SA Black Municipal Workers' Union. The workers were fired in May for going on strike

Suzman gets Govt pledge on detainees

By David Braun, Political Correspondent

CAPE TOWN — The Deputy Minister of Law and Order, Mr Adriaan Vlok, has undertaken to investigate complaints that people are not being informed about the detention of their relatives

He has also promised to investigate specific cases of people the Progressive Federal Party believes should not be in detention at all

Mr Vlok made the undertaking to PFP law and order spokesman Mrs Helen Suzman at a meeting in Pretoria

Mrs Suzman said the Deputy Minister had given her a fair hearing and taken note of all her representations

"My main purpose was to convey to him that the relatives of many people who had been detained under the state of emergency had not been informed that they had been held, or where they were being held

"This is creating considerable dismay and anxiety

'INSTRUCTION WILL BE MET'

"Mr Vlok told me an instruction had been issued to the police that relatives were to be informed of detentions

"He said he would investigate my complaint and ensure that the instruction was met "

Mrs Suzman said she had also brought a number of specific cases to Mr Vlok's attention of people whom, she felt, should not be in detention

"He said he would investigate these cases

"I also told him that people were not always allowed to leave clothing for detainees and often did not know where they could apply for permission for visits

"Mr Vlok promised to give me the names of the commissioners in the various areas so that I can pass on the information to PFP and other monitoring offices "

Black ^{SMK} spaces in moderate union's ¹⁷¹⁸ journal ¹³⁴

By Sheryl Raine

Large black spaces mar the latest issue of the *Crucible* — official journal of the SA Boilermakers' Society — thanks to stringent emergency clamps on the Press

The union, well-known for its non-militant approach, found that it could not report on four resolutions passed at a recent International Metalworkers Federation (IMF) congress in Johannesburg.

Lawyers acting for the printers of the glossy *Crucible*, also advised that Mrs Winnie Mandela could not be quoted and her words had to be blacked out Mrs Mandela was quoted in three paragraphs on the May Day stayaway this year

CHEAPER

Society spokesman, Mr Barrie Kroucamp said leaving black spaces was cheaper than having certain pages reprinted.

The colourful cover of the *Crucible* promised readers a run-down on the second IMF congress held in South Africa.

But, inside two IMF resolutions — one dealing with disinvestment and the other with proposals made by the Metal and Allied Workers Union — had to be blacked out totally Two more resolutions which had to be partially censored referred to working-class democracy and township unrest.

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Union, employers call for end to violence and emergency

SEVERAL major employers and a union federation have issued a strongly-worded statement calling for a stop to all acts of violence and an urgent end to the state of emergency.

The statement follows a meeting between the Federated Chamber of Industries (FCD), the Association of Chambers of Commerce (Assocom) and the Council of Unions of SA (Cusa).

They say their joint memorandum "is an indication both of the gravity of the present situation as well as an indication of the steps which could be taken to over-

come it". Areas of joint concern and con-

- SA's current crisis can only be resolved by involving all leaders in free political activity to discuss the future
- The emergency and its regulations have curtailed union and employer freedom and rights
- Current circumstances pose a major threat to SA's labour relations system because conflicts need to be resolved through negotiation and compromise.
- Emergency regulations fundamentally hamper the effective operation of unions. The detention of union and community leaders creates a leadership

CLAIRE PICKARD-CAMBRIDGE and DIANNA GAMES

vacuum that does not build the trust essential for sound industrial relations

- The detention of community and union leaders and members creates a climate for increasing tension not conducive to resolving SA's critical problems
- A belief in a united, non-racial and democratic SA wherein the rights of all are protected

Government said on Wednesday that the two-day-old ban on indoor gatherings of certain unions in Johannesburg and Roodepoort had been a mistake. A special Government Gazette was printed yesterday to rectify the error.

Progressive Federal Party (PFP) spokesman Helen Suzman said the ban had been a "most serious blunder" and was further indication of the "ineptness of government, which cannot even use its own rotten legislation correctly".

But a leading legal firm called it a display of "sheer incompetence", even by government's "diminished standards".

Premier HUMAN Resources director Rob Childs said most businessmen did

not believe the ban had been an error

□ The organisations removed from Monday's list by government are the Commercial, Catering and Allied Workers Union of SA, Cosatu; Council of Unions of SA, General and Allied Workers Union; Media Workers Association of SA, Health Workers Association, Metal and Allied Workers Union, and the National Union of Mineworkers

But, a leading legal firm called it a display of "sheer incompetence", even by government's "diminished standards".

The prohibition, covering Soweto, Diepkloof, Meadowlands and Dobsonville has been extended to include student representative councils of all schools, colleges and/or universities.

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Union meetings not banned

PRETORIA — "Errors" contained in a Government Gazette notice which banned trade unions from holding gatherings in Johannesburg were rectified yesterday with the publication of amended orders

Eight trade unions and organisations banned on Monday from holding indoor gatherings in Johannesburg were not listed in yesterday's orders, while the ban on the remaining organisations were made to apply only in Soweto, Diepkloof, Meadowlands, and Dobsonville

The amended emergency regulation orders by Soweto Divisional Police Commissioner Gideon Laubscher follows outrage over the restrictions which had been placed on South Africa's leading union bodies.

The ban on students representatives, councils, the National Education Crisis Committee (NECC) and the National Education Union of South Africa from holding meetings in the four townships remains in force.

Organisations no longer affected by the ban are the Commercial Catering and Allied Workers Union of South Africa, the Congress of South African Trade Unions; Council of Unions of South Africa, General and Allied Workers Union; Health Workers Association, Media Workers Association of South Africa; Metal and Allied Workers Union, and the National Union of Mineworkers. — Sapa

12/7/86
**Worker
action
called off**

Staff Reporter

THE independent Labour Monitoring Group yesterday confirmed they had established that mass worker action planned for the Western Cape on Monday had been called off

Independent inquiries by the Cape Times to the organization concerned confirmed this decision

Thousands of pamphlets were distributed throughout the Western Cape yesterday calling for the action

The Divisional Commissioner of Police for the Western Cape, Brigadier Christoffel Swart, yesterday refused to give the Cape Times permission to publish details of the decision or to quote the organization concerned, one of 119 organizations which may not be quoted in this area

In terms of the emergency regulations, it is illegal to publish what the organization had planned to do or what it subsequently decided not to do

The workers' victory...

13/7/86
CITY PR 134

BY KHULU SIBIYA
THE government's decision to lift the ban on indoor meetings of trade unions, barely two days in operation, was welcomed as a workers' victory by the trade union movement.

The government has admitted that the bans were imposed in error and that only meetings in Soweto, Meadowlands, Diepkloof and Dobsonville were affected while trade unions should not have been affected in the first place.

Unions throughout the country had expressed total rejection of the "arbitration action" taken by the authorities. The Media Workers' Association of SA, Metal and Allied Workers' Union, Commercial, Catering and Allied Workers' Union and the National Union of Mineworkers had filed court challenges against the ban this week.

The Congress of SA Trade Unions said "The Government is beginning to

take stock of the power in the worker's hands. This shows that it was reckless in the first place to impose these bannings. It also shows that by the stroke of the pen they can remove fundamental democratic rights of the people.

"We now call upon the state and employers to stop victimising workers taking part in their legitimate workers' activities."

Mwasa spokesman Tyrone August said "The ban was a naive and clumsy attempt to cripple the independent trade union movement struggle for workers rights and the struggle against apartheid."

He said the fact that the ban was lifted was a small but significant victory.

Detained unionists: Workers may act

Own Correspondent

JOHANNESBURG. — Employers in most parts of South Africa may today be hit by worker action in protest against the detention of trade unionists.

A spokesman for the Labour Monitoring Group (LMG) said yesterday the support for the action was likely to be uneven.

He said certain unions in the Transvaal, Natal and Eastern Cape had agreed on some form of action today, but in the Western Cape the stayaway had been called off.

Meanwhile, employer organizations have appealed to trade union leaders to resist the call for the planned worker action.

The secretary of the Federated Chamber of Industries' manpower committee, Miss Friede Dowie, said yesterday the FCI could not issue guidelines on how employers should respond to the stayaway because this was "strictly a company matter".

However, the FCI had previously issued the guideline of "no work, no pay" but also urged employers to be aware of the factor of intimidation and not to take precipitate action, she said.

Workers expected to heed call for industrial action

Black pupils trickle back

Staff Reporters

Black pupils trickled back to school today as rigid new regulations governing them came into effect.

The regulations are apparently designed to keep "troublemakers" out of schools

In an unrelated development, thousands of black workers are expected to heed a call today for industrial action

The unspecified action is in protest against the continued detention of more than 200 trade union officials under emergency regulations

The action has been called by Cosatu (Congress of South African Trade Unions)

New school regulations issued under the state of emergency will be used to control the movement of more than 1,7 million black pupils

The third term opened today — two weeks late — amid strict security measures, including identity documents which pupils will be obliged to carry

In some areas, school attendance seemed good, but in others — noticeably the Vaal, East Rand, Alexandra and Pretoria districts — attendance appeared very low, with high schools almost empty

Until now, pupils have been barred from entering school premises without the written authority of the Department of Education and Training (DET)

President Botha issued the latest emergency regulations in the ordinary Government Gazette

In addition to extensive security measures which DET announced last week, DET said it had consulted principals and regional inspectors. Consensus was reached on all the decisions, it added

Indoor gatherings ban

Neither the National Education Crisis Committee (NECC) nor the various student representative councils were consulted

The NECC and SRCs have been barred in terms of the emergency from holding any meetings, including indoor gatherings, in Soweto, Diepkloof, Meadowlands and Dobsonville.

In terms of the latest regulations, pupils will have to reregister, and DET will be permitted to refuse the registration of any pupil at its 7 000 schools — without giving reasons or hearing appeals

DET officials have also been empowered to place pupils in any standard or class. Pupils who fail to accept their placement "shall be deemed to have left the school voluntarily". These placings may also be made by DET officials if they are satisfied that the school principal's decision was "erroneous"

No interdict or other process may be brought against these decisions

Pupils will now be obliged to carry identity cards, and probably pay R2 for them. DET has also said security at schools would be upgraded, including the use of guards and improved fencing and gates

Some black commuter routes in the greater Johannesburg area were noticeably quiet today. Commuters from Alexandra had difficulty getting to work when buses failed to run. Putco services were not operating early this morning, said an official at the Wynberg depot. There were reports that youths were ordering people off buses

Most shops are closed

Almost all the white and Indian owned shops and factories bordering Alexandra were closed

Bus and train services from Soweto were operating normally. Putco services in Pretoria were also normal

Most secondary schools in the Vaal complex were without pupils this morning. Most Vaal pupils adopted a wait-and-see attitude. Only lower and higher primary pupils made an effort to enter their school yards.

There was no visual sign of the tough measures which were to be introduced today. The school premises did not have any form of security to prevent pupils from moving in and out

Members of the security forces were also not present in great numbers. Only a few police vehicles were seen moving in the streets and mixing with pupils

In Kagiso on the West Rand, hundreds of pupils went back to school this morning. Scores of workers queued for taxis to take them to work. Buses — targets of continuous boycotts for several months — continued to run empty

In the East Rand townships of Kaitlhomg, Thokoza and Vosloorus, pupils trickled back to school from early morning. Later the numbers of both high school and primary school children increased

Although a few primary school pupils were seen going to school, there was a complete stayaway by secondary school pupils in Tembisa on the East Rand

Teachers at several schools seemed pessimistic about the return. "We think the kids were intimidated from coming to school by the new regulations, especially the identity system," said one teacher. "Maybe they will come tomorrow"

News 14/7/86 (134)

Judge orders new polls in union row

Staff Reporter

A DISPUTE between members and officials of the Tramways and Omnibus Workers Union has led to a Supreme Court judge ordering the officials to hold two meetings to consider constitutional changes and elect new officials.

Mr Peter Arendse, a union member, applied to the court to order the acting secretary Mr Mogamat Soeker and the executive committee to implement a decision made at an annual meeting on March 25 to hold a special meeting to consider changes to the union's constitution and to hold elections.

The legal representatives of the two parties reached an agreement out of court.

In terms of the agreement, made an order of the court, Mr Soeker will send out notices before July 18 announcing two meetings on August 3 to consider amendments to the constitution submitted to him and on August 17, or two weeks after the amendments are approved by the Industrial Registrar, to elect officials.

Change

The dispute centred on the decision made at the annual meeting to remove racial provisions from the constitution and alter the make-up of the executive committee.

It was claimed that the acting secretary and executive of the union called off a special meeting because they were not happy with the members' decision.

According to papers before the court, the union's constitution provides for the appointment of a chairman, a vice-chairman, a white treasurer, four committee members (two

white) and 14 shop stewards (one black).

Mr Arendse said in an affidavit that at the annual meeting members voted to remove these racial provisions and expressed the wish to change the structure of the union.

Mr Arendse said Mr Soeker was reluctant to hold the meeting called for at the annual meeting. After a petition was submitted, a special meeting was held on April 20 where constitutional amendments were adopted and a further meeting was arranged.

Mr Soeker and the committee cancelled the meeting "because they were not happy with the decisions of members", said Mr Arendse.

Meanwhile, after a request by Mr Soeker and "certain other members", the Industrial Registrar issued directives that the union was not able to function in terms of its constitution and appointed an interim executive committee until July 31.

This committee was instructed to call a special meeting to elect a new executive and no constitutional amendments were to be made until this had been done.

Mr Arendse said "There is at present great dissatisfaction among large numbers of members at the way in which the affairs of TOWU have been conducted by the interim executive committee — which is in fact the old executive committee."

In answering affidavits, Mr Soeker and committee members denied the allegations, saying the union meetings dissolved into "chaos" and were very poorly attended.

Mr Justice Howie was on the Bench. Mr A M Omar appeared for Mr Arendse. Mr A P Blignaut appeared for Mr Soeker and the committee.

Workers expected to heed call for industrial action

Black pupils trickled back

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The regulations are apparently designed to keep "troublemakers" out of schools.

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The unspecified action is in protest against the continued detention of more than 200 trade union officials under emergency regulations.

The action has been called by Cosatu (Congress of South African Trade Unions).

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CAL 71046 16/7/86

Detained workers must not lose jobs, urges CCI

Political Reporter

DETAINED workers should not lose their jobs, the Cape Chamber of Industries (CCI) said in its latest notice to employers

The CCI said that special guidelines have been issued to employers after the Federated Chamber of Industries (FCI) met the Minister of Manpower, Mr Pietie du Plessis, recently to discuss the impact of the state of emergency on the detention of trade union leaders.

Employers are urged to "communicate clearly to all workers that the

employment relationship with workers will not be affected by involuntary absence from work", the CCI said in its weekly bulletin

If an employer suspects that an employee is detained, immediate confirmation should be sought from the police

Written documents relating to bona fide trade union matters can be distributed on company premises, just as closed-door meetings can be held indoors

The Minister of Law and Order, Mr Louis le Grange, has publicly assured industry representatives that security forces would not inter-

fere in a legal strike, the CCI said

"If workers participating in an illegal strike on company premises, are out of the public eye, behave and do not contravene any emergency regulations, the security forces will not interfere. However, should management report that workers are out of control, or should they contravene emergency regulations, and/or endanger life or property, this may be necessary," the CCI added

In the case of an employee's detention the local Divisional Commissioner of Police should be contacted

Arbans 17/7/86

Universities 'not State servants'

After 5.17/7/86
 'Tucsa instilled 'cynical stance' in workers' (3/36)

By GAYE DAVIS
 Education Reporter

SOUTH AFRICAN universities, although subsidised, were never meant to be servants of the State, says Professor Jakes Gerwel, rector-designate of the University of the Western Cape

By DICK USHER
 Labour Reporter

TRADE Union Council of South Africa (Tucsa) unions had imbued coloured workers with a "grotesque" understanding of unionism, said a speaker at the University of Cape Town's *Roots and Realities* conference today

Mr Johan Maree, a sociologist and labour researcher, said Tucsa unions had through many decades instilled in workers a cynical attitude by which they viewed unions merely as benefit societies without developing any notion of shopfloor struggle

He was delivering a paper on union democracy and the General Workers' Union (GWU)

The GWU, which developed from an advice bureau in the early 1970s into a general union with almost solely African membership, succeeded in establishing sound democratic workplace organisation wherever it took root, he said

From the outset it had sought to lay foundations on which meaningful worker participation could take place.

PLAY OFF

Early strategies of organising statutory works committees had excluded coloured workers. This inhibited the GWU's ability to turn itself into a powerful working-class organisation and enabled management to play one group off against another

Also, in two industries where the GWU established a strong presence, coloured workers were artisans in supervisory positions which removed them from the African workers.

Industries with large concentrations of unskilled coloured workers were either already organised by a "progressive" union or were captive to Tucsa unions through a closed shop

Professor Gerwel was speaking during the Centre for African Studies' conference, *Western Cape Roots and Realities*, last night.

The State fulfilled its function to taxpayers by subsidising university education, while the university autonomously exercised its functions of training, research and community service for the "common good"

When there was a clash between State and university over the definition of "common good" it was for the university to decide on its response to the consequences of that clash

"Although not essentially a place of activist involvement, a university could be forced by historical circumstances into such a position," he said



Prof Jakes Gerwel

Soweto uprisings in 1976

Inferiority

UWC students were the bearers of the idea of a new and changed society

Migrant labour still condemned Western Cape blacks to inferiority, social anthropologist Dr Mamphela Ramphele told the conference

Hostels housing migrant workers in Cape Town's black townships should have disappeared with the July 1 scrapping of influx control laws — but the cumulative effects of years of deprivation meant the men were condemned to stay, she said

He won't

On the positive side, they indicated

of 10,1%

3US DAY
Overtaking Europe

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18/7/86

Union activity seen growing

HAMISH McINDOE

SOUTH AFRICA lags far behind Europe in terms of union activity — but only for the time being, says an industrial relations firm.

As matters stand, only 13% of SA's economically active population is unionised, compared with the European average of 38,4%.

Dave Gillam of TD Gillam & Associates said yesterday union activity would rise above the European average — especially since unions were the only form of political representation of a major portion of the population.

He told a seminar organised by the Federated Hotel, Liquor & Catering Association in Johannesburg that unions had achieved an impressive track record in recent years. They had scored a notable success in securing wage increases of an average of 300%.

The industrial court was becoming steadily more important as a means of settling disputes without resorting to strike action.

"Figures show the number of cases heard by the court had risen from a mere three in 1979 to 802 in 1985, with most of the cases being brought by employees."

Rate of dividend per share

55 cents

7,5 cents

900 cents

255 cents

Johannesburg
18 1986

AIRLINE MOVEMENTS

Kingdom
August 11 1986

Most ignore call for 'day of action'

Cape Times 18/7/06
132
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Staff Reporter

THE national "day of action" in protest against the detention of trade unionists met with a sporadic response yesterday, except in the Eastern Cape where support was fairly widespread

The Labour Monitoring Group said in its "limited survey" of Cape Town firms there seemed to be no evidence of a mass action

This was confirmed by a spokesman for the Cape Town Chamber of Commerce, who said only "normal Monday absenteeism" had been reported

A random survey by the Cape Times also found this trend

Called off

Worker action was called off in the Western Cape on Friday afternoon

Thousands in the Eastern Cape reported for work but returned home soon afterwards. Nearly 3 000 municipal employees left work in the Eastern Cape while General Motors in Port Elizabeth closed its plant after hundreds of workers returned home

The Labour Monitoring Group reported support of 24 percent in factories organized by the Congress of South African Trade Unions in the manufacturing sector of

the Pretoria-Witwatersrand-Vereeniging area

In the PWV's retail industry support was about 11 percent

The LMG was not aware of action, such as stoppages, by those who came to work yesterday

Major employers in Durban and Pinetown reported a few isolated stayaways

Mines affected by the action yesterday were Anglo American's Erfdeel South Division gold mine, Rand Mines' Duvha and Rietspruit collieries, Gencor's Matla colliery and Amcoal's Arnot colliery

Steel and Engineering Industries Federation of South Africa director Mr Sam van Coller said the action had a "very limited effect" on the industry

The Kelloggs factory on the East Rand reported a 100 percent absenteeism

On the Reef, Putco reported that buses carried only 30 percent of their usual passengers from Alexandra, while buses from Edenvale, Springs and Boksburg were about 70 percent full

Putco reported normal services in other areas and trains ran normally

● Comments by officials of Cosatu and its affiliates have not been reported in compliance with the emergency regulations

18/7/86
2 646 unionists held

STAR 134
The number of trade unionists known to have been detained at some stage during the emergency now stands at 2 646, the Labour Monitoring Group said yesterday.

A report by the group said the figure for elected union leaders held individually had risen from 245 to 269 since the last count.

In addition, en masse detentions of unionists had taken place, usually in connection with a labour dispute. Reports had now reached the group of mass detentions of Commercial Catering and Allied Workers' Union members at Checkers in Randburg and Woolworths in Eastgate. Cawusa accounts for the highest number of detained leaders (40).

The LMG had been informed by the SA Black Municipal and Allied Workers' Union that half of the 1 200 workers arrested while on strike in Tembisa had been released.

Sacked workers: Sabmawu to appeal

134



Sowetan 18/07/86

THE S A Black Municipal and Allied Workers' Union is to appeal against a Supreme Court judgment, which dismissed the union's application for the reinstatement of 1 000 sacked Tembisa Town Council employees.

Sabmawu secretary Mr Philip Dlamini said, however, the union viewed the outcome of this week's case "partly as a victory for workers in the public sector"

The judgment gave the union an opportunity to explore other ways in an attempt to solve the dispute, he said

The union would also consider referring the matter to the industrial court, Mr Dlamini said

"Because the workers' dismissal has been declared null and void by Mr Justice M J Strydom, workers are still entitled to their salaries — despite the fact that the judge has failed to reinstate them," the Sabmawu official said

• Sabmawu president Mr Eric Modise has been released from detention under emergency regulations. He was detained on July 3. Among those released this week was Mrs Eleki Ndou, a widowed mother of six

• The Brushes and Cleaners Workers' Union has been granted recognition at United South African Brush Manufacturing Company in Johannesburg.

W/E Post
19/7/86

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Visitors want to meet detained unionists

JOHANNESBURG — The International Confederation of Free Trade Unions delegation currently on a "solidarity visit" to trade unions in South Africa, today urged the Minister of Law and Order, Mr Louis Le Grange, to allow them to meet trade unionists in detention

The delegation has "grown increasingly alarmed about the plight of the detainees", since holding talks with representatives of a number of union federations, said Mr Brendan Barry, a member of the delegation and press officer for the British Trades Union Council

"We have heard reports of horrific beatings and are gravely worried about the detainees' families and the unions' ability to function properly," he said

ICFTU's general secretary and head of the delegation, Mr John Vanderveken, said "It is vital that we are allowed access to meet detainees directly. Many of them have been held continuously since June 12 without being seen by family, friends, lawyers or any other independent outsiders"

The delegation arrived in Johannesburg yesterday, and has held talks with unionists from the Council of Unions of SA the Congress of SA Trade Unions, the Azanian Confederation of Trade Unions and lawyers who act for unions and detainees — Sapa

DD
134 19/7/86

Unions for farm workers — MP

Dispatch Reporter

GRAHAMSTOWN —
Trade unions for
black farm labourers
would almost certainly
become a reality,
the PFP MP for
Albany, Mr Errol
Moorcroft, told mem-
bers of the Bathurst
West Farmers' Asso-
ciation at Southwell

He said a commission of
inquiry had been in-
stituted by the Minis-
ter of Manpower, Mr
Pietie du Plessis, on
the employment con-
ditions of farm
labourers

Mr Moorcroft said "I be-
lieve the report is
now before the South
African Agricultural
Union for comment"
He believed it was
not favourable to far-
mers.

"The upshot, I think, is
that there will be
trade unions (for farm
labourers) We're
looking at a reality"

He said he wanted to
alert farmers to pre-
empting possible
problems "Don't re-
sist these Co-
operation is probably
the best way Look at
areas such as wages,
leave, work condi-
tions and housing
such as businessmen
have had to do And
think about an em-
ployment code"

Mr Moorcroft suggested
that farmers draw
up a code in co-
operation with re-
sponsible farm work-
ers

UK labour leaders in SA to study problems

134
D.D. 1978

LONDON — Two leaders of Britain's labour federation flew to Johannesburg last night to assess the problems facing South Africa's unions during the state of emergency.

The general secretary of the powerful Trades Union Congress (TUC), Mr Norman Willis, said he and the head of the TUC's International Committee, Mr Ron Todd, particularly wanted first-hand information on the plight of detained union members.

"A great many trade unionists have been arrested along with many brave church people and community workers and we want to identify with them," Mr Willis said.

Mr Todd said they wanted to look into the effects of the detentions on the South African labour movement. "We also want to hear how they think we can help them (detained unionists)," he said.

Mr Willis said he hoped the visit would affirm solidarity between

South African and British trade unions

● The head of the 83 000 000-strong International Confederation of Free Trade Unions (ICFTU), Mr John Vanderveken, also arrived in South Africa yesterday

Mr Vanderveken is part of a top-level ICFTU delegation which


is on a five-day visit meant "to show solidarity" with workers.

The visitors were met at Jan Smuts Airport by union leaders from the Council of Unions of SA (Cusa), the Congress of SA Trade Unions (Cosatu) and the Azanian Confederation of Trade Unions (Azactu) —Sapa-AP

15/8 1986

Compleat (134) guide to S.A. the unions

LABOUR AFFAIRS
DICK USHER



JUST in case you were wondering what was happening in labour relations, the South African Labour and Development Research Unit of UCT has just published its updated guide to trade unions

It is a mammoth work of 369 pages and is quite the most comprehensive union directory available. It includes a chronology of industrial relations and allied legislation, South African and international federations, research bodies and support groups

Analysing the labour movement in 1985, it covers all the usual trends and also takes a look at a trend that has received little coverage — developments in the all-white Mineworkers' Union

The MWU, suffering the two-pronged effects of Government's attempts at legislative reform and the squeeze caused by recession which has undermined the protected position of white labour, has responded by branching out into other sectors

It has recruited members in several sectors outside mining and is in the process of transforming itself into a general union, effectively moving against the tide of South African unionism

The analysis also includes statistics on strikes and union membership and says that rivalries, poaching and conflict continued to characterise the South African trade union movement in 1985

As the emerging trade unions grew in strength and numbers, the conventional labour movement responded to the challenge in two ways, several unions amended their constitutions and, in many

cases, their registration certificates, to open their membership to all

An increase in multi-racial trade unions confirmed this trend. At the end of 1984 there were 97 registered mixed unions as opposed to 80 in 1983 and 78 in 1982.

Alternatively, unions attempted to stave off their decline by poaching members.

The directory has comprehensive information on individual trade unions and a selected list of readings for many of them.

several... A second office will open later this week. The Soweto Civic Association.

by restrictions... to censorship... The restrictions have the effect of...



NEARLY 50% of 114 company managements canvassed by the Labour Monitoring Group (LMG) in the PWV area of the Transvaal said the state of emergency had made no difference to industrial relations

But 37% of their replies stressed a decline in productivity — apparently due to stayaways — and expressed concern about the emergency's effect on worker-management relations
The LMG said many companies feared the emergency would politicise labour-capital relations and would encourage

Emergency's effect on industrial relations

DIANNA GAMES

the linking of community/political issues to the workplace
Fifteen said relations had improved since the emergency, suggesting that was because there was reduced militancy in the workplace and townships were now safer, allowing workers to get to work.
The LMG also reported on manage-

ment attitudes after the "Day of Action" stayaway organised by the Council of South African Trade Unions (Cosatu) last Monday.
The Metal and Allied Workers' Union (Mawu) reported a hardened response by employers to the stayaway by issuing warnings, although most employers had adopted the "no work no pay" policy.
The LMG said the relatively low average turnout on Monday — 24% took ac-

tion on Cosatu factories in the Transvaal — masked the uneven response as many factories had a 100% stayaway.
It said this was possibly a combination of poor communications in some areas and declining militancy.
As well, 2 646 trade unionists had been detained at some stage during the emergency and 269 elected trade union leaders and officials were known to be in detention.

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21/7/86 Bus Day

21/7/86

21/7/86

21/7/86



Bishop Desmond Tutu unwraps a gift from his diocese at a farewell ceremony in Johannesburg yesterday. He will be installed as Archbishop of Cape Town in September.

Tutu holds talks with International unionists

JOHANNESBURG — Bishop Desmond Tutu held talks with international trade union leaders yesterday, a day before he sees the State President, Mr P W Botha, to discuss South Africa's state of emergency.

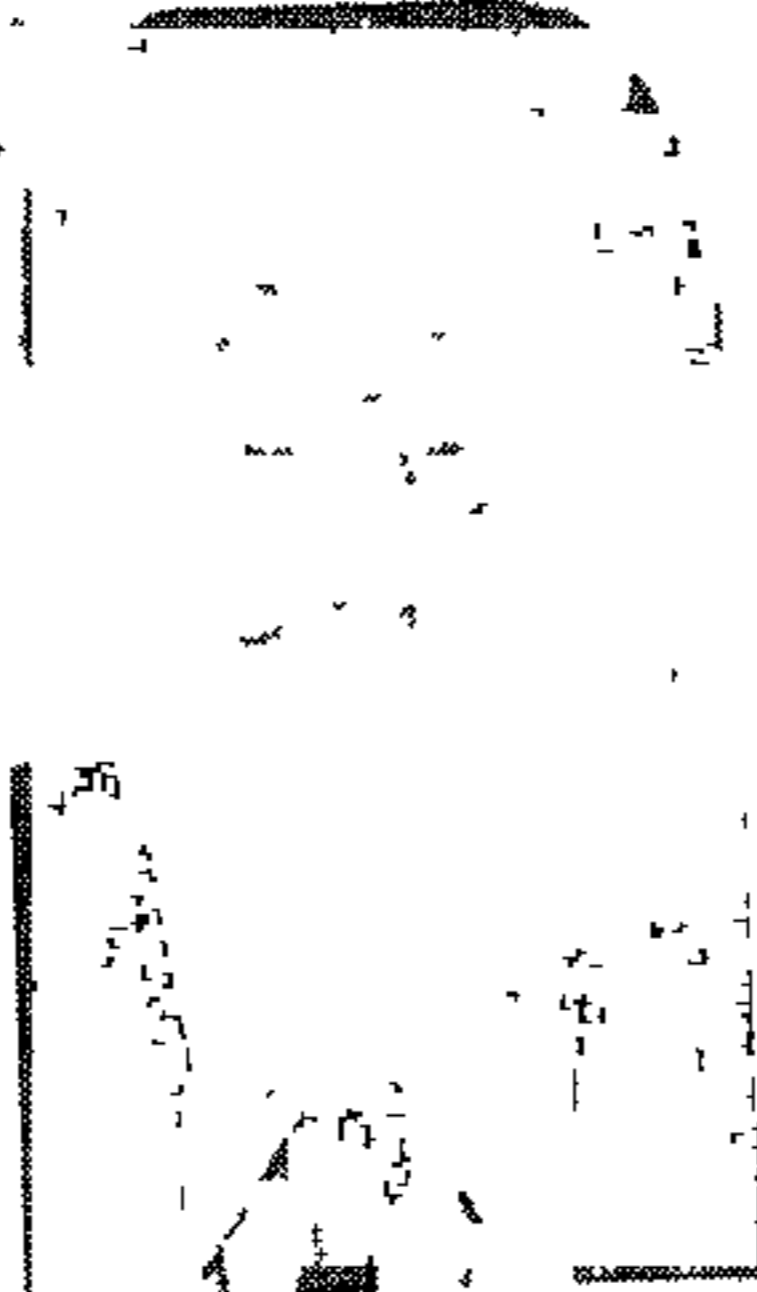
Bishop Tutu, Anglican Archbishop-elect of Cape Town, said his talks with a 12-man delegation of the International Confederation of Free Trade Unions (ICFTU) had been very good and there had been no disagreements.

"They've come to express their solidarity with their fellow trade unionists in this country and it's quite important for our country to know that our trade unions have very, very powerful friends," Bishop Tutu told reporters after the hour-long meeting.

"They are concerned to see that we have a solution to the crisis of our country so that in the end black and white will be able to live amicably in a just, democratic and non-racial society," he said.

The delegation, including a British trade union leader, Mr Norman Willis, and the president of the United States AFL-CIO organisation, Mr Lane Kirkland, arrived on Friday to look into the plight of trade unions under the five-week-old emergency.

The ICFTU represents 82 million workers in 99



MR JOHN VANDERVEKEN, leader of the International Congress of Free Trade Unions, addresses a press conference in Johannesburg yesterday.

Bishop Tutu said he was hopeful about today's talks in Pretoria with Mr Botha. The two men last met on June 13, the day after the state of emergency was declared.

The ICFTU delegation, meanwhile, said yesterday it would call on the Commonwealth summit meeting in London next month "to unite around a meaningful programme of action".

At a press conference in Johannesburg the delegation said it had "overwhelming evidence" of a willingness by the victims of apartheid to endure further suffering in the interests of achieving the transformation needed in

their society.

The head of the team, Mr John Vanderveken, said the group had, during its three-day visit, often heard pleas for hard-hitting sanctions against South Africa.

The delegation said it had met trade unionists, community leaders, businessmen and religious leaders since its arrival on Friday.

It was due to meet the Minister of Manpower, Mr Pietie du Plessis, today and had requested a meeting with the Minister of Law and Order, Mr Louis le Grange, but no reply had so far been received.

Requests to Mr Le Grange and the Commissioner of Police for permission to visit detained trade union leaders had also received no reply.

The delegation's statement said no solution to South Africa's problems could be found with the exclusion of the growing influence of the trade union movement "as a vital and vigorous force for peaceful change" in South Africa.

Mr Vanderveken said Bishop Tutu had told him the trade union movement was the "cutting edge for change" in this country.

The statement said that despite the brevity of the delegation's stay it had no doubt it had received a comprehensive and authoritative account of the "grim realities" facing the trade union movement. —Sapa

CAPE TOWN 22/7/86

Freed unionists restricted

Staff Reporter

FOUR trade unionists, who were released from detention over a week ago, have been served with wide-ranging restriction orders which prevent them from attending political meetings or speaking to the press.

Ms Rae Lazarus, an or-

ganizer for the General Workers' Union, has been confined to the magisterial district of Cape Town

The others are Mr Elijah Barayi, president of Cosatu, Mr Daniel Samela, the Chemical Workers' Union's national organizer, and Ms Joyce Sedibe, a Cusa organizer.

Union leaders hold talks

PRETORIA — An international delegation of trade union leaders held talks with the director-general of the Department of Manpower, Dr Piet van der Merwe, in Pretoria yesterday

The talks concerned labour problems in South Africa. The delegation, led by the general secretary of the In-

ternational Confederation of Free Trade Unions, Mr Jan van der Veken, consisted of five foreigners and two members of the Council of South African Trade Unions (Cosatu).

This is the first time that Cosatu has agreed to hold discussions with the Department of Manpower. — Sapa

(134)

2/7/86

07

Quality circles — a growing trend across SA

THE National Productivity Institute has outlined problems which have been serious stumbling blocks in the implementation of quality circles programmes.

- First line managers often agree to QCs without believing in them or understanding their role.
- Executives see the merits of a circle programme, want to reap the benefits, but fail to provide necessary structures and framework for implementation.
- Many QCs find they have no time for regular meetings due to shifts, work pressure and organisational issues. Circle members should attend all meetings or the development of the group will be hampered. The NPI suggests co-ordinators and leaders carefully

- consider meeting times before circles are started.
- Poor leadership from circle leaders. Leaders need to have leadership qualities and must receive training in understanding human behaviour.
- Insufficient training. A period of full-time training is necessary for leaders, while appropriate training is also needed for all participants in the programme from top management to circle members.

QUALITY Circle programmes, which can generate phenomenal improvements to product quality and the motivation and productivity of employees, are becoming increasingly popular among SA companies. Until now, the concept has only enjoyed real success in Japan, where it is credited with contributing about \$30bn over two decades to organisations by boosting communication and problem-solving abilities of employees.

A quality circle (QC) consists of groups of volunteer employees (between four and 20) on the same production line or department, who meet regularly to discuss work-related problems. They identify problems, investigate causes and recommend solutions to management.

But QC programmes have failed dramatically in many Western undertakings where employers rushed into projects without understanding them or where workers showed no interest or ability to participate.

They are nevertheless being used on an increasing basis in SA. P-E Corporate Services says that since the last quarter of 1982 they have trained over 300 circle leaders and co-ordinators from more than 100 SA organisations.

PRODUCTIVITY

CLAIRE PICKARD-CAMBRIDGE

Iscor was one of the first SA organisations to use QCs. It has used them on the broadest scale to date and has about 750 circles out of the 3 000 in operation in SA.

Secretary of the National Association for Productivity and Quality Circles in SA (Naproqsa), Peter Evans, said other organisations using QCs included Escorn, Middelburg Steel and Alloys, Toyota, Samcor, Barclays Bank, Sanlam, Johannesburg City Council, Ohlssons Breweries and the Venterspost gold mine near Carletonville.

Evans said the success of circles depended on how they were implemented and maintained. He warned that QCs should not impinge on union issues.

SA Boilermakers' Society president Ike van der Watt said most unions did not object to the concept of QC. But he felt a major problem lay with managements that had imposed them without knowledge of what was expected.

He believed that if productivity was increased through the use of QC, this

would work in the unions' favour when it came to wage negotiations.

Wits Business School senior lecturer in human resource management, Jay Owens, said QC programmes had met with a mixed reaction from unions.

Sometimes unions were concerned that management was getting employees involved in something that was essentially management's responsibility, he said. Owens said essential steps in setting up quality circles were:

- That management consult the union early on
- That steering committees be established comprising management and union representatives.
- To ensure provision of training for people involved in the programmes

Training included input on decision-making, problem analysis and resolution, handling meetings, presentations, as well as training for management in managing the process.

- Choosing a pilot area in an operation, introducing it and ensuring problems tackled lead to success. It was vital that QCs had access to information and technical experts who could help with problems
- Promotional work to publicise the

success of groups and to give people recognition for their achievements.

Several industrial relations practitioners maintained it essential that management accepted workers as an independent group with a right to participate, and demonstrated a willingness to share information and decentralise decision-making with employees. On the union's side, there must be an acceptance of the existence of common interests, joint objectives and a willingness to co-operate.

Practitioners maintained difficulties facing QC programmes were exacerbated by abysmal standards in black education in SA, not conducive to a worker's desire or ability to participate effectively in decision-making programmes.

Although QCs are gaining some popularity in SA, their long-term effectiveness has yet to be assessed. It is also difficult to predict the future success of QCs in SA, given the fast-moving developments on the industrial relations front and in the unpredictable political sphere.

However, the success of QCs will probably be largely determined by the commitment of managements to improving and upgrading these programmes and the extent to which the full co-operator of unions can be obtained.

K6rs 23/7/88 (11) (124)

'Labour Day' holiday move

By DICK USHER, Labour Reporter

ATLANTIS Diesel Engines is among the latest employers to support a paid "Labour Day" holiday.

A clause in its newest wages and conditions of employment agreement says the company supports the view of the Steel and Engineering Industry Federation (Seifsa) that there should be a paid public holiday called Labour Day and that if representations to the Government are unsuccessful Seifsa will negotiate with unions the basis on which Labour Day 1987 will be a paid holiday in the industry

It also favours a commission of inquiry into the Public Holidays Act but, as there are already enough public holidays, feels a new holiday should replace an existing one.

Public holidays should be more evenly distributed throughout the year and where possible should fall either on a Friday or a Monday

The agreement gives a 10 percent increase in wages at the top of the scale and up to 15 percent for the lowest-paid workers

The general secretary of the Industrial Engineering Workers' Union, Mr Leslie Davadoss, said the agreement was moving towards a concept they favoured — that other workers' wages should be established as a percentage of artisans' wages and that any negotiations should maintain that proportion.

The agreement also provides for re-employment where there is a suitable vacancy of a female employee who has left to have a baby if she applies within six months of leaving and even if the vacancy arises after the six-month period

Where this is done the worker will be regarded as having unbroken service.

WEDNESDAY, July 23 1986

Security firm's offer slammed

'Surveillance' advertisement draws union fire

CLAIRE PICKARD-CAMBRIDGE

SEVERAL union, management and academic sources have responded with outrage to a security company's offer to undertake covert surveillance of workers who cause strikes, work stoppages, violence and unrest.

The company, Investment Surveys, has advertised in a magazine, *Security Focus* saying:

"Group forming, lobbying, intimidation... when members of your staff force others to take action against your company's interests, this can result in strikes, work stoppages, violence and unrest. It is thus vital that you have prior knowledge of what's happening."

"Investment Surveys will undertake covert investigations and surveillance. Our trained agents will be 'employed' by you in the guise of normal workers. They will report on plans and acts aimed against your company. This will enable you to take timely precautions and counter measures."

The unionists, academics and management representatives interviewed felt covert surveillance created mistrust in an already tense industrial relations environment, as well as infringing rights of freedom of speech and association.

National Union of Mineworkers' (NUM) general secretary Cyril Ramaphosa said such surveillance helped to escalate violence because once found out, workers reacted with gross anger to informers. "People using these poor souls should be blamed for worker actions taken against them," he said.

Prominent industrial relations practitioner Theo Heffer said the only reliable way of having prior knowledge of developments among employees was to enter into consultation and negotiation with real worker representatives.

Council of Unions of SA (Cusa) head and acting spokesman for the Vukani, Guards & Allied Workers Union Piroshaw Camay said ongoing surveillance was totally repugnant. Cusa had also found that some informers tried to suggest radical actions to workers to test their response.

Senior industrial relations lecturer at Wits Business School Loet Douwes Dekker said it was deplorable that a company was prepared to offer an informer system. But a company's use of informers was more serious because this was unethical, could prove an unfair labour practice and endangered life.

Premier Group's Human Resources director Rob Childs cautioned managers to note the difference between industrial relations and security issues. Some security companies played on management's industrial relations concerns and offered security solutions to industrial relations problems.

Investment Surveys director Gert Cruywagen said the company did not aim to infiltrate unions or give management an unfair advantage.

The company regretted that the ad was seen as intending to interfere in industrial relations issues. "We concentrate on the criminal field by trying to counteract lobbying and intimidation."

Cruywagen said quite a lot of employers used such services to counteract criminal elements among workers. They believed most strikes and stoppages did not result from union actions, but from political or criminal problems.

Institute for Industrial Relations director Mark Anstey said both labour and management usually acknowledged the place of security in an organisation. But

if security was perceived by one party to be subverting the interests of another, it was more likely to contribute to industrial unrest.

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BUS DAY
23/7/86

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24/1/86 DD (134) **Union men pledge more pressure**

Dispatch Correspondent

LONDON — Union leaders in London yesterday agreed to exert the "strongest possible pressure" against economic ties with South Africa as the TUC prepared to intensify its campaign for the release of detained South African trade unionists

The TUC General Council endorsed a strongly worded document committing British unions to use "whatever means that can be devised and delivered that are likely to be most effective"

Other steps approved by the TUC include joining co-ordinated international trade union pressure on governments to introduce comprehensive, mandatory economic sanctions and the stepping up of the consumer boycott of South African goods

Private companies and public authorities will also be pressured to stop using South African

products, and the TUC will urge British companies with interests in South Africa to review their operations

Mr Norman Willis, the TUC general secretary, who led a fact-finding mission to South Africa last week, said unions were also considering offering assistance to detainees

"I think that we will want trade unionists and the public as a whole to put their money where their conscience is"

Unions will also be issued with revised guidelines for pension fund trustees which will stress the "growing commercial insecurity" of any investment in South Africa

The TUC may also produce its own video and a cinema advert as part of a R200 000 campaign to heighten awareness among union members of the situation in South Africa.

AT least four trade union leaders are known to have been released from detention under emergency regulations and immediately had restrictions almost similar to banning orders placed on them, the independent Labour Monitoring Group reported yesterday.

They are the Congress of SA Trade Unions (Cosatu) president Mr Elijah Barayi, Council of Unions of SA (Cusa) regional co-ordinator Ms Joyce Sedibe, Transport and General Workers' Union official Mr Ray Lazarus and Mr Samela Manene, organiser with the SA Chemical Workers' Union.

A LMG spokesman said the unionists' movements were restricted and, in terms of the restrictions, they may not leave their magisterial districts without

Union leaders under curbs

the permission of the local station commander and may not be quoted in the media

Mr Moses Mayekiso, the detained Matal and Allied Workers' Union leader, is now being held under Section 29 of Internal Security Act, according to the LMG

• Striking workers at Sasol's Secunda mine have returned to work. Their union, the Chemical Workers' Industrial Union, is negotiating with management on workers' wage demands

• The Chamber of Mines threat to retrench thousands of coal mine-workers because of sanctions campaign is an irresponsible reaction, the National Union of Mineworkers (NUM) said in a statement to Sapa yesterday

"Instead of addressing themselves to the real problem facing the coal industry and the country they seem to be using the sanctions campaign to legitimise retrenchments," NUM said

• The situation in the leather industry, which was hit by a spate of wage strikes since last week, returned to normal yesterday

• Members of the Steel Engineering and Allied Workers' Union have since returned to work at Baldwin Steel in Brakpan, after staging a strike in demand for higher wages

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Unionists held now total 321 — LMG

By Sheryl Raine

The number of individual trade unionists known to be detained under emergency regulations has risen from 269 last week to 321, says the Labour Monitoring Group (LMG).

In its latest report issued yesterday the LMG said the increase was only partly due to new detentions. Reports of previous detentions in outlying areas were only now reaching the LMG and were affecting totals.

"There is still no news of the en masse detentions reported some time ago," said the LMG.

These included 31 Food and Allied Workers' Union (Fawu) members detained after a funeral at Groblersdal, about 600 members of the SA Black Municipal and Allied Workers' Union detained in Tembisa, and 81 Commercial, Catering and Allied Workers' Union (Ccawusa) members held in Rustenburg.

Altogether 2 700 trade unionists were known to have been detained at some time or another during the state of emergency.

The Congress of SA Trade Unions (Cosatu) is still most affected by detentions. At least 81 per cent of those being held are from Cosatu unions. At present Ccawusa is the worst affected with 52 individuals in detention, followed by the Metal and Allied Workers' Union (41) and Fawu (33).

The number of unionists released from detention under restrictive conditions remains the same and includes Mr Elijah Barayi, president of Cosatu.

Group says 190 go missing daily

By Jo-Anne Collinge

About 190 people across the country are reported missing — be-
lieved detained — each day, says the Community Research Group (CRG), a group of Wits University social scientists.

In the Johannesburg area alone, a conservative estimate of the daily number of fresh detentions currently stands at 20, the CRG reports

It points out that detention has been much more intensely used during the present state of emergency than during last year's emergency. In the last emergency, which covered about seven months and two weeks, about 7 900 people were held at an average rate of about 1 000 per month.

During the present emergency, which is now six weeks old, the CRG has been able to identify 3 400 detainees, it says

It adds that it has knowledge of thousands more people being taken into custody, presumably as emergency detainees, but cannot identify them.

Under the last emergency most detainees were released after the 14-day period of initial detention. This time "relatively few releases have come to our attention", the research body states

Analysing the field of activity of some 700 identifiable detainees, the CRG says 74 percent are political and community workers, 23 percent are trade unionists and three percent are involved in other fields of activity, such as church work and journalism

The CRG states that lawyers are considering action in relation to new forms of security force activity in the Johannesburg area. Details of this activity may not be released as the emergency regulations make it an offence for non-official sources to report on the actions of a member of the police, army or prison service.

Fewer incidents of unrest, says bureau

Pretoria Bureau

In the first five weeks of the national state of emergency South Africa was calmer than at any time in the preceding 18 months, statisticians for the Bureau for Information said yesterday.

Daily incidents of unrest were about 67 per cent below those of the first months of the year, the bureau said.

But, at this stage, long-term predictions would be premature, said the bureau's director of research, Dr Kobus Neethling.

The number of deaths was also declining, from 31 in the fifth week to 20 in the last week which ended at 6 am yesterday.

Although the daily number of deaths was still higher than in 1985 — when about 800 people lost their lives in political violence — the incidence of "black-on-black" violence was increasing.

Last year, 36.6 percent of the deaths were caused by "black-on-black" violence. In the first five months of this year, the figure stood at 58 percent and had increased to 72 percent in the six weeks of the national state of emergency.

But unrest was confined to certain areas, with Soweto and the Eastern Cape accounting for almost 50 percent of the incidents during the first five weeks of the emergency.

KwaNdebele, the tiny homeland north of Pretoria where independence plans have caused violence which claimed at least 32 lives in the first five weeks of the emergency, accounted for 7.8 percent of countrywide unrest incidents.

25/7/86

A crime no more?

In a proposal which could lead to a major change in labour law, the National Manpower Commission (NMC) has recommended that strikes should be decriminalised.

The recommendation, which was leaked to the *FM*, is one of many in a report dealing with collective bargaining, strikes and picketing, which was finalised at a recent NMC meeting. The report is now with Manpower Minister Pietie du Plessis.

The proposal represents a significant departure from existing labour law. As it stands, the Labour Relations Act makes a clear distinction between legal and illegal strikes. A strike is only regarded as legal if the worker party involved follows a set of laid-down conciliation procedures. In essence, once a dispute has been declared, attempts must be made to settle it at an industrial council, or at a conciliation board. If these efforts fail, and the worker party is a registered trade union, a strike ballot must be conducted among the workers concerned. Unregistered unions do not have to hold a ballot.

Workers who participate in legal strikes are protected against criminal prosecution; illegal strikers lay themselves open to prosecution.

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SA is one of the few Western nations which distinguishes between legal and illegal strikes. The NMC's recommendation is an attempt to move away from this distinction. In its place, according to *FM* sources, the main advisory body to government on labour matters has suggested that the emphasis should be shifted to a consideration of whether a strike is fair or unfair. And the Industrial Court should decide.

FM sources say the NMC has suggested guidelines which the court should take into account in weighing up the "fairness" of a strike. The prime consideration, it is understood, should be the *issue* that precipitated a strike. It must be one about which the company concerned is in a position to do something about. For example, a strike in which workers are trying to get a company to grant a paid Labour Day holiday would be regarded as fair. So would a wage strike. On the other hand, a strike to force a company to change the terms of a pension or provident fund which the company itself does not control, would be regarded as unfair, so would a political strike.

Other criteria of fairness, it is understood, are that the issue in dispute must be discussed, and that deadlock must have been reached before industrial action is undertaken.

Where a strike is regarded as fair, the sources say, the court is likely to take a dim view of employers who dismiss the strikers. The opposite would obviously apply in situations where a strike is deemed to be unfair.

The NMC has apparently not made up its mind on the issue of sympathy strikes and picketing. This will be the subject of a new investigation. NMC chairman Hennie Reynders has refused to confirm or reject the *FM*'s information, saying it is a matter of conjecture. ■

Provident fund drive

Black trade unions are increasingly backing the idea that provident funds are better vehicles than pension funds for securing social security benefits appropriate to the needs of their members

Provident funds provide workers with a lump sum cash payment when they leave a job; pension funds make provision for a monthly payout

The Sweet, Food and Allied Workers' Union (SFAWU) became the first emergent union to give support to provident funds when it negotiated a deal to establish one with C G Smith Sugar about 18 months ago. The company's black workers had been without any benefits since 1981.

That was the year thousands of black workers around the country struck to demand the withdrawal of their pension contributions. The strikes were a response to the Preservation of Pensions Bill, which held

Plea for detainee

THE Council of Unions of SA has appealed to the Minister of Law and Order to grant leave to a detainee to attend a funeral of a relative in Soweto.

Late yesterday a spokesman for the Ministry of Law and Order told the *Sowetan* that they had not yet received the request, sent by Cusa in a telex on Wednesday

The family of the detainee, who may not be identified in terms of emergency regulations, was last night involved in a 11th bid to have him released to attend the funeral. The detainee's relative is to be buried on

Sunday

Cusa asked for help from — among other organisations — Amnesty International to have the detainee released

• Fifty-two trade union leaders and officials have been arrested since last week under the state of emergency, the Labour Monitoring Group (LMG) said in its latest report yesterday

All in all, 2 700 unionists have been detained since the state of emergency was declared and 81 percent were members of the Congress of SA Trade Unions

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Sowetan

RSC briefings

THE Department of Co-operation and Development Aid is holding countrywide briefing sessions with councillors of all race groups to explain how Regional Services Councils function

The secretary of the Demarcation Board, Mr Phil Smith, yesterday said the next meeting set to listen to debates on the feasibility of the re-

gion — including Tembisa, Soweto and Johannesburg — would be held in Johannesburg from July 31

Despite the intensive efforts to get the complex scheme off the ground, officials of the department said it could take four months from now to effect the Johannesburg Regional Service Council

25/7/86

Sowetan

Passport bid fails

Sowetan 25/7/86

THE Department of Home Affairs has turned down a passport application by trade unionist Mr Phandelani Nefolohodwe who was due to attend a labour conference in Australia on July 1.

The unionist was told this in a letter dated July 15 — five days after the eight-day meeting had ended

25/7/86



BUSINESS

W/E AR 6/26/7/18

Strong support for worker holidays.

LABOUR AFFAIRS
DICK USHER



STRONG employer support for worker holidays on May 1 and June 16 emerged from Labour Monitoring Group (LMG) surveys of stayaways on the two days

The surveys are reported by Hilary Joffe of the sociology department at University of Cape Town in a paper presented at the recent *Western Cape Roots and Realities* conference of the University of Cape Town's Centre for African Studies

Of employers surveyed, 46 percent felt workers had the right to May Day as a paid holiday and 47 percent thought they had the right to June 16. A majority (67 percent) would consider swopping May Day for another day and 71 percent said they were prepared to negotiate the June 16 issue

The stayaways had markedly lower responses in the Western Cape than elsewhere but more support on June 16 than May 1

On May 1 the LMG found a 15 percent stayaway (51 percent of African workers and 8 percent coloured workers), while June 16 had 38 percent support (78 percent for blacks and 26 percent for coloured workers)

Analysing the reasons for the difference, Joffe points to the predominance of coloured people (reinforced particularly by the coloured labour preference policy) which had created distinctive patterns of employment, while "the patterns of trade union organisation interact with and maintain the racial division of labour to distinguish Cape Town to an even greater extent from other major urban centres in South Africa"

She said these factors reinforced divisions between coloured and black workers and disorganised coloured workers

Racially, the Cape Town population was markedly different from other urban centres. Census figures showed that nationally 72,4 percent of the population was black, but only 12,6 percent in Cape Town. Coloureds were 53,2 percent against the national average of 9,1 percent

Well over half the workforce was employed in two sectors — service and manufacturing — with coloured workers in about 53 percent of total employment and about 67 percent in manufacturing

Black workers, construction excepted, made up only a small percentage of the workforce in major industrial sectors

Both surveys covered mainly the manufacturing sector where stayaway rates moved from 18 percent on May Day to 36 percent on June 16

Joffe said the manufacturing sector profile was of workers being predominately coloured, usually semi-skilled and, particularly in the garment and textile industries, often women. The small proportion of blacks tended to be male, concentrated in unskilled work and permanent rather than migrant workers

The difference in the figures for May Day and June 16 was largely the result of very different responses of workers in manufacturing to the two calls.

Participation by coloured workers was substantially greater (24 percent in manufacturing) on June 16 than the 10 percent on May 1

But this was still very low. The pattern for black workers was extremely high on both days and more closely approximated that of the rest of the country

She said more might have stayed away had it not been for the intervention of the Garment Workers' Union (GWU) and the Industrial Council, which ruled against workers being granted the day off

The LMG surveys found that stayaway rates in workplaces organised by independent unions were higher than average.

The May Day sample, which covered 27 workplaces where there was an independent union presence, showed an overall stayaway rate of 48 percent — against the 15 percent average — with 92 percent of black workers and 31 percent of coloured workers absent.

29/7/78
T.C.I. appeals for
education action

SB MICK COLLINS 134

TRANSVAAL Chamber of Industries (TCI) has appealed for joint employer-trade union action to counter the problems of black schooling.

In a weekly bulletin, the chamber said growth in the urban black population was between 2,6% and 2,8% a year.

"This is throwing tremendous strain on the black education structure. As a result, young blacks who drop out due to coercion or voluntarily, are usually not able to re-enter because of pressure on classroom capacity"

The TCI called on employers and trade unions to examine the problem jointly.

"Unions and employers have worked together before to set up training schemes, usually through the medium of the industrial council. Many employers have experienced initial difficulties in opening negotiations but these have been overcome"

The chamber also suggested the use of spare-time television as a medium to educate young blacks.

Detentions BUNDAY - confirmed

HAMISH McINDOE

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THE detention of a number of trade unionists has been confirmed by the Commissioner of Police.

Among those detained are: Vusi Mavuso, West Rand organiser of the Chemical Worker' Union; Tembinkosi Mkaliphi, Cosatu acting-chairman for the Eastern Cape; Jabulani Ntuli, Durban shop-steward of the National Union of Textile Workers; Mzwale Mayekiso, member of the Alexander Action Committee; Peter Maake, Student-Representative Council member at Turfloop; Donsie Khumalo of the Retail and Allied Workers' Union; and Jacob Nku, David Sihlangu and Johannes Komane, shop-stewards of the Metal and Allied Workers' Union in Brits.

SPAR 31/7/86

Treason trial hears of AK-47 banner

A banner depicting an AK-47 rifle was seen at the funeral of trade unionist Mr Andries Raditsela who died of a head injury shortly after being released from police custody

On it were the words "Stubbornness, revolution, the people shall govern, Beirut"

This was revealed in court by Security Branch Sergeant D L Koetze who yesterday gave evidence at the trial in which 22 top members of the United Democratic Front (UDF) and the Azanian Peoples' Organisation (Azapo) face charges of high treason

Sergeant Koetze said he also saw a Russian flag and banners of the Federation of South African Trade Unions, the Congress of South African Students (Cosas), now banned, the UDF and the United Mining and Metal Union

He estimated that some 700 people attended the funeral

Yesterday's hearing was the first after the trial adjourned for a month ago when the court went into recess

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New textile union to enter talks

Dispatch Reporter

EAST LONDON — The newly formed South African Textile and Allied Workers Union (Satawu) is to enter into a recognition agreement with the King Tanning Company after workers at the company voted for Satawu recognition by the company in a secret ballot.

In a press statement released yesterday by the acting regional secretary of the union, Mr Boyce Melitafa, 315 workers out of 471 who cast their votes were in favour of Satawu.

The statement said the union was negotiating recognition agreements with five other companies. These were East London Textiles, Beatrice Knitwear, Annies Creation, Castellano Beltrame and Eastern Province Textiles.

The statement said Satawu was prepared to fight side by side with all progressive trade unions and other progressive minded sections of the community, whether they be black or white, to fight against "national oppression and class exploitation".

Meanwhile, a dispute over the recognition of the South African Allied Workers Union (Saawu) by Eastern Province Textiles (EPT), which had a closed shop agreement with the National Garment Workers Union, has been resolved.

In a press statement released yesterday by Saawu's branch secretary, Mr Boyce Melitafa, Saawu said it had started recruiting at the EPT during March 1984 and by August 1985, 126 workers at the factory had joined the union.

The statement said that in September 1985 Saawu had received a mandate from the workers to start negotiations with the management and verify the size of Saawu's membership at the factory.

The statement added that when the factory declined to hold negotiations with Saawu, a dispute was declared, but before the case could be heard by an industrial court, the factory management settled the matter out of court.

One of the items of the settlement was that Saawu should hold a referendum at the factory to determine whether workers wanted their management to enter into a recognition agreement with Saawu.

The statement said the referendum was held on July 27 and Saawu received 81,6 per cent of the workers' support.

The managing director of the EPT, Mr D J Bruyns said the factory had been re-located from Johannesburg where he had a long relationship with the National Garment Workers Union.

He said he was happy that the dispute had been settled and that his factory was now open for any organisation to organise workers, but he emphasised that a "stable and reliable" workforce was needed.

Mr Bruyns said his intentions were to see that his employees and their families were a "happy lot" and could see no reason why he and his employees could not work as a team.

CAPE TIMES 1/8/86

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Important future role for unions

By BARRY STREEK

TRADE unions, with their impressive organization from the bottom up, could pave the way towards a democratic future in South Africa, according to Mr Kaare Sandegren, a prominent European trade unionist.

"Something like this must develop, otherwise you will have one extreme solution replaced by another extreme solution," he pointed out during a visit to Cape Town

"Something like this must develop, otherwise you will have one extreme solution replaced by another extreme solution," he pointed out in a recent visit to Cape Town.

Mr Sandegren, head of the International Secretariat of the Norwegian Trade Union Congress and a member of the recent International Confederation of Free Trade Unions (ICFTU) delegation to South Africa, added that the delegation had failed in its bid to see various detained trade unionists.

During a meeting with the Director-General of Manpower, Dr Piet van der Merwe, "we delivered a list of 269 trade unionists who are in detention. We asked particularly about 120 unionists whose whereabouts are not known"

Not enough time

The delegation — representing the largest trade union federation in the world — had also asked for a meeting with the Minister of Law and Order, Mr Louis le Grange, but they had been informed that he did not have enough time to meet them.

Earlier during their visit, the delegation had a secret meeting "somewhere in Johannesburg" with leaders of the Congress of South African Trade Unions (Cosatu), some of whom came out of hiding to meet them

He said the trade unionists they had met were "very impressive"

The trade unions were "living organizations and are organized to a great extent from the bottom up"

"Despite the emergency, the union system still works. The unions are getting through without being seriously disrupted

"The unions have a leadership which is responsible to their members," he said

Crucial question

It had to be realized that there was a well-organized white security force in South Africa and that there were differences between different groups, and this sometimes erupted into violence

"The crucial question is how it will all be changed. It will take some time

"There must be involvement from abroad to contribute to those groups who will change the situation

"At the same time, one must not be over-optimistic about the situation.

"How can the different groups move together? There is some infighting which is terribly wasteful"

Mr Sandegren said the situation in South Africa was important not only to South Africans but to the whole world

"It is my fear that a civil war will turn into an international war. It is not only the responsibility of South Africans, it is also a responsibility to others

"But the changes will have to come from within

"How will the white minority change? How can it be woken up?"

In a way the situation was pessimistic "but you see so many different forces here. It is not only the ANC and Botha. There are so many other groups

Bottom up

"In this situation, the unions have shown that they have organization, and they have created organization from the bottom up. Very few other groups have this organization"

He had found the situation in South Africa more varied than he had imagined would be the case and he did not realize there were so many tendencies, which often competed with each other

"There is clearly not going to be any quick fix in South Africa. The ANC is the most important body but the churches and unions are building organization. And it would be interesting to see what forces emerge in a second election after the unbanning of the ANC

"There must be accommodation of different groups. The unions have made a beginning and they are influencing others

"The trade unions are not the overall solution but they can influence situation

"South Africa is such a rich country, which could benefit everyone in it," Mr Sandegren said

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CITY Press 2/18/86

200 back at BTR - but 250 Toyota workers may get the choi

By Sibusiso Mngadi

00 striking BTR Dunlop workers returned to work this week after a month-long wage dispute. A Toyota SA was about to retrench between 250 workers in the city and Allied Workers' another incident, the Food and Allied Workers' a Congress of SA Trade Unions affiliate has d a national dispute with National Clover Dairies dismissal of the entire workforce of 230 workers at Hartzburg plant.

il and Allied Workers' Union secretary Bobby confirmed that BTR workers had endorsed fully the ent agreement reached between Dunlop manage-

The present minimum wage, based on a 45-hour week, was R116,10 a week. In April next year, this would rise to R143 a week, with a 60c an hour day rise which would lift into three parts of 20c each.

The plant tyre factory has been crippled by strike action since June 25 when workers downed tools in support of a 60c an hour, over a year.

Meanwhile, Toyota SA managing director Colin Adcock announced this week that the company had decided to retrench at its Prospection plant in Durban after workers, disillusioned with working short-time, said they wanted to work full-time.

The 3 600 workers have been on short-time since early this year. Earlier last month, workers went on a three-day strike in demand for higher wages and in protest against short-time. They returned to work after an ultimatum from management to return to work or face dismissal.

Natal National Automobile and Allied Workers' Union secretary Edwin Mapepe told City Press the union had asked management to delay the retrenchments, which are scheduled for today, to enable the union to hold further negotiations.

In another incident, Saawu - 230 of whose members were summarily dismissed by Clover Dairies in Maritzburg - is awaiting a reply from the Industrial Council at declaring a dispute with the dairy.

The union said it felt the company was trying to provoke a regional or national illegal strike.

The union had therefore decided to follow the correct procedure by declaring a dispute of all members employed by Clover, a union spokesman said. If it succeeds, about 3 000 Clover workers countrywide will go on a legal strike.

The sacking of Clover workers comes after a stoppage by workers in protest against the dismissal of shop steward chairman Jethro Ndlovu.

"NCD public relations manager John Fisher said matter was sub judice - and refused to comment

1200 Back at BTR - But 250 Toyota Workers may get the chop

CITY Press

3/8/86

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By Sibusiso Mngadi
AS 1200 striking BTR Dunlop workers returned to work in Durban this week after a month-long wage dispute. In another incident, SA Trade Unions affiliate, the Food and Allied Workers' Union, a national dispute with National Clover Dairies, has declared the dismissal of the entire workforce of 250 workers at its Maritzburg plant. Metal and Allied Workers' Union secretary Bobby Marie confirmed that BTR workers had endorsed fully the settlement agreement reached between Dunlop management and union representatives.

The present minimum wage, based on a 45-hour week, was R116.10 a week. In April next year, this would rise to R143 a week, with a 60c an hour pay rise which would split into three parts of 20c each. The giant tyre factory has been crippled by strike action since June 25 when workers downed tools in support of a rise of 60c an hour, over a year. Meanwhile, Toyota SA managing director Colin Adams announced that the company had decided to retrench at its Prospecton plant in Durban after workers, disillusioned with working short-time, said they wanted to work full-time.

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CP rejects 'Indaba' union for farm workers

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Own Correspondent

DURBAN.—The Conservative Party has rejected recent moves here to establish a trade union for black farm labourers and domestic, saying it would be used purely for political ends which would eventually lead to chaos.

An Indaba-type pact between black workers and white farmers is due to be signed in Northern Natal this week.

According to Mr Casper Uys, a sheep farmer and member of the CP executive, farmers are already hard pressed by the ailing economy.

"A union would only worsen matters," he said.

Another farmer who is a CP member warned the CP congress that he would halve his workers and replace them with readily available machinery if a union was formed.

"Unions become monsters," warned Mr Uys, using Australia as an example.

In South Africa the unions would be black, and used for political means which would use any small incident as an excuse for action over so-called unfair labour practices.

The rejection of the union by the party was wholeheartedly supported by the members and it was

voted that the CP congress look, in detail, at the party's labour policy and current legislation affecting labour practices.

From the floor, Natal farmer, Mr Adrian Kriel asked that CP leaders "look into" the recently formulated peace pact between the farmers of Louwsberg, near Vryheid, and black workers.

A representative of the Natal Agricultural Union

had approached other farmers with the same proposal which he claimed had been put forward by Inkatha.

In a bid to beat moves by Inkatha — believed to be aimed at beating the union plans of the Congress of South African Trade Unions (Cosatu) — Mr Kriel says farm owners were asked to sign up their farm workers as Inkatha members.

A similar offer was taken

up with enthusiasm by the Louwsberg farmers, he said, and a meeting was now scheduled for Friday to formalize the agreement.

The pact would include negotiation on security matters, and an increase in black housing in the area.

Mr Kriel said: "This is the beginning of a union in disguise without President P W Botha lifting a finger to prevent it."

He suggested that "work-

ers' committees" be formed to achieve the same purposes and urged farmers to make conditions favourable for their workers so that there would be no need for either Cosatu or Inkatha plans.

"Our CP leaders must approach the Natal Provincial Administration for us, about these moves. "Inkatha poses a very serious problem," Mr Kriel said.

CP rejects union for farm workers

Mercury Reporter

THE Conservative Party has totally rejected recent moves in Natal to establish a trade union for black farm labourers and domestics, predicting that it would be used 'purely for political ends' which would eventually lead to chaos.

An Indaba-type pact between black workers and white farmers was due to be signed in the Ngotshe district of Northern Natal this week, the CP's Natal congress at Uvongo at the weekend was told.

According to Mr Caspar Uys, a sheep farmer and member of the CP executive, farmers are already hard-pressed by the ailing economy.

'A union would only worsen matters,' he said.

Another farmer, a mem-

ber of the party at the congress, warned that he would halve the number of his workers and replace them with readily available machinery if a union was formed.

'Unions become monsters,' warned Mr Uys, citing Australia as an example.

In South Africa the unions would be black, and used for political means which would use any small incident as an excuse for action over so-called unfair labour practices.

The rejection of the union moves by the party was wholeheartedly supported by the members and it was voted that the CP congress look at in detail the party's labour policy and current legislation affecting labour practices.

From the floor Natal farmer Mr Adriaan Kriel asked that CP leaders 'look into' the recently-formulated peace pact between the farmers of Louwsberg, near Vryheid, and black workers.

A representative of the Natal Agricultural Union had approached other farmers with the same proposal, which he claimed had been put forward by Inkatha.

● See also Page 4

Fired council workers back

SCORES of reinstated Tembisa Council employees are to resume duty this morning.

A spokesman for the SA Black Municipal and Allied Workers' Union (Sabmawu), which represented the dismissed workers, said the council employees had resolved to end their three-month-old strike and return to work.

He said about 600 Sabmawu members, still in detention, would retain their jobs at the council.

Wage negotiations between the council and the union are expected to resume soon, the Sabmawu spokesman said.

• Thursday is D-day for the Minister of Manpower to set up a Conciliation Board to resolve a wage dispute in the mining industry

In terms of the Labour Relations Act, the Minister has 30 days — which expires on Thursday — to appoint a Conciliation Board so as to avert industrial action in the industry.

At the centre of the dispute is a 30 percent wage demand by the National Union of Mineworkers, which reached a deadlock in wage negotiations with the Chamber of Mines.

The union has rejected the employer body's 15 to 20 percent offer.

1348 w... 5/8/86

Tuesday, August 5, 1986

Peace pact used 'to form Inkatha union'

Mercury Reporter

THE Natal Agricultural Union and the Louwsburg Farmers' Association have been accused by Conservative Party members of forming an Inkatha-backed 'trade union in disguise' in the Louwsburg farming district

The accusation was made at the Natal CP congress at the weekend by a party member, Mr Adrian Kriel, who is also a farmer

He claimed farmers in the area had been persuaded by the NAU to make their facilities — including schools — available to Inkatha to sign up all their labourers

In return for this, the organisation and the workers would co-operate on matters of housing and security in the area

This, he claimed, was merely Inkatha's way of beating the aims of the Congress of South African Trade Unions (Cosatu)

It was well known that Cosatu wanted to form a farm labourers' and domestic workers' trade union, he said, adding that this was the only way in which Inkatha could beat them to it

Approached by the Mercury, a spokesman for the NAU declined to comment, saying it was a private matter between the farm owners and Inkatha

But Mr Tjaart van Rensburg, chairman of the Louwsburg Farmers' Association, said the 'peace pact' between the farmers and labourers had nothing to do with a union

'The black people who live in the district have very strong Inkatha orientations anyway. It is a genuine feeling they have, and have always had

The pact is merely a way for us to live in peace, in a kind of partnership,' said Mr van Rensburg

'If Inkatha managed to sign up several members in the area, it was simply because they were already strong supporters, he said

The 70 members of the Louwsburg Farmers' Association supported the move wholeheartedly, he said

Among them, according to Mr van Rensburg, are several CP members who have entered into the agreement 'unofficially' to save face

'None of the farm labourers, or farmers, is forced to join', a spokesman for the United Workers' Union of South Africa (Uwusa) — an Inkatha backed organisation — was unavailable for comment.

(News by J Moore, 12 Devonshire Place, Durban.)



<p>DUNLOP SP5 STEEL 600X14 DUNLOP D157 - 6 PLY TEXTILE</p> <p>6975</p> <p>CASH — FITTED FREE</p>	<p>DUNLOP SP SPORT TEXTILE</p> <p>7275</p> <p>CASH — FITTED FREE</p>	<p>DUNLOP SP SP TEXTILE</p> <p>7875</p> <p>CASH — FITTED</p>
<p>CROSS-PLY RETREADS FOR MOST CARS</p> <p>2775</p> <p>CASH — FITTED FREE</p>	<p>STANDARD RADIAL-PLY RETREADS</p> <p>3275</p> <p>CASH — FITTED FREE</p>	<p>BAKKIE RETREAD UP TO 670X14</p> <p>3575</p> <p>CASH — FITTED</p>

6/18/85
STAR 134
Another union member freed

A sixth member of the Clothing Workers' Union (Clowu), Mr Mike Norton, was released from detention on Monday, three days before a Supreme Court application for his freedom was to have been heard.

The other five were released after an urgent application lodged in the Supreme Court last Friday

Mr Norton (46), who was detained for 40 days, said he was reluctant to accept his release while so many people remained in detention

A Clowu spokesman said that, although all six members had been released, the union would pursue the matter for costs

COURT TOLD OF SUICIDE SQUAD THREAT

BY MANDLA NDLAZI

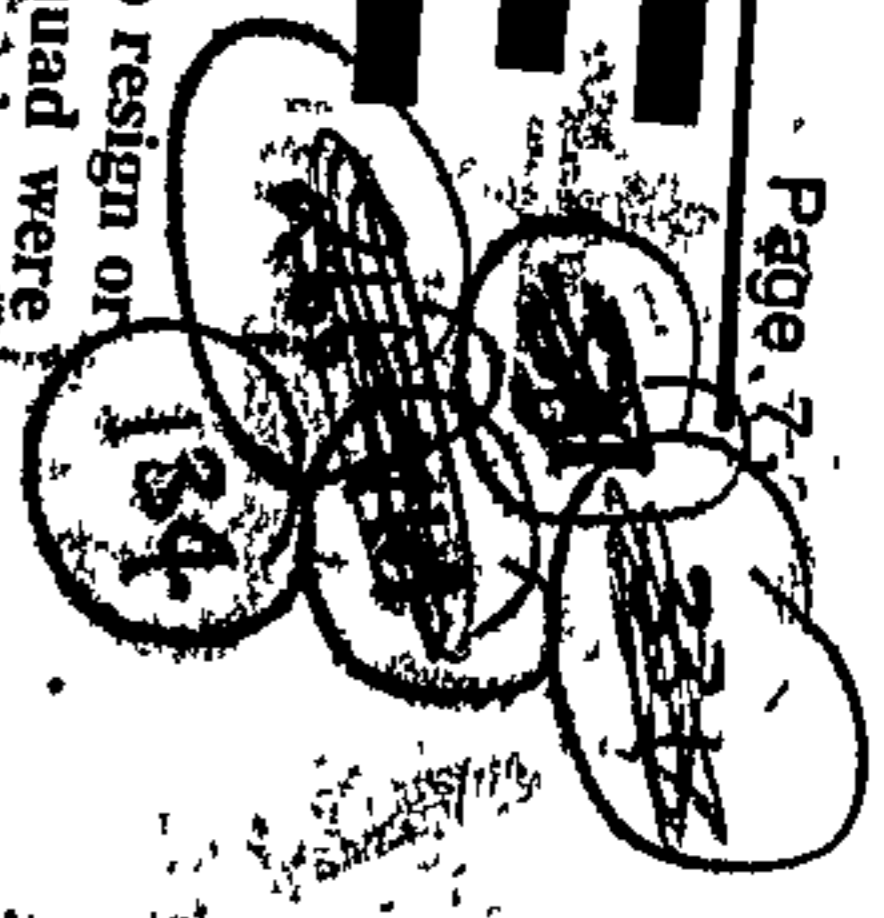
PAMPHLETS warning councillors to resign or face the wrath of the SA Suicide Squad were exhibited in the Delmas Circuit Court yesterday.

The pamphlets, signed SA Suicide Squad, read: "You are advised to resign from the community councils as soon as possible, or else you will be endangering your business, house and life as such."

In the dock were 22 men, among them leading members of the Azanian People's Organisation, the United Democratic Front, the Vaal Civic Association and the Azanian National Youth Unity.

They are appearing before Mr Justice K van Dykhorst and two assessors charged with high treason, alternatively subversion, terrorism and murder. The charges arise from unrest that broke out in the Vaal Triangle on September 1984.

Detective Warrant Officer J H Krüger of the Pietersburg Security Police, told the court that the pamphlets were distributed on October 8, 1983 in Mankweng.



Resign

He said there were to be elections of the councillors the following day. Among the councillors he went to was Mr S Mohale, who showed him a letter warning him to resign.

W/O Krüger said as a result of the pamphlets, the councillors resigned.

Another witness, Lieutenant Johannes van Dyk of the Pietersburg Security Police said on September 3, 1985 he went to Turfloop University and collected documents from the offices of the students' organisations in the campus.

The documents related to a message from the underground wing of the banned SWAPO and Azapo, and to educational demands as to assist the SWAPO Proceedings.

Apartheid opponents' offices in E Cape are gutted

EAST LONDON — Offices housing a number of anti-apartheid organisations and trade unions in East London were gutted by fire early yesterday morning, causing damage estimated at R50 000

Office equipment and books were strewn in the offices of a human rights attorney, Mr Hasmoeg Lalla, the South African Council for Higher Education (Sached), the National Allied Automobile Workers Union, the Commercial Catering and Allied Workers' Union and the Congress of South African Trade Unions

Mr Lalla, who has been involved in several Supreme Court applications for the release of detainees, was in Port Elizabeth today

His secretary, Miss Judith Kese, said several files had been removed from the office

A Sached official, Miss Vangiwe Matyunjwa, said some of Mr Lalla's files had been found in Sached's library, where books worth R15 000 had been destroyed

"It seems the doors of our office were forced open and files were removed

"Some were taken to our library, where an attempt was made to burn them," Miss Matyunjwa said

She said Sached's losses included a photocopying machine, scanner, duplicating machine and several filing cabinets

A spokesman for the municipal fire brigade said the fire, which was confined to the first floor, was extinguished within 10 to 15 minutes

Border police liaison officer, Lieutenant Dot van der Vyver, said a policeman on duty at the Fleet Street police station had heard a "commotion" outside and saw flames in a building across the street

The cause of the fire has not been established — Sapa

350 union leaders held, says LMG

By Mike Siluma
SPK
SPL
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The number of elected trade union leaders and officials being held in terms of the state of emergency now stood at 350 — 50 up on the last count about a week ago, the independent Labour Monitoring Group (LMG) said yesterday.

In its tenth report since the emergency was de-

clared, the LMG ascribed the increase in this category of union detainees to the fact that some detentions had only recently come to the group's attention.

Also, for the first time, the report included detentions from "white collar" unions such as the Western Cape Teachers Union (Wetcu) and the Media Workers' Associa-

tion of SA.

About 2 730 unionists had been held at some point during the emergency, with between 750 to 950 currently in detention.

The Congress of SA Trade Unions (Cosatu) was still the worst affected, accounting for 79,5 percent of all union detainees. Thirteen percent were from the Coun-

cil of Unions of SA, 5,5 percent from non-affiliated unions and two percent were Azactu members.

The report quoted the SA Black Municipal and Allied Workers' Union as saying between 400 and 600 of its members detained during the Tembisa council strike about two months ago were still being held.

Angry civil servants want 15%

10/8/76 SUN Times

354

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PUBLIC servants are angered by huge increases in pay for Cabinet Ministers, Members of Parliament and directors-general.

Some trade unions in the State and parastatal sector are demanding immediate pay increases of at least 15%

Several unions which asked for 25% pay increases last year but accepted 10% from April 1 this year because of the poor state of the economy have expressed disgust and shock at higher pay for the top brass. They call the decision a scandal.

Dismay

The first flak has been fired by two SA Transport Services unions — the Artisan Staff Association and Salstaff. They have called for wage increases to be discussed as a matter of urgency at a meeting of the Federation of Sats Trade Unions on August 27.

Senior members of other unions, including the Post and Telegraph Association and the Public Servants Association, have expressed their dismay privately. Official statements could not be obtained because some spokesmen are touring SA to address meetings of members.

"It's a bloody disgrace — and you can quote me," said Jimmy Zurich, president of the 23 000-strong Artisan Staff Association (ASA). He rejected the Government's argument that the increases were justified in terms of the additional work loads and responsibilities its members are now carrying.

Mr Zurich said "We have 15% pay

By Udo Rypstra

increases outstanding and if they are not granted immediately, we will experience more labour dissatisfaction. The people are disgusted.

Inopportune

Mr Zurich says the announcement of pay increases for politicians and senior State officials was inopportune. He recalled that President Botha had said earlier this year that no member of the Cabinet or Parliament would receive an increase of more than the 10% granted on April 1.

Mr Zurich says that because these pay increases amount to between 20% and 30%, "the ASA now appeals to the Government to immediately increase the salaries of Sats workers — at least by 15%."

Salstaff president John Benwell says "Here I sit with 30 000 members and we tell them that because of poor economic conditions we have to accept 10%. We were told that when the conditions improved there was hope that we would get more. But has the economy improved?"

Equality

It is reported that the Government is edging towards an across the board salary lift for State employees in an attempt to end pay discrepancies among races. About 385 000 public servants would be affected, but not Sats and Post and Telecommunications employees and 261 000 former provin-

cial administration officials who joined the payroll of State departments this week.

This could not be confirmed, but explains the immediate outcry by Sats unions about being left out.

Unspecified salary adjustments for nursing and paramedical personnel will take effect on September 1 and will eliminate pay disparities to a large extent, says the Department of National Health and Population Planning.

Job security

A spokesman for the Free Market Foundation questions the Government's wisdom in comparing the income and responsibilities of its top officials with their counterparts in the private sector.

He says "Apart from anything else, State officials have automatic job security, which is immeasurable in financial terms. The senior manager or executive working for a company has no such security."

The Government's position over pay is particularly sensitive as far as transport workers are concerned. They expressed anger over the approval of cheap housing loans to top Sats executives. Most Sats employees were refused loans for houses and improvements because of the poor state of the economy.

Concern is also building up about the decision to privatise Sats inter-city bus services.

Mr Zurich says the concern relates to possible unemployment and the cancellation of the bus-travel benefits Sats workers have enjoyed.

350 union bosses held

SOME 350 trade union officials are known to be in detention under emergency regulations, according to the Labour Monitoring Group report released at the weekend.

All in all between 750 and 950 trade unionists were in emergency detention, the LMG report said.

About 80 percent of those detained were from the Congress of SA Trade Unions, 13 percent from the Council of Unions of SA and two percent from the Azanian Confederation of Trade Unions.

Teachers

To date, some 2 730 unionists have been detained at some stage of the emergency. This figure includes 20 Food and Allied Workers Union (Fawu) reported to have been detained in Groblersdal in June.

Three members of the Western Cape Teachers Union were also reported detained.

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White shopfloor

By Sheryl Raine

Large-scale politicisation of trade unions and an increase in white backlash were key elements which emerged in a recent industrial relations survey conducted by leading consultants in more than 100 companies

FSA Management Consultants found that low-key but widespread white backlash was becoming an increasingly significant factor in managing industrial relations in South Africa's complex environment

"For the first time in nine years, respondents reported significant incidents of white backlash revolving around objections to companies' equal opportunities policies and political stance," said Mr Bernie Chalmers, head of FSA's industrial relations division

He said whites also object to having to make up for lost production as a result of black stayaways. Companies are being accused of doing too much for black employees and too little for white employees. Whites are moving towards right-wing trade unions as a result

The major development in 1986, which has not been apparent in previous years, is the influence of socio-political factors on business and industrial relations.

Companies say they are under pressure from employees and unions to help secure the release of detainees and to stop supplying the Defence Force and Police Subsidiaries of multinationals are having their relatively vulnerable positions exploited.

backlash grows

The degree of political awareness among business is now so high, said Mr Chalmers, that there is almost no management which believes it can stay aloof from politics if it hopes to ensure long-term survival and growth

Sixty-seven percent of employers indicate they prefer to put pressure on the Government for reform through employer organisations like the Federated Chamber of Industries. Another 24 percent say they are prepared to become actively involved in promoting political change and 33 percent say they will get involved when the occasion arises. Only 11 percent say they will not get involved at all

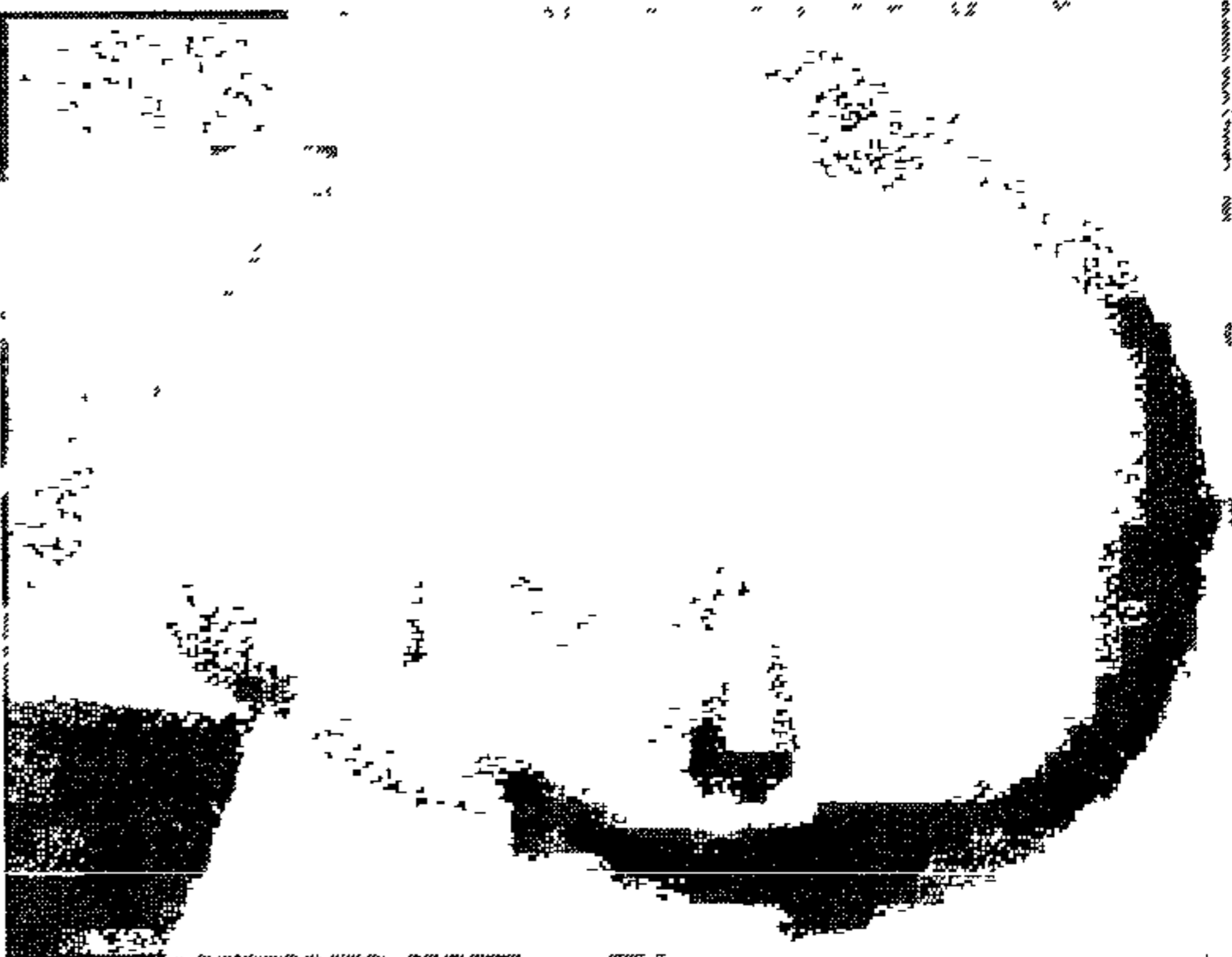
Most are optimistic that improvements can be made if managements maintain open communication with trade unions and the Government

Companies report a growing awareness of political issues on the shop floor. This has led to potential polarisation between first-line management and workers in some firms.

"But if employees live in an environment that supports right-wing attitudes, it's difficult for employers to make any intervention to change these attitudes," said Mr Chalmers. "It's up to the employer to take his own stance, despite the fact that this many mean he loses some people."

"Current indications are that the majority of employers are prepared to go along with equal opportunity employment practices, especially in major urban areas."

Mr Bernie Chalmers . . . awareness is growing in factories and offices



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MEMBER OF THE COUNCIL.
W. DE KLERK,
Vice-President of the Council.
H. C. L. LOOCK,
Secretary of the Council

No. R. 1727 ~~134~~ 134 ~~134~~ 15 August 1986
LABOUR RELATIONS ACT, 1956

**MOTOR INDUSTRY — AMENDMENT OF MOTOR IN-
DUSTRY SICK AND ACCIDENT PAY FUND
AGREEMENT**

I, Pieter Theuns Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from 1 September 1986 and for the period ending 30 Junie 1987, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

P. T. C. DU PLESSIS,
Minister of Manpower.

BYLAE**DIE NASIONALE NYWERHEIDSRAAD VIR DIE MOTOR-
NYWERHEID****OOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

South African Motor Industry Employers' Association
en die

South African Vehicle Builders' and Repairers' Association
(hierna die "werkgewers" of die "werkgewersorganisasies" genoem),
aan die een kant, en die

Motor Industry Employees' Union of South Africa
Motor Industry Staff Association
en die

Motor Industry Combined Workers' Union
(hierna die "werknemers" of die "vakverenigings" genoem), aan die
ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Motornywer-
heid,

om die Siekte- en Ongevallebystandsfondsooreenkoms vir die Motorny-
werheid, gepubliseer by Goewermentskennisgewing R 1600 van 30 Julie
1982, soos gewysig by Goewermentskennisgewing R 2797 van 31 De-
sember 1982, te wysig

1. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die Streke wat hierin omskryf word, nage-
kom word deur alle werkgewers in die Motornywerheid wat lede van die
werkgewersorganisasies is en deur alle werknemers in genoemde Nywer-
heid wat lede van die vakverenigings is

2. KLOUSULE 6.—BYDRAES

In subklousule (1), vervang die syfer "50 sent" deur die syfer
"R1,00".

Namens die partye op hede die 11de dag van April 1986 te Johannesburg
onderteken.

F. J. HACKNEY,
President van die Raad.

W. DE KLERK,
Onder-president van die Raad

H. C. L. LOOCK,
Sekretaris van die Raad.

DEPARTEMENT VAN OMGEWINGSAKE

No. R. 1679

15 Augustus 1986

**DIE RAAD VAN KURATORE VIR NASIONALE
PARKE****WYSIGING VAN REGULASIES IN VERBAND MET
VERLOFVOORWAARDES VAN BEAMPTES EN
WERKNEMERS**

Die Raad van Kuratore vir Nasionale Parke het, met die
goedkeuring van die Minister van Omgewingsake en
Toerisme, kragtens artikel 29 van die Wet op Nasionale
Parke, 1976 (Wet 57 van 1976), die regulasies uitgevaardig
by Goewermentskennisgewing R. 2006 van 6 Oktober
1978, gewysig soos in die Bylae hierby uiteengesit.

BYLAE

Paragraaf (c) van subregulasie 13 van regulasie 24 word
hierby deur die volgende paragraaf vervang:

"Alle Saterdag, Sondag en openbare vakansiedae wat
binne 'n tydperk van goedgekeurde vakansieverlof, siekte-
verlof of spesiale verlof, of daartussen val indien meer as
een van genoemde soorte verlof aaneenlopend geneem
word, word geag by die genoemde verloftydperk ingesluit
te wees."

SCHEDULE**THE NATIONAL INDUSTRIAL COUNCIL FOR THE MOTOR-
INDUSTRY****AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1956, made
and entered into by and between the

South African Motor Industry Employers' Association
and the

South African Vehicle Builders' and Repairers' Association
(hereinafter referred to as the "employers" or the "employers organisa-
tions"), of the one part and the

Motor Industry Employees' Union of South Africa
Motor Industry Staff Association

and the

Motor Industry Combined Workers' Union
(hereinafter referred to as the "employees" or the "trade unions"), of the
other part,

being the parties to the National Industrial Council for the Motor Industry,
to amend the Motor Industry Sick and Accident Pay Fund published under
Government Notice R 1600 of 30 July 1982, as amended by Government
Notice R 2797 of 31 December 1982

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Regions defined
herein by all employers in the motor industry who are members of the
employers' organisations and by all employees in the said Industry who are
members of the trade unions

2. CLAUSE 6—CONTRIBUTIONS

In subclause (1), substitute the figure "R1,00" for the figure "50
cents"

Signed at Johannesburg, on behalf of the parties this 11th day of April
1986

F. J. HACKNEY,
President of the Council.

W. DE KLERK,
Vice-president of the Council

H. C. L. LOOCK,
Secretary of the Council

**DEPARTMENT OF ENVIRONMENT
AFFAIRS**

No. R. 1679

15 August 1986

NATIONAL PARKS BOARD OF TRUSTEES**AMENDMENT OF REGULATIONS CONCERNING
CONDITIONS OF LEAVE OF OFFICERS AND
EMPLOYEES**

The National Parks Board of Trustees has, with approval
of the Minister of Environment Affairs and Tourism, in
terms of section 29 of The National Parks Act, 1976 (Act 57
of 1976), amended the regulations made by Government
Notice R 2006 of 6 October 1978, as set out in the
Annexure hereto.

ANNEXURE

Paragraph (c) of subregulation 13 of regulation 24 is
hereby substituted with the following paragraph:

"All Saturdays, Sundays and public holidays falling
within a period of approved vacation, sick or special leave
or between periods of such leave, if more than one type of
leave is taken consecutively, shall be deemed to be included
in such leave period."

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(8) In clause 9 (4), in the first line, substitute "klousule" for "klosule".

(9) In clause 7 (12), substitute "skofwerkers" for "errorsers".

(10) In clause 12, substitute the word "vrystellingsertifikaat" for the word "errorsertifikaat"

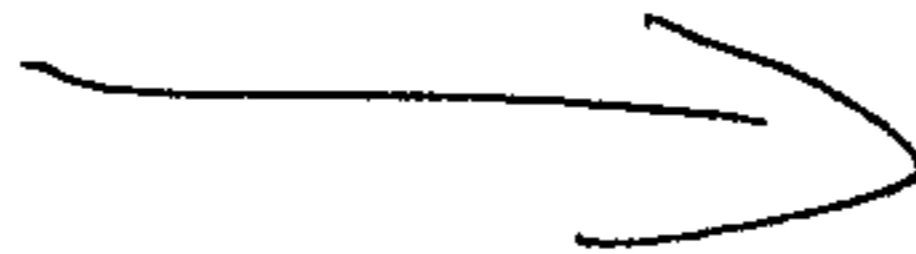
No. R. 1724

LABOUR RELATIONS ACT, 1956

MOTOR INDUSTRY — AMENDMENT OF PENSION FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from 1 September 1986 and for the period ending 1 February 1991, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

P. T. C. DU PLESSIS,
Minister of Manpower.



134 GOVT. GAZ.
15 August 1986

BYLAE

DIE NATIONALE NYWERHEIDSRaad VIR DIE MOTORNYWERHEID

PENSIOENFONDS VIR DIE MOTORNYWERHEID

OOREENKOMMS

ooreenkoms die Wet op Arbeidsverhoudinge 1956 gesluit deur en aangegaan tussen die

South African Motor Industry Employers' Association

en die

South African Vehicle Builders' and Repairers' Association

(naerna die werkgewers of die werkgewersorganisasies genoem) aan die een kant en die

Motor Industry Employees' Union of South Africa

en die

Motor Industry Combined Workers' Union

(naerna die werknemers of die vakverenigings genoem) aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Motornywer-

heid, die Ooreenkoms vir die Pensioenfonds vir die Motornywerheid gepubliseer by Goewernementskoerant R 7 van 2 Januarie 1981 soos gewysig en herlei by Goewernementskoerant R 1581 van 30 Julie 1982 R 2319 van 26 Oktober 1984 en R 358 van 28 Februarie 1986 te wysig

1 TOEPASSINGSBESTEK VAN OOREENKOMMS

(1) Hierdie Ooreenkoms moet oral in die Republiek van Suid Afrika (uitgesonderd die gebied gedokopereer deur die Cape Explosives Works Ltd Somerset West) nagekom word deur alle werkgewers in die Motornywerheid wat lide van die werkgewersorganisasies is en deur—

(a) alle lide van die Motor Industry Employees Union of South Africa met inbegrip van vakleerlinge en

(b) alle vakleerlinge van die Motor Industry Combined Workers Union wat in besit is van 'n geldige lidmaatskapskaart graad CA of graad CAE wat voor 1 Januarie 1984 aan hulle uitgereik is

(2) Ondanks subklousule (1) moet hierdie Ooreenkoms in die geval van vakleerlinge wat lide is van die Motor Industry Combined Workers Union en hul werkgewers (ten opsigte van sodanige vakleerlinge) nagekom word net in die provinsie Natal die Kaapprovinsie en die landdrosdistrikke Alberton, Barberton, Benoni, Bethal, Boksburg, Brakpan, Brits, Ermelo, Gemstroom, Heidelberg (Transvaal), Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Lichtenburg, Middelburg (Transvaal), Nelspruit, Petrusburg, Pietermaritzburg, Potchefstroom, Pretoria (met inbegrip van daardie gedeeltes van die landdrosdistrikke Odi en Moretele wat voor 1 Junie 1972 (Goewernementskoerant 872 gelees saam met Goewernementskoerant 893 en 894 van 26 Mei 1972) binne die landdrosdistrikke Pretoria, Springs, Vanderbijlpark, Vereeniging, Witbank, Bloemfontein (met inbegrip van daardie gedeeltes van die landdrosdistrikke Jagersfontein en Petrusburg wat voor die publikasie van Goewernementskoerant 1106 van 26 Julie 1963 deel uitgemaak het van die landdrosdistrik Bloemfontein maar uitgesonderd daardie gedeelte van die landdrosdistrik Bloemfontein wat voor die publikasie van Goewernementskoerant 2076 van 19 November 1971 binne die landdrosdistrik Thaba Nchu geval het) en Kroonstad (met inbegrip van daardie gedeelte van die landdrosdistrik Henningman wat voor die publikasie van Goewernementskoerant 790 van 30 Mei 1963 deel uitgemaak het van die landdrosdistrik Kroonstad)

2 KLOUSULE 5 —BYDRAES

(1) In subklousule (1) (a), vervang die syfer 'R11 00' deur die syfer R5 45

(2) In subklousule (1) (b) (i), vervang die syfer 'R4 00' deur die syfer R5 45

(3) In subklousule (1) (b) (ii) vervang die syfer 'R4 00' deur die syfer R5 45

Naarna die partye op hede die 11de dag van April 1986 te Johannesburg onderteken

F J HACKNEY,
President van die Raad

W. DE KLERK,
Vice-President van die Raad

H C L LOOCK,
Sekretaris van die Raad

SCHEDULE

THE NATIONAL INDUSTRIAL COUNCIL FOR THE MOTOR INDUSTRY

MOTOR INDUSTRY PENSION FUND

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956 made and entered into by and between the

South African Motor Industry Employers' Association

and the

South African Vehicle Builders' and Repairers' Association

(hereinafter referred to as the employers or the employers organisations) of the one part and the

Motor Industry Employees' Union of South Africa

and the

Motor Industry Combined Workers' Union

(hereinafter referred to as the employees or the trade unions), of the other part,

being the parties to the National Industrial Council for the Motor Industry, to amend the Motor Industry Pension Fund Agreement published under Government Notice R 7 of 2 January 1981 as amended and renewed by Government Notices R 1581 of 30 July 1982, R 2319 of 26 October 1984 and R 358 of 28 February 1986

1 SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed throughout the Republic of South Africa (excluding the area occupied by the Cape Explosives Works Ltd Somerset West) by all employers in the Motor Industry who are members of the employers organisations and by—

(a) all members of the Motor Industry Employees Union of South Africa including apprentices and

(b) all journeyman members of the Motor Industry Combined Workers Union who are validly in possession of a Grade CA or CAE membership card issued to them prior to 1 January 1984

(2) Notwithstanding the provisions of subclause (1) in the case of journeyman who are members of the Motor Industry Combined Workers Union and their employers (in respect of such journeyman) the terms of this Agreement shall be observed only in the Province of Natal the Cape Province and the Magisterial Districts of Alberton, Barberton, Benoni, Bethal, Boksburg, Brakpan, Brits, Ermelo, Gemstroom, Heidelberg (Transvaal), Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Lichtenburg, Middelburg (Transvaal), Nelspruit, Pretoriusburg, Potchefstroom, Pretoria (including those portions of the Magisterial Districts of Odi and Moretele which prior to 1 June 1972 (Government Notice 872 read with Government Notices 893 and 894 of 26 May 1972) fell within the Magisterial District of Pretoria), Randfontein, Roodepoort, Rustenburg, Springs, Standerton, Vanderbijlpark, Vereeniging, Witbank, Bloemfontein (including those portions of the Magisterial Districts of Jagersfontein and Petrusburg which prior to the publication of Government Notice 1106 of 26 July 1963 formed part of the Magisterial District of Bloemfontein but excluding that portion of the Magisterial District of Bloemfontein which prior to the publication of Government Notice 2076 of 19 November 1971 fell within the Magisterial District of Thaba Nchu) and Kroonstad (including that portion of the Magisterial District of Henningman which prior to the publication of Government Notice 790 of 30 May 1963 formed part of the Magisterial District of Kroonstad)

2 CLAUSE 5 —CONTRIBUTIONS

(1) In subclause (1) (a), substitute the figure 'R15 00' for the figure R11 00

(2) In subclause (1) (b) (i) substitute the figure 'R5 45' for the figure R4 00

(3) In subclause (1) (b) (ii) substitute the figure 'R5 45' for the figure R4 00

Signed at Johannesburg on behalf of the parties, this 11th day of April 1986

F J HACKNEY,
President of the Council

W. DE KLERK,
Vice-President of the Council

H C L LOOCK,
Secretary of the Council

No. R. 1725

15 Augustus 1986

WET OP ARBEIDSVERHOUDINGE, 1956

MOTORNYWERHEID —WYSIGING VAN PENSIOENFONDSOOREENKOMMS VIR MOTORWERKERS

Ek, Pieter Theuns Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van die Ooreenkoms (naerna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vertel, met ingang van 1 September 1986 en vir die tydperk wat op 31 Julie 1990 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lide van genoemde organisasies of verenigings is, en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalinge van die Wysigingsooreenkoms, uitgesonderd die verwat in klousule 1 (1) (b), met ingang van 1 September 1986 en vir die tydperk wat op 31 Julie 1990 eindig, bindend is vir alle ander werkgewers en werknemers as die genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer

P T C DU PLESSIS,
Minister van Mannekrag

BYLAE

DIE NATIONALE NYWERHEIDSRaad VIR DIE MOTORNYWERHEID

ooreenkoms die Wet op Arbeidsverhoudinge 1956 gesluit deur en aangegaan tussen die

South African Motor Industry Employers' Association

en die

South African Vehicle Builders' and Repairers' Association

(naerna die werkgewers of die werkgewersorganisasies genoem) aan die een kant en die

Motor Industry Employees' Union of South Africa

en die

Motor Industry Staff Association

(naerna die werknemers of die vakverenigings genoem) aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Motornywer-

heid, die Pensioenfonds-ooreenkoms vir Motorwerkers gepubliseer by Goewernementskoerant R 1510 van 25 Julie 1980 soos gewysig en verlig by Goewernementskoerant R 2022 van 3 Oktober 1980 R 2635 van 24 Desember 1980 R 1017 van 15 Mei 1981 R 1280 van 26 Junie 1981, R 2318 van 26 Oktober 1984 en R 1203 van 30 Mei 1985 te wysig

1 TOEPASSINGSBESTEK VAN OOREENKOMMS

(1) Behoudens subklousule (2) van hierdie klousule moet hierdie Ooreenkoms nagekom word—

(a) in die Motornywerheid in die Republiek van Suid-Afrika en deur alle werkgewers wat lide is van die werkgewersorganisasies en deur alle werknemers in die Nywerheid wat lide is van die vakverenigings

(2) Ondanks subklousule (1) van hierdie klousule is hierdie Ooreenkoms nie van toepassing nie op—

(a) werknemers wat in aanmerking kom vir lidmaatskap van die Motor Industry Employees Union of South Africa en die Motor Industry Staff Association,

(b) lide van die Motor Industry Combined Workers Union wat lide is van die Pensioenfonds vir die Motornywerheid

No. R. 1725

15 August 1986

LABOUR RELATIONS ACT, 1956

MOTOR INDUSTRY —AMENDMENT OF AUTO-WORKERS' PENSION FUND AGREEMENT

I, Pieter Theuns Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956 declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from 1 September 1986 and for the period ending 31 July 1990, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the said organisations or unions, and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (b), shall be binding, with effect from 1 September 1986 and for the period ending 31 July 1990, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement

P T C DU PLESSIS,
Minister of Manpower

SCHEDULE

THE NATIONAL INDUSTRIAL COUNCIL FOR THE AUTO WORKERS' PENSION FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956 made and entered into by and between the

South African Motor Industry Employers' Association

and the

South African Vehicle Builders' and Repairers' Association

(hereinafter referred to as the employers or the employers organisations) of the one part and the

Motor Industry Employees' Union of South Africa

and the

Motor Industry Staff Association

(hereinafter referred to as the employees or the trade unions) of the other part

being the parties to the National Industrial Council for the Motor Industry, to amend the Auto Workers' Pension Fund Agreement published under Government Notice R 1510 of 25 July 1980 as amended and extended by Government Notices R 2022 of 3 October 1980 R 2635 of 24 December 1980 R 1017 of 15 May 1981 R 1280 of 26 June 1981 R 2318 of 26 October 1984 and R 1203 of 30 May 1985

1 SCOPE OF APPLICATION OF AGREEMENT

(1) Subject to the provisions of subclause (2) of this clause the terms of this Agreement shall be observed—

(a) in the Motor Industry in the Republic of South Africa

(b) by all employers who are members of the employers organisations and by all employees in that industry who are members of the trade unions

(2) Notwithstanding the provisions of subclause (1) of this clause the provisions of this Agreement shall not apply to—

(a) employers who are eligible for membership of the Motor Industry Association

(b) members of the Motor Industry Combined Workers Union who are members of the Motor Industry Pension Fund

(c) Vakmanne wat nie lede van die Motor Industry Combined Workers Union is nie uitgesluit deur die van wat daar onderskeidelik in die omskrywing van vakman en vakleerling melding gemaak word

(d) n werknemer aan wie afrekebystand toegestaan is deur n fonds wat vir sodanige bystand voorsiening maak

(e) werknemers ten opsigte van hul werkgewer bydra en solank as wat hul werkgewer aldus bydra tot n pensioenfonds wat in werking was op die datum waarop hierdie Ooreenkoms in werking getree het en wat na die mening van die Raad bystand verskaf wat nie minder gunstig is nie as die wat deur die Pensioenfonds vir Motorwerkers verskaf word

(f) n werknemer vir ses maande vanaf die datum waarop hy by n werkgewer in diens tree Niet dien verstaande dat n werkgewer na goeddunke van hierdie uitsluiting kan afsien

2 KLOUSULE 5 —BYDRAES

(1) In subklousule (1) (d) vervang die syfer R11 00 deur die syfer R15 00

(2) In subklousule (1) (e) vervang die syfer R4 00 deur die syfer R5 45

Namens die partye op hede die 11de dag van April 1986 te Johannesburg onderteken

F J HACKNEY,
President van die Raad

W DE KLERK,
Vice-President van die Raad

H C L LOOCK,
Sekretaris van die Raad

No. R 1726

15 Augustus 1986

WET OP ARBEIDSVARHOUDINGE, 1956
MOTORNYWERHEID — WYSIGING VAN MISA-PENSIOENFONDSDOOREENKOMS

Ek, Pieter Theunus Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsoverhoudings, 1956, dat die bepaling van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid Bedryf of Betoep in die opskrif by hierdie kennisgewing vermeld, met ingang van 1 September 1986 en vir die tydperk wat op 31 Julie 1990 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is

P T C DU PLESSIS,
Minister van Mannekrag

BYLAE

DIE NATIONALE NYWERHEIDSRaad VIR DIE MOTOR-NYWERHEID

MISA-PENSIOENFONDSDOOREENKOMS

DOOREENKOMS

ooreenkomsing die Wet op Arbeidsoverhoudings 1956, gesluit deur en aangegaan tussen die

South African Motor Industry Employers' Association

en die

South African Vehicle Builders' and Repairers' Association (hiervan die werkgewers of die „werkgewersorganisasies“ genoem) aan die een kant en die

Motor Industry Staff Association (hiervan die „werknemers“ of die „vakvereniging“ genoem), aan die ander kant

wat die partye is by die Nasionale Nywerheidsraad vir die Motorwer-

(c) Joueriem en werknemers wat nie lede van die Motor Industry Combined Workers Union is nie uitgesluit deur die van wat daar onderskeidelik in die omskrywing van vakman en vakleerling melding gemaak word

(d) any employee who has been granted a retirement benefit by any fund which provides for such benefits

(e) employees in respect of whom their employer contributes and for as long as their employer so contributes to a pension fund which was in operation on the date of commencement of operation of this Agreement and which in the opinion of the Council provides benefits not less favourable than those provided by the Auto Workers Pension Fund

(f) any employee for six months from the date on which he begins employment with any employer. Provided that any employer may in his discretion waive this exclusion

2 CLAUSE 5 — CONTRIBUTIONS

(1) In subclausule (1) (d) substitute the figure R15 00 for the figure R11 00

(2) In subclausule (1) (e) substitute the figure R5 45 for the figure R4 00

Signed at Johannesburg on behalf of the parties this 11th day of April 1986

F J HACKNEY,
President of the Council

W DE KLERK,
Vice-President of the Council

H C L LOOCK,
Secretary of the Council

No. R 1726

15 August 1986

LABOUR RELATIONS ACT, 1956
MOTOR INDUSTRY — AMENDMENT OF MISA PENSION FUND AGREEMENT

I, Pieter Theunus Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from 1 September 1986 and for the period ending 31 July 1990 upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions

P T C DU PLESSIS,
Minister of Manpower

SCHEDULE

THE NATIONAL INDUSTRIAL COUNCIL FOR THE MOTOR INDUSTRY

MISA PENSION FUND AGREEMENT

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

South African Motor Industry Employers' Association

and the

South African Vehicle Builders' and Repairers' Association (hereinafter referred to as the employers or the employers' organisations) of the one part and the

Motor Industry Staff Association (hereinafter referred to as the employees' or the trade union), of the other part,

being the parties to the National Industrial Council for the Motor Industry,

om die MISA-pensioenfondsdooreenkoms gepubliseer by Goewernementskennisgewing R 1530 van 25 Julie 1980, soos gewysig en verleg by Goewernementskennisgewings R 2634 van 24 Desember 1980 R 1582 van 30 Julie 1982 R 2320 van 26 Oktober 1984 en R 1201 van 30 Mei 1985 te wysig

1 KLOUSULE 2 — TOEPASSINGSBESTEK VAN DOOREENKOMS

(1) Behoudens die uitsonderings vermeld in subklousule (2) van hierdie klousule en in klousule 5 is hierdie Ooreenkoms in die Streeke hiervan omskryf bindend vir alle werkgewers in die Motornywerheid wat lede van die werkgewersorganisasies is uitgesluit diardie werkgewers wat—

(a) die besigheid van voertuigbouwerk en dryf, soos omskryf in die Hoofdooreenkoms vir die Motornywerheid gepubliseer by Goewernementskennisgewing R 2317 van 26 Oktober 1984 en/of

(b) as vervaardigers ingevolge Hoofstuk III van genoemde Hoofdooreenkoms gereguleer is

en vir alle klieke onder die outerdom van 65 jaar wat lede van die vakvereniging is en nie in diens is nie by die werkgewers wat in paragrafe (a) en (b) van hierdie subklousule bedoel word

(2) n Werkgewer wat op 1 September 1965 n pensioenskema wat sy klieke dek, in werking gehad het en voortgaan om die pensioenskema in werking te hou en daarin deel te neem is behoudens die uitsonderings vermeld in subklousule (3) van hierdie klousule nie aan hierdie Ooreenkoms onderwerp wat betref sy werknemers wat in so n pensioenskema deelneem nie

(3) Die uitsondering vervat in subklousule (2) van hierdie klousule is nie van toepassing nie—

(a) as n werkgewer se pensioenskema gewysig word op n wyse wat of vervang word deur n ander pensioenskema wat minder gunstige pensioensvoordele vir sy klieke meening as die verskaf deur die skema wat op 1 September 1965 bestaan het

(b) op werknemers wat n proeftydperk moet voltooi voordat hulle vir lidmaatskap van die werkgewer se skema in aanmerking kom—

(1) in alle gevalle ten opsigte van enige tydperk waarna die proeftydperk langer as 12 maande is

(ii) in die geval van werknemers wat lede is van die Misa-pensioenfonds wat ingevolge die Ooreenkoms gepubliseer by Goewernementskennisgewing R 1253 of 27 Augustus 1965 gesig is vanaf die tyd wat hulle by die werkgewer in diens tree totdat die proeftydperk voltooi is

2 KLOUSULE 6 —BYDRAES

In subklousule (1) vervang die syfer R11,00 deur die syfer R15 00

Namens die partye op hede die 11de dag van April 1986 te Johannesburg onderteken

F J HACKNEY,
President van die Raad

W DE KLERK,
Vice-President van die Raad

H C L LOOCK,
Sekretaris van die Raad

No. R. 1727

15 August 1986

WET OP ARBEIDSOVERHOUDINGS, 1956
MOTORNYWERHEID — WYSIGING VAN MISA-ONGEVALLEBYSTA DIE MISA-PENSIOENFONDSDOOREENKOMS

Ek, Pieter Theunus Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsoverhoudings, 1956, dat die bepaling van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid Bedryf of Betoep in die opskrif by hierdie kennisgewing vermeld, met ingang van 1 September 1986 en vir die tydperk wat op 31 Julie 1990 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is

P T C DU PLESSIS,
Minister van Mannekrag

BYLAE

DIE NATIONALE NYWERHEIDSRaad VIR DIE MOTOR-NYWERHEID

MISA-ONGEVALLEBYSTA DIE MISA-PENSIOENFONDSDOOREENKOMS

DOOREENKOMS

ooreenkomsing die Wet op Arbeidsoverhoudings 1956, gesluit deur en aangegaan tussen die

South African Motor Industry Employers' Association

en die

South African Vehicle Builders' and Repairers' Association (hiervan die werkgewers of die „werkgewersorganisasies“ genoem) aan die een kant en die

Motor Industry Staff Association (hiervan die „werknemers“ of die „vakvereniging“ genoem), aan die ander kant

wat die partye is by die Nasionale Nywerheidsraad vir die Motorwer-

to amend the MISA Pension Fund Agreement published under Government Notice R 1530 of 25 July 1980 as amended and extended by Government Notices R 2634 of 24 December 1980 R 1582 of 30 July 1982 R 2320 of 26 October 1984 and R 1201 of 30 May 1985

1 CLAUSE 2 — SCOPE OF APPLICATION OF AGREEMENT

(1) Subject to the exclusions referred to in subclause (2) of this clause and in clause 5 the terms of this Agreement shall be binding in the Regions defined herein upon all employers in the Motor Industry who are members of the employers' organisations other than those employers who—

(a) are conducting the business of vehicle body building as defined in the Main Agreement for the Motor Industry, published under Government Notice R 2317 of 26 October 1984 and/or

(b) are registered as manufacturers in terms of the provisions of Chapter III of the said Main Agreement,

and upon all clerical employees under 65 years of age who are members of the trade union and are not employed by the employers referred to in paragraphs (a) and (b) of this subclause

(2) An employer who had in operation on 1 September 1965 and continues to operate and participate in a pension scheme which covers his clerical employees shall not in respect of those of his employees who are participants in such pension scheme and subject to the exceptions detailed in subclause (3) of this clause be subject to the provisions of this Agreement

(3) The exclusion contained in subclause (2) of this clause shall not apply—

(a) if an employer's pension scheme is amended in a manner which or replaced by another pension scheme which results in less favourable pension benefits to his clerical employees than those provided by the scheme which was in existence on 1 September 1965

(b) in respect of employees who must complete a period of probation before they become eligible for membership of the employer's scheme—

(1) in all cases in respect of any period by which the probationary period exceeds 12 months and

(ii) in the case of employees who are members of the Misa Pension Fund established in terms of the Agreement published under Government Notice R 1253 of 27 August 1965 at the time they join the employer's service until the period of probation has been completed

2 CLAUSE 6 — CONTRIBUTIONS

In subclause (1) substitute the figure R15 00 for the figure R11 00

Signed at Johannesburg on behalf of the parties this 11th day of April 1986

F J HACKNEY,
President of the Council

W DE KLERK,
Vice-President of the Council

BUSINESS

CLARE

134

15/8/86

PICKARD-CAMBRIDGE

Talks on detainees' treatment

SEVERAL disputes have arisen in the Eastern and Western Cape over the treatment of detained unionists by employers.

The Labour Monitoring Group (LMG) says the National Automobile and Allied Workers' Union (Naawu) has been holding negotiations with General Motors and Volkswagen.

According to Naawu, GM has offered to establish a relief fund from which it will pay detained GM workers 50% of their wages. Naawu is demanding workers should be paid in full.

Volkswagen is offering to pay 75% of detainees' wages and to guarantee their jobs for 180 days. The union is trying to improve on this

The Cape Town Municipal Workers' Union says, after negotiations, the City Council agreed to pay the full wages of detained workers' to their families.

The LMG is aware of 344 unionists in detention, but says this reflects the situation before the Natal Supreme Court judgment on detentions. About 2 735 unionists have been detained since the start of the state of emergency.

According to Sapa, 22 unionists were released on Wednesday pending a Supreme Court hearing in which the Congress of South African Trade Unions was to challenge the validity of their detention.

Unions keep up fight to obtain full pay for emergency detainees

By Sheryl Raine

Trade unions are continuing to fight for full pay for detainees being held under the state of emergency.

The latest report from the Labour Monitoring Group (LMG) on the effects of the state of emergency on industrial relations says negotiations in the western and eastern Cape over employers' treatment of detainees are continuing.

The Cape Town Municipal Workers' Association, which still has two members in detention, reports that after negotiations the Cape Town City Council agreed to pay workers' wages in full to their families.

In the Port Elizabeth/Uitenhage area the National Automobile and Allied Workers' Union (Naawu) has held talks with Volkswagen and General Motors (GM). No agreement has been reached yet.

Supported

Naawu said General Motors had offered to establish a relief fund which would pay the five detained GM workers 50 percent of their normal wages.

The union is not prepared to accept this and is pushing for full pay. Families of detained GM workers are being supported by donations from union colleagues.

Volkswagen has offered to pay 75 percent of detainees' wages and to guarantee their jobs for 180 days. The company is proposing to review the situation every three months.

The LMG said that earlier this week there were 344 elected leaders and officials of trade unions in detention. However, this figure reflected the situation before any releases of detainees arising from a Natal Supreme Court judgment. The judgment overturned two key emergency sub-regulations governing detainees.

The total number of unionists known to have been detained since the start of the state of emergency is now 2,735.

134 STAR 15/8/86

Dispatch Correspondent

CAPE TOWN — More than 100 angry farmers gathered at the Rawsonville church hall near Worcester yesterday to form an action committee to protest against a proposed R12 million holiday resort at Du Toit's Kloof Pass

A memorandum was drafted to be presented to the Administrator of the Cape, Mr Gene Louw, by the newly-formed committee

Farmers in the Rawsonville, Goudini and Worcester areas are bitterly opposed to the resort, which will cater for about 12 000 people

The meeting was called by the Goudini Farmers' Association. The association's chairman, Mr Bernard du Plessis, the secretary, Mr Stanley Louw, and the MP for Worcester, Mr Hans Rabie, conducted the meeting

The proposed resort, designated for coloured

Farmers bitter over Du Toit's resort plan

people, will be developed by the Paarl Divisional Council on its own land with the aid of state funds

However, farmers in Rawsonville and the surrounding areas believe their water supply, and therefore their land, will be affected by the possible influx of 12 000 people, many of whom would camp at the site or holiday in the proposed chalets

Objections in the memorandum to be sent to Mr Louw include

● That neither the weather nor the siting of the proposed holiday resort was appropriate. It had a great deal of rain

and very little sunshine except for about three months in summer

● That the population and permit-holding hikers in the Du Toit's Kloof Mountains were already at capacity. No control of hikers would be possible if 12 000 people were catered for at the site

● That the water supply in the area would be affected and the Mole-naars River polluted

● Traffic, already heavy in the pass at weekends, would increase drastically as would the number of accidents

● That no proper

flood test or environmental impact study had been done on the area. Mr Du Plessis reminded the meeting that the site was on either side of the river and that the tragedy of Laingsburg could be repeated if floods like those in 1983 were repeated at the pass

He added that where people were picnicking and braaing, there would be alcohol

"If only one per cent of 12 000 people has too much to drink, the accidents on what is already a difficult pass would make it impossible"

Mr Rabie pledged his support to the meeting and said he would do anything as MP for the area to prevent the ruin of "this lovely spot"

The action committee will consist of Mr du Plessis, Mr Hennie Botha of the Water Board, a member of the Rawson Municipality, and a farmer



Security firm reinstates six

By LEN MASEKO

134
20/8/86

SOWETAN

A SECURITY company is to reinstate six workers allegedly dismissed for being members of a union.

Coin Security group has agreed to re-employ the workers on the same terms as before and that their employment will be retrospective to the day of their dismissal

This follows negotiations between the Vukani Guards and Allied Workers' Union and management.

● Striking Mobil workers yesterday rejected management's offer to refer the dispute, arising from the dismissal of a worker, to an arbiter

The members of the Chemical Workers' Industrial Union (CWIU) have been on strike since Wednesday last week. Three Mobil plants on the Reef have been affected by the strike

● Scores of CWIU members took part in a brief work stoppage at Kempton

Park's Chet Chemicals yesterday in protest against "management's delay of holding an introductory meeting with the union".

The workers ended their stoppages after management agreed to meet union representatives next Wednesday — a first meeting leading to a recognition agreement between the two parties

● About 170 Le Carbone workers are still out on strike at the company's Industria plant

They are demanding recognition of their union, the Metal and Allied Workers' Union

A spokesman for Mawu said yesterday that Le Carbone management had offered to re-employ the strikers "using its own discretion". The union had rejected this on the grounds that some members might not be taken back, he said

Unionists
'333 still held'

At least 333 elected leaders and officials of trade unions are still in detention under emergency regulations, according to the latest report of the Labour Monitoring Group (LMG)

The LMG claims the number of unionists held during the state of emergency now stands at 2 775. This figure includes mass arrests

"Of those detained 79 percent are from the Congress of SA Trade Unions (Cosatu)," said the LMG.

"About 13,5 percent of unionists detained are from the Council of Unions of SA (Cusa).

"We also have information of some 40 previous detentions for which we have no record. This suggests that our figure for detained trade unionists is, if anything, an underestimate."

Backlash showing on the shop-floor

LOW-KEY but widespread white backlash is becoming an increasingly significant factor in managing industrial relations in South Africa's complex socio-political environment, according to an annual survey of industrial relations and manpower development.

This is one of the trends pinpointed in the survey conducted by the FSA Management Consultants of over 100 major South African companies in all sectors of the economy

Other major developments reported in the survey are the large-scale politicisation of industrial relations and the escalation of industrial action such as boycotts, sit-ins and the use of the Industrial Court

'For the first time in nine years respondents reported fairly significant incidents of white backlash, revolving around objections to companies' equal-opportunity policies and the political stance taken by companies,' said Mr Bernie Chalmers, head of FSA's industrial relations division.

Stayaways

'There were also objections to making up for production loss as a result of stayaways and companies being accused of doing too much for black employees and too little for white employees, resulting in a move to join Right-wing trade unions'

While wages were the most frequently reported cause of strikes, most companies reported that having to negotiate wages had not had a detrimental impact on their profitability

The survey highlighted the growing politicisation of business and trade unions'

'The major development in 1986 that has not been apparent in previous years is the influence of the socio-political environment on business and industrial relations

'At a rapidly increasing rate companies are becom-

Mariah Vengtas
Labour Reporter

ing more and more prepared to take a public stance on socio-political issues and to try to act to bring about change where they see this as appropriate,' Mr Chalmers said

He said companies had reported coming under increasing pressure from employees and trade unions to help secure the release of detainees and to stop supplying the SADF and SAP, while subsidiaries of multi-nationals were having their position of relative vulnerability exploited

The degree of political awareness among business was so high that there was almost no management that believed it could stay aloof from politics if it hoped to ensure long-term survival and growth of business

Mr Chalmers said the majority of employers (67%) indicated that they preferred to put pressure on the Government for reform through employer bodies such as the FCI. A further 24%, however, stated that they were prepared to become actively involved in promoting political change, while 33% said they would get involved 'when the occasion arises' and 11% responded that they would not get involved at all

On a more positive note, the majority of companies participating in the survey were optimistic that improvements could be made if managements maintained open and honest communication channels, primarily with trade unions and secondarily with the Government

Many companies report-

ed having developed productive relationships with trade unions despite strained beginnings, and attributed this to the maturity and professionalism of all parties concerned.

A substantial portion of the survey dealt with actions managements were taking to bring about improvements

'In addition to maintaining open communication with all parties, development of manpower resources on a broad scale is the most important activity managements are getting involved in

'It is directed at upgrading workers' ability to cope in the commercial and industrial jungle as well as giving them specific job skills,' said Mr Chalmers

Companies had reported a growing awareness of political issues on the shop-floor, leading to a potential polarisation between first-line management and workers in some companies

Communication

Appropriate training and communication had, however, helped to substantially reduce negative feelings, even where incidents of white backlash had been reported

'But if employees live in an environment that supports Right-wing attitudes it's difficult for employers to make any intervention to change these attitudes. It's up to the employer to take their own stance, despite the fact that this may mean they lose some people

'Current indications are that the majority are prepared to go along with equal-opportunity practices, especially in the major urban areas,' Mr Chalmers added

THE BIRTH OF A UNION

THE newly-launched Post Office Union is a culmination of low-key organising dating back to 11 years ago. **SOWETAN** (134)

However, the move to form the Post and Telecommunication Workers' Association (Potwa) only gained momentum in October last year, Potwa president Mr Vusi Khumalo told the **Sowetan**. 22/1/86

The union has already recruited over 7 000 members throughout the country and hopes to eventually recruit all 30 000 African workers in the Department of Posts and Telecommunication.

Among Potwa's aims are:

- To negotiate wage agreements for its members, and protest and further their interests in this sector;
- To encourage the settlement of disputes by conciliatory methods; and
- To campaign for the abolition of discriminatory practices such as job reservation and pay disparity in scales of black and white staff.

The bulk of African workers in the Post Office earn as little as R200 a month, according to Mr Khumalo.

"In principle we accept non-racialism," said Mr Khumalo. "But because of the existence of discriminatory practices in the Department, membership is open to Africans only."

The Potwa national executive committee is due to meet Post Office management next Monday to seek recognition.

Potwa's executive, elected by the seven regions of the union at its inaugural congress last weekend, comprises: Mr Khumalo (president), Mr Bob Mabaso (vice-president), Mr Kgabisi Mosunkutu (acting general secretary), Mr Mahlomola Seate (treasurer); Mr Thlalifang Sekano, Mr M S Moahluli, Mr T D Mdluli, Mr Mondwatrise Duro and Mr Mashele.

Business Times surveys pensio

By David Southey

PENSION benefits are part and parcel of the negotiating table in industrial relations and can no longer be seen as a matter exclusively in the hands of benevolent employers or trustees, says AA Mutual Life's Joe Gates.

He says "More and more unions wish to be involved in investment matters and trustees cannot ignore the vested interests of their fund's beneficiaries"

Black employees' mistrust extends beyond the issue of preservation to the actual investments of the fund. The prescribed-asset requirement of funds emerged as a major obstacle in labour disputes as far back as 1981.

These days unions insist on knowing precisely where the funds are invested. There is notable suspicion surrounding the purchase, for example, of Armscor stocks.

UAL Merchant Bank's Peter Anschutz says "Black

Unions seek investment say

unions are showing a high degree of sensitivity about certain prescribed investments, such as Government stocks (RSAs) and some sensitive parastatals — and understandably so.

"But the other side of the coin is that trustees have a fiduciary duty to invest the funds to the greatest possible advantage for members — which means obtaining the highest return commensurate with the risk."

Alcohol

Where then would the trustees stand if, hypothetically, fund members or union representatives objected to an investment in, say, tobacco or alcohol shares even if these happened to be the highest yielding investments at a particular time?

The issue has precedent in

the UK where in the 1984 coal strike, the National Union of Miners took issue with their fund trustees over investments in coal shares.

Mr Anschutz says "If the unions or employees have a say in investment policies they should realise that the employer has at least an equal interest because his contributions will have to be increased if there is a shortfall due to poor investment performance."

True, but the sensitivity of the issue among blacks in the current political climate is not likely to encourage employers or trustees to push too forcibly.

Things could become much uglier if legislation were to remove building-society investments — black unions' preferred alternative to Government stocks — from the list of prescribed assets.

24/8/86 CIPR 134

'Stop the buses - and stoporders!'

THE Transport and Allied Workers' Union has declared a dispute with Putco over "irregular" stoporder facilities

Tawu - a Council of Unions of SA affiliate - claims Putco has given a "sweetheart" union, Zakhem Transport Union, stoporder facilities

Cusa said Tawu has seen its attorneys and is preparing papers for a conciliation board

A complaint has also been made to the Manpower Department

Cusa says Tawu also intends filing an interdict against Putco for stopping the lawful deductions of Tawu members who had signed stoporders

A Putco spokesman declined to comment, saying "The dispute is under discussion and we would not like to comment while we are negotiating with the union" - Sapa

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By **MONO BADELA**

POSTS and Telecommunication Department workers can now communicate with their bosses with one, united voice - they formed a union at a national congress in Soweto last weekend

Post and Telecommunication Workers' Association president Vusi Khumalo said the union has a potential membership of nearly 30 000

He told *City Press* that Potwa had been "born out of exploitation" He said Potwa believed in unity and strength

"Our unity and strength will force open the doors of Posts Minister Lapa Munk There is no question about it - he has to recognise Potwa"

Khumalo said that after registration Potwa will embark on a campaign for better wages and working conditions

"Our colleagues are among the worst paid in the

Postal workers form union for communication

country with the bulk of them earning something like R200 a month," he said

Potwa's launch was attended by about 300 delegates from throughout the country The formation of its regional structures dates back to 1975, said Khumalo But it was only last year that proper regions were formed and the formation of a national body became urgent

Besides establishing a national executive committee, the meeting also adopted a draft constitution

There are eight regional bodies including Northern Transvaal, Witwatersrand, Western Cape, Eastern Cape, Free State, Northern Cape, Natal and South

Eastern Transvaal Khumalo said Potwa will work with all progressive organisations - including community bodies - as well as other trade unions

"We will throw our full weight behind the campaign to make May Day and June 16 public holidays," he said Potwa's members participated in the May Day stayaway as well as June 16

About 7 000 workers had already signed up and about 24 000 are expected to follow in the next two weeks

The rest of Potwa's national executive is vice-president Bob Mabaso, secretary Kgabiso Mosunkutu, assistant secretary Floyd Mashele, treasurer Mahlomola Seate, and regional organisers Monwabisi Duna, Thlalfang Sekano, MS Moahluli and T Mdluli

2 ex-PAC men detained

Building union bridges

SO WETLAND
134
25/8/80
PLANS are underway to establish an independent information body in the labour movement, to be charged with the task of building a bridge between trade unions.

The group — to be called the Labour Forum — would be entirely independent of any union or federation, according to convenor Mr Ike van der Walt.

"The Labour Forum would primarily be a means whereby trade unions in South Africa communicate with one another and exchange information," Mr van der Walt said.

Through the Labour Forum, unions could also seek support or co-operation on various issues, and monitor and identify topics of concern to the labour movement. Such issues include labour legislation and developments relevant to the labour movement.

Already 22 unions have shown interest in the idea and are expected to make known their decision at the steering committee's next meeting on September 26, he said.

ARGUS 27/8/86

134

Trade union rights 'removed'

The Argus Correspondent

PRETORIA — Legislation said to have taken away trade union rights from some members of the South African Association of Municipal Employees (Saame) has been slammed at the association's annual congress in Pretoria

Mr Attie Nieuwoudt, Saame's national president, said the legislation clashed directly with the principles of free negotiation

The acts "primarily responsible for this" were the Remuneration of Town Clerks Act and the Abolition of Development Bodies Act

"We are still in constant contact with the Department of Constitutional Development and Planning and the Commission for Administration regarding the future of our Development Board members," Mr Nieuwoudt said,

"In regard to the Remuneration of Town Clerks Act, the Industrial Council of the Transvaal will shortly be holding discussions with various ministers concerned.

Mr Nieuwoudt slammed trade unions which staged illegal strikes for "sabotaging peace in the country" and called on them to subject themselves to the provisions of the labour laws.

"Probably the most sensitive areas with which we as employees have to deal are wages and salaries," he said. "As a trade union we are prepared to negotiate and protect our members against price increases and the loss in the purchasing power of their money, but then the state must not place restrictions upon us"

He said Saame would gladly assist in trying to stop spiralling costs but then control and restrictions must be placed on price increases as well

Referring to sanctions against the country Mr Nieuwoudt raised the possibility of Saame seeking co-operation with municipal trade unions in other parts of the world "to see whether or not we can contribute to the campaign against sanctions."

Vital issue of detainees' wages

24/8/86
SMIL
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The Star recently reported on important negotiations in progress between trade unions and employers on the issue of paying wages to detainees

Unions are demanding full wages for those in detention and for the full period.

The rationale for this demand is that, since detainees have not been convicted of any crime, their detention runs contrary to the rule of law. Consequently, employers who say they believe in the rule of law should not punish detainees and their families by withholding their wages while they are in detention.

This argument was recently accepted by the Cape Town City Council, which agreed to pay detainees' wages in full.

BIZARRE PROPOSALS

Some multinationals, on the other hand, have come up with bizarre counter-proposals. The American-owned General Motors has suggested that a relief fund be established to pay detained workers 50 percent of their normal wage.

The German-owned Volkswagen company is offering to pay detainees 75 percent and is willing to guarantee their jobs for 180 days. Another German-owned company, Hoechst SA, is prepared to guarantee detainees their jobs but is not prepared to pay their wages.

The reason I call these proposals bizarre is because it is difficult to fathom the logic behind them. By agreeing to pay a proportion of detainees' wages or offer job guarantees, these companies seem to be acknowledging that detentions are unjust. But, on the other hand, by not paying the full amount they are in fact punishing detainees and their families.

What makes these proposals even more strange is that the number of employees involved is not great. In the case of Hoechst

By Duncan Innes, a senior lecturer in Industrial Sociology at Wits

it is one and in the case of General Motors five

One would not have thought that these multinationals would be brought to the brink of collapse were they to pay full wages to six detained employees. For the families of the six employees, however, these wages could mean the difference between eating and not eating.

In Volkswagen's case, too, one wonders why it is justifiable to guarantee a detainee's job for 180 days, but not thereafter. Is Volkswagen perhaps suggesting that the State's case is strengthened the longer it incarcerates someone?

Surely the central issue here is the notion of the indivisibility of justice. Either you believe in the rule of law or you don't. If a company believes in the rule of law then it should stop haggling over a few rands and put its money where its mouth is.

If, on the other hand, it does not believe in the rule of law but considers detention without trial to be justified, then it should state this explicitly, so that the public knows where it stands.

This latter point is particularly important in the case of the companies referred to above because they are of American and German origin. Their respective governments, especially the Americans, never tire of telling us how opposed they are to apartheid and to abuses of the rule of law.

At the same time they argue that sanctions are not the way to bring about change in South Africa. President Reagan has said many times that "it would be truly counter-productive and disastrous for us to remove ourselves and lose all contact with

South Africa". Instead, he has claimed that American firms, following the employment code set up by the Rev Leon Sullivan, have set a standard for South African firms to follow.

Well, on this issue one American firm at least is lagging way behind the Cape Town City Council, Sullivan Code or not.

If foreign firms really want to offer a lead to their South African counterparts, what better issue than this could there be? There are currently about 300 trade unionists in detention in various parts of the country. How many of them are having their full wages paid by their employers? And how many foreign firms are paying detainees any wages at all, let alone full wages?

During negotiations on this issue, Volkswagen apparently argued that it was reluctant to pay detainees their full wages because other employers in the region would not approve, since they feared this would then lead to pressure on them to do the same. But surely that is precisely the point.

SETTING STANDARDS

How can foreign firms possibly set a standard for local firms to follow if they are afraid to antagonise these firms or fail to proclaim boldly any progressive changes they might implement? This line of argument simply makes a mockery of the policy of constructive engagement.

The issue is simple: detention without trial is a travesty of the rule of law. Any company claiming to believe in the rule of law has a duty to continue paying in full any employees who are being subjected to this form of unjust treatment until they have been released. Anything less than this amounts to complicity with the injustices of apartheid.

SMA

day, August 29 1986

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TUC expecting black unionists

The Star Bureau

LONDON — At least three black South African trade unionists are expected to attend the Trades Union Congress when it opens here on Monday.

Organisers were yesterday unsure whether any would address the assembly, but said they would certainly be observers at a major debate on South Africa which would probably take up a day of the week-long congress.

The congress has motions on the South African situation from four leading British unions. They cover the state of emergency, Press censorship and internment of trade unionists.

The spokesman said the TUC hoped representatives from all three main federations of black unions would attend.

to be slightly better than last year, before extraordinary items.

The two problem areas at the interim were Nedbank Factors and Nedfin Bank Muller says these are now "improving". Forex earnings have obviously been hit by the standstill, but he is emphatic that "our normal foreign business is still intact and 90% or more of the business lost immediately after the standstill is back on our books."

Van der Merwe-Vance says: "it was never easy to get trade finance, but we are maintaining our position." Obviously there will be no generation of growth from this area, un-

like the position in the past

A future problem for banks is the capital ratios required by the new Banks Act But here, too, Van der Merwe-Vance claims he is not worried The requirements will be phased in and "there should be no need for additional capital from the market," taking into account the ploughback of profits and state of the economy

So the immediate results don't look all that bad.

But there is still the Triomf conundrum, and it should be borne in mind that in a large bank the results of decisions taken today will

only be seen in two years or more. This is inevitable

With the rights issue past, and no major buyers in the market, the share price remains stubbornly below 600c, down from the year's high of 1 360c The small improvement from the low of 545c to 580c shows that investors think there is more to Nedbank than just a facade — but it will take a long time to convince the stock market that Nedbank is as substantial as once believed It will take even longer for it to earn back its accustomed premium rating of a high-growth stock.

Pat Kenney

LABOUR AND CAPITAL

The issue of equity

~~134~~ 134 Fin Mail 29/8/86

Have you noticed new trends in the utterances of leading businessmen of late? Noticed that people like Anglo American chairman Gavin Rely are speaking positively about things like profit-sharing schemes for employees and greater participation by workers in company decision-making?

As the political crisis deepens, a new school of thought on industrial relations is emerging in business circles. Just as much of the political debate is about appropriate constitutional structures, the labour debate is concerned with finding new formulas for governing relations between management and workers

In the process, businessmen are beginning to think and talk seriously about adapting to very different ways of running their companies. The debate on what could be termed the "new capitalism" does not stem from altruism. Rather, it's about survival in a time of tumultuous social and political change.

Rely said as much when he opened the Number 1 shaft at Western Deep Levels mine on July 22: "I believe (there) must be a new partnership between labour, management and shareholders Unless we constantly seek to narrow the differences between management and labour we will not have a functional economic entity here at the turn of the century."

Spelling out the implications more clearly, Rely said "I am certain . . . that we have not thought enough about the desirability of expanding profit sharing and participatory practices to those who work in our mines, factories and offices. It is only by offering an involved stake that the interests of this company, its labour, its management and its shareholders, and the interests of the country as a whole, will be upheld."

Facing up to the realities of social change, big business is beginning to talk about a new labour dispensation. But union leaders are not buying the idea.

What underlies the "new capitalism" ethos? Anglo's industrial relations adviser Bobby Godsell comments: "A lot of people are beginning to think and talk about a partnership between labour and capital in a broader way than we have previously thought about these things Instead of automatically equating a company with its shareholders, people are now thinking that a company should be seen as an alliance of different stakeholders, pre-eminently — but not exclusively — employees and shareholders"

Godsell says there is an important psychological need at this time in SA's history to share in the ownership of the wealth-creating machinery He points out that the countries which have prospered since World War 2 are those like Japan and Germany where management and labour have achieved what he calls "creative partnerships" Likewise, he says, the companies that have prospered in

the US and UK are those which have achieved this kind of partnership.

"I'm talking about sharing power and responsibility over the broader issues of company survival," he says "It seems logical that having acknowledged black workers as industrial citizens by granting them trade union rights, we have to move from having them as passive objects in the process of making wealth to making them active subjects"

Godsell adds: "To give concrete expression to this, means something like ensuring that both the major stakeholders share directly in the riches and rewards of the entrepreneurial endeavour. The reward should be linked to the health or sickness of the company"

What does this mean in practical terms? Godsell says "How one actually does this is quite complicated From the workers' viewpoint, there is a need for certainty about part of the reward

"So we may have to think about a guaranteed minimum wage and some sort of profit-related bonus Conversely, we have to get to a situation in which workers and the trade unions representing them are concerned about the medium- and long-term economic realities like the impact of today's decisions on wages on the life of a mine"

Godsell rules out suggestions that the debate on the "new capitalism" is a thinly disguised attempt by big capital to buy off the unions. "It is an attempt to do only one thing, to design structures that are appropriate to present and future realities," he says "People who treat workers as passive objects are out of touch with modern realities.

"Equally, people who treat the suppliers of capital as unimportant, have a record of dismal eco-



conomic failure. These issues have to be debated properly by management, shareholders and unions "

But is there any chance that the unions will respond in the way Godsell hopes? Unions leaders canvassed by the FM were highly sceptical.

For example, Jay Naidoo, general secretary of the Congress of SA Trade Unions (Cosatu), has this to say: "How can we get into a debate on profit sharing when there is no evidence that employers are even pre-



Cusa's Camay ... querying dividend policies

pared to concede to our most fundamental demand — a living wage? The wage disputes in the mining and metal industries illustrate this. Employers should put their money where their mouths are. As long as they continue to profit from massive exploitation of workers in SA, there is no debate for us "

Bernie Fanaroff, national organiser of Cosatu's Metal and Allied Workers' Union, is equally dismissive. He says "It is just another example of too little, too late. Black workers in particular are not going to be convinced about the benefits of capitalism when they have been denied its fruits under it for so long. All along, they have been asked to produce without getting any of the rewards. Now that things are getting tough

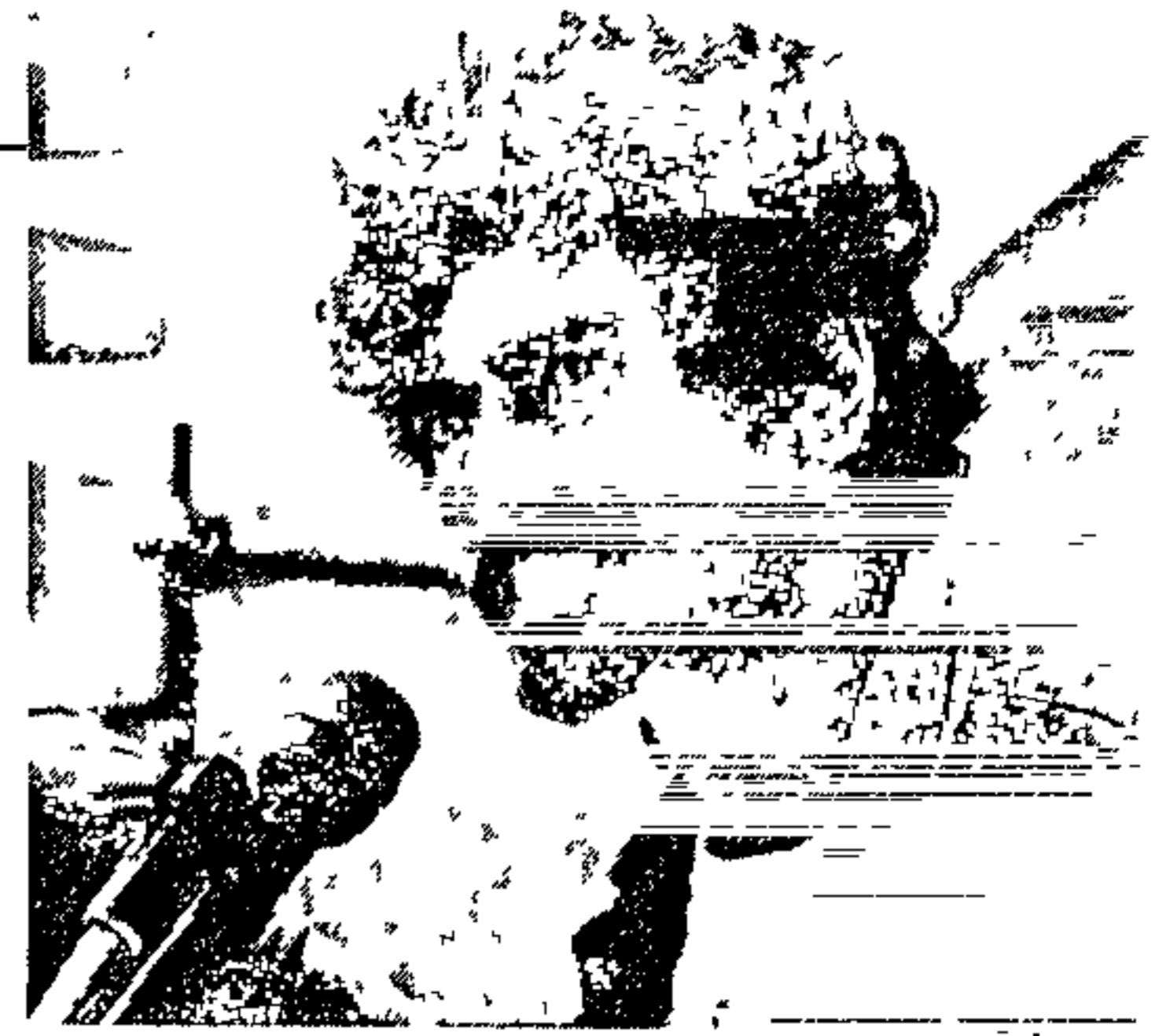
economically and politically, they are being asked to share responsibility and profits. We don't believe capitalism is a family business. Workers don't have the same interests as management "

Phiroshaw Camay, general secretary of the Council of Unions of SA (Cusa), also poured cold water on the idea. "One cannot talk about participation in the economic sector when there is still discrimination on a political level in this country. The majority of the population and the majority of workers (in SA) still do not have a say over their political future. Why can't the employers start at the beginning and pay a decent wage? If we are looking at the idea of stakeholders, and that there must be some form of joint decision-making, one needs to ask what it involves "

Camay is deeply suspicious. He says "It's all very well for the captains of industry to talk about stakeholders, but to my mind it is the managers who actually run the companies.

"There is enough evidence to show that they manage in terms of their own philosophies and that, by and large, the interests of stakeholders are ignored. There are numerous examples. We know, for instance, of mergers in which the interests of the minority shareholders have not been taken into account adequately.

"Look also at how dividends are granted. Those decisions are made by the company board and usually endorsed at a fairly unrepresentative shareholders' meeting. Shareholders themselves are not consulted about how much should be paid out. And what about AA Mutual? The fact that an insurance giant can fold means that neither the consumer, nor the shareholder, is protected in our society. Therefore,



Cosatu's Naidoo ... the priority is politics

the idea that workers can share in an enterprise is at best a pipedream right now. However, if Relly is talking about taking worker participation to its logical conclusion — which would mean that decisions rest finally with the workers, we will support it "

There, for the moment, the debate about labour and equity appears to have stalled. But as an issue, it is unlikely simply to disappear. The major South African employers are fully aware that the black workforce needs to be convinced as to the tangible benefits of capitalism.

The private sector's major problem is how to change blacks' present negative view of free enterprise. Currently, blacks' vision is of a future which is entirely theirs, which by and large assumes a socialist system. It will be no easy

task to convince them otherwise.

Any step perceived as weakening the traditional adversarial relationship between capital and labour is bound to be viewed with suspicion. Trust will be essential in the process — if it is to occur at all.



Anglo's Godsell ... wooing the workers

SA metal workers to decide on disinvestment

Labour Reporter

THE South African council of the International Metalworkers' Federation has asked its members for guidance on disinvestment.

The council is affiliated to the international body which has 15 million members in 75 countries. Any policy formulated in South Africa is likely to be accepted as guiding federation policy about disinvestment.

A resolution at a recent council congress called on its nine member unions to canvass the views of their 200 000 members before the federation makes a policy decision.

Apartheid

The resolution said that the council supported international pressure aimed at the immediate elimination of apartheid.

"The demand for the withdrawal of foreign investment from South Africa is recognised as a means for creating such pressure and the council has a duty to formulate policy on this vital matter.

"Affiliated unions therefore undertake to obtain a clear mandate from their rank and file membership to facilitate the formulation of such a policy on disinvestment."

Unions have until the end of the year to report back.

Mr Brian Fredericks, council secretary, said a factual report on disinvestment would be prepared to help unions reach decision.

The South African council has nine member unions and is affiliated to the federation, which has headquarters in Switzerland.

A decision in South Africa to support disinvestment would have international repercussions. Affiliates in other countries would move to exert pressure on their governments and employer bodies to disinvest.

(134) ~~HA~~ NIM 2/16/86

June 16

warning:
No work,
no pay

Labour Reporter

MOST employers in Natal seem likely to take a tough stand on the planned stay-aways on June 16, with warnings by spokesmen for major industries that they will adopt the 'no work, no pay' rule

June 16, the 10th anniversary of the Soweto unrest, has become an emotive item in the trade union movement.

The Congress of South African Trade Unions (Cosatu), the Council of Unions of South Africa (Cusa), and the Azanian Congress of Trade Unions (Azactu) are all planning to call a stay-away on June 16 to back their demands for it to be made a paid holiday

Mr Thami Mohlomi, regional secretary of Cosatu, said the federation had asked its members to stay away on June 16 and negotiations would be held with managements of the various firms to make it a paid holiday.

However, the newly formed United Workers' Union of South Africa (Uwusa), which has close links with Inkatha, is remaining tight-lipped over its stand on June 16, but indications yesterday were that it would distance itself from the stay-away call

Political

A spokesman for the Associated Chambers of Commerce said that although demands about June 16 had not been debated among members, he believed their attitude would be less sympathetic because they saw it as a largely political issue

This view was supported by other employers, who said they had been more sympathetic to granting May Day as a holiday because they saw it as an international holiday supported by people of many different political persuasions

Some employers said the increasing number of stay-aways had made them feel they would have to increase automation in an attempt to combat the costs these incurred.

Emergency strains labour relations

BY PHILLIP VAN NIEKERK

Cape Times 4/7/86



ready taken action by sitting in or sleeping in at their stores.

To add to a litany of woes for employers, a wage dispute has been declared between the National Union of Mineworkers (NUM) and the Chamber of Mines and a crucial meeting of the metal industrial council could decide whether the metal industry faces a legal strike.

In these political times routine negotiations have been bedevilled by a climate of mistrust, disputes have been more difficult to resolve

and relations between frontline management and workers have deteriorated.

Employers face an awesome choice. The temptation to watch the clash between the state and the unions from the sidelines is great, but that could be a big blunder.

The LMG has accused employers, with a few notable exceptions such as Mr Tony Bloom of Premier Group and Mr Mike Sandar of AECI, of being silent, a fact which "casts doubt on their public commitment to the removal of apart-

heid". It is clear that there is a large body of employers who want peace and quiet in the country to get on with business.

However, there is genuine anxiety among many other employers who see that peaceful change in South Africa depends on negotiation. They believe that in the labour arena they have been talking to the genuine representatives of their workers for seven years — a difficult and educative process.

Instead of extending this example to the political arena, the government has squashed the labour movement and jailed the very people employers believe they should be talking to.

Several sections have been excluded from this column to comply with the emergency regulations.

Philip van Niekerk is a former labour correspondent for the Cape Times and the Rand Daily Mail and now writes for the Boston Globe, the Weekly Mail and other publications.

THE most severe crackdown on the labour movement in a decade has jeopardized one of the genuine areas of change in an undemocratic society — industrial relations between largely white employers and predominantly black workers.

According to figures compiled by the University of the Witwatersrand's Labour Monitoring Group (LMG), at least 186 unionists have been detained since the declaration of the emergency on June 12 out of the thousands of people believed to be held throughout the country.

About 85 percent of those being held are from the Congress of South African Trade Unions (Cosatu), the country's largest union federation, which has taken an increasingly high-profile political stand this year.

Eight detainees — including a senior official of the Council of Unions of South Africa (Cusa) — were released last week. Hundreds more unionists, fearing detention, are in hiding.

In the weeks ahead tough choices confront both the labour movement and employers.

For the labour movement, the issue is how to survive the onslaught intact.

The Labour Monitoring Group notes three ways in which the unions are coping with the high number of detentions and unionists on the run: shop-floor workers have stepped into the breach left by officials and administrative staff; shop-floor workers have become directly responsible for important negotiations; and office bearers are taking leave to fill the gaps left in negotiating teams.

With many other activist organizations crippled by the detentions, an onerous responsibility has fallen on the still-functioning unions.

Workers at more than 100 chain stores in the Transvaal have al-

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Chief's assembly to attend freedom rites

The Argus Correspondent

DURBAN. — When the Chief Minister of Kwazulu, Chief Mangosuthu Buthelezi, becomes the first black person in the country to receive the freedom of a white town at Pinetown tomorrow he will take his 140-strong legislative assembly with him

Crowds of unofficial visitors are expected and there will be tight security at the civic centre before the chief's helicopter tour of Pinetown.

Assembly members will sit on the civic theatre stage to see the chief receive the gold

key as Pinetown's eighth freeman

The civic hall seats only 350 people and admission is by invitation only.

However crowds from black areas around Pinetown are expected to attend and the meeting will be relayed by loudspeaker outside the building

During the ceremony a mace carved in traditional Zulu style will be presented to the Pinetown Council And Chief Buthelezi and previous freemen will also be given freedom of the new toll road — with the consent of the Department of Transport — to make their freedom of the area complete

Call for June 16 stayaway

The Argus Correspondent

11645 4/6/86 134
JOHANNESBURG — The Congress of South African Trade Unions, the United Democratic Front and the National Education Crisis Committee (NECC) have jointly decided that June 16 be commemorated by a one-day nationwide stayaway

In a statement released in Johannesburg yesterday the three organisations said the decision — a departure from an earlier call by the NECC for a three-day stayaway — was taken after “an elaborate and unprecedented process of consultation between these mass-based organisational formations”

“We call on all South Africans, black and white, to observe a one-day stayaway on June 16 as we regard this day as a public holiday,” the statement said.

It added that doctors, nurses and journalists were exempted from the call.

Dogs used to disperse pickets

POLICE yesterday dispersed scores of Sentrachem workers who were picketing outside the company's head office in Johannesburg.

The placard-carrying workers had gathered round Sentrachem's Anderson Street headquarters at noon to protest against management's refusal to grant them a R250 across-the-board pay increase.

Two strikers sustained dog-bite wounds as a contingent of police dispersed the demonstrating group.

About 3 000 members of the SA Chemical Workers' Union have been on a wage strike at seven Sentrachem subsidiaries since early May. Talks between the union and management reached a stalemate on May 14.

• About 400 Diepmeadow Town Council workers, who went on strike over wage demands, returned to work yesterday after the council offered them a 14 percent increase.

• Foschini has agreed to a request from the Commercial, Catering and Allied Workers' Union of South Africa

(Cawusa) to refer the dispute about retrenchments to mediation.

Meanwhile, according to Cawusa's Mr Kaizer Thibedi, about 13 union members have been arrested while picketing outside Foschini stores in the Transvaal since last week.

• The United Metal Mining and Allied Workers' Union of South Africa (Ummawusa) has reported that about 500 union members were involved in wage strikes at Benoni's Chloride and MacSteel Service in Wadeville.

Ummawusa members at these plants demand a

minimum wage of R3,50 an hour.

At Alrode plant about 500 Ummawusa members have been "sleeping in" in protest at the company's refusal to grant them a minimum wage of R3,50 an hour

Dispute

Another metal union, the Metal and Allied Workers' Union (Mawu), is locked in a wage dispute with GEC management, whose plants were hit by strikes a fortnight ago

Also involved in a

wage dispute with GEC is the Electrical and Allied Trades Union, which has members at the company's Knights plant.

• Mawu members at Barlow Rand Manufacturing in Alrode have been unyielding in their demands for an hourly wage hike of R1,50. Their week-old strike revolved around a set of demands, which include transport and food allowances.

• The membership row between two newspaper unions continued at Perskor and Sherman Sales in Johannesburg yesterday.

The unions involved are the Media Workers' Association of South Africa (Mwasa) and the South African Typographical Union (Satu). At the centre of the row is the accusation that some managements were forcing Mwasa members to join Satu.

A membership ballot was scheduled to have been held at Sherman yesterday, but by last night the three parties had not met for the showdown

A Sherman spokesman yesterday denied that workers at the company were forced to join Satu

BY LEN MASEKO

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SOVIET

4/6/85

Joint call for June 16 stayaway

OWN Correspondent

JOHANNESBURG — Calls for massive anti-government demonstrations on June 16 gathered momentum yesterday when the Congress of South African Trade Unions, the United Democratic Front and the National Education Crisis Committee (NECC) joined forces to issue a call for a one-day work stayaway

Their joint statement calls on all freedom-loving South Africans, black and white, "to attend with a deep sense of belonging all mass rallies and activities to be conducted on and around June 16, which we regard as a public holiday"

The co-operation on the issue follows "an elaborate and unprecedented process of consultation"

The NECC resolved at its Easter conference to call for a three-day stayaway, but has now opted for solidarity with the two major anti-apartheid organizations in the country

The joint one-day call falls into line with the position of the African National Congress on June 16, but is at odds with the call by affiliates of the Azanian Peoples' Organization and the Council of South African Unions for a two-day stayaway

The statement said "We must remember all our gallant sons and daughters who took to the streets of Soweto and elsewhere to demonstrate their abhorrence of the inferior Bantu education system"

"On June 16, like on May Day, all freedom-loving South Africans (except doctors, nurses and journalists) will abstain from any form of work to participate in June 16 activities in all areas"

THE newly-formed Food and Allied Workers' Union is to launch its recruitment drive on the Reef this weekend.

The first in a series of rallies, where new members will be recruited, takes place at Pelican nightclub in Soweto on Sunday.

The formation of the Fawu follows the decision at the launching of the Congress of SA Trade Unions (Cosatu) that member unions in the same industry combine in national industrial unions.

Unity moves were started between the Food and Canning Workers' Union and the Sweet, Food and Allied Workers' Union last year and were later joined by the Retail and Allied Workers' Union.

The new union is already assured of a membership of about 50 000 workers in food production and distribution in about 250 factories.

Mr George Nene, Fawu's Johannesburg vice-chairman, said workers at Coca Cola plants in Devland, Clayville and Boksburg were "100

Workers' diary

By LEN MASEKO

IF YOUR union will be having a meeting please note that Workers' Diary has been specifically designed to announce this. All you have to do is telephone LEN MASEKO at 673-4160 on Mondays. The news will be published on Wednesday. We also publish meetings of shop stewards' councils or union committees. All we need is a telephone call

New union launches

4/6/86
a drive

80 WENW 134

for members

percent behind the new union." These workers were formerly with the Food Beverage Workers' Union (FBWU), he said.

The FBWU has dismissed claims that workers at the three Coca Cola plants had quit the union, saying they had reaffirmed their allegiance to the union at meetings.

"Workers at Coca Cola's Bedfordview plant have dissociated themselves from moves to join Fawu, while those at Benrose seem to be divided," Mr Nene said. "We would like to invite these workers to this

weekend's meeting, where reasons for the formation of the new union will be discussed." The meeting starts at 9am.

• Metal industry wage talks continue tomorrow

The talks will centre on wage demands presented by affiliates of the SA Co-ordinating Council of the International Metalworkers' Federation (IMF) as well as those of members' unions of the Confederation of Metal and Building Unions.

Three IMF affiliates — the Metal and Allied Workers' Union, the



MR GEORGE NENE... Fawu's Johannesburg branch vice-chairman.

Steel, Engineering and Allied Workers' Union of SA, and the Electrical and Allied Workers' Trades Union — have formed a joint action committee to present united demands during the negotiations.

Also included in the alliance in wage talks between the employer body, the Steel Engineering Industries Federation, is the Engineering and Allied Workers' Union.

• The Insurance and Allied Workers' Union of SA hosts a two-day seminar on working women's rights, in Venenging this weekend

The seminar, whose theme is "Equality for Black Women in Trade Unions", will be held at John Bosco Conference Centre in Daleside. It starts on Saturday.

• The Black Allied Mining and Allied Construction Workers' Union holds its annual congress in Johannesburg this weekend.

The meeting will be held at the Lutheran Centre in Hillbrow, and starts at 4pm on Saturday.

• The newly-formed Zakhem Transport and Allied Workers' Union may soon sign recognition agreements with two transport companies on the Reef.

Meeting

Zatawu is a break-away faction from the Transport and Allied Workers' Union

The new union is to sign a recognition agreement with Putco and Daveyton Bus Service, according to union spokesman Mr J Skosana.

A new national executive committee will be elected at the union's inaugural general meeting later this year.

• The Media Workers' Association of SA is to hold a shop stewards council meeting in Johannesburg on Sunday.

The regional meeting

will be held at 5 Wanders Street, Johannesburg, and starts at 9am.

• The Commercial, Catering and Allied Workers' Union of SA (regional branch) holds its weekly shop stewards council meeting at Khoiso House, Johannesburg, tomorrow.

Shop stewards will report back on labour disputes involving union members at the meeting, which starts at 5 30pm.

• Building, Construction and Allied Workers' Union shop stewards will meet striking Concor workers at the union's Johannesburg offices on Saturday. The meeting, which starts at 10am, will focus on latest developments at strike-hit Concor.

The union will hold an executive meeting the following day, to discuss strikes involving other union members at two Transvaal companies. The companies are Gypsum in Germiston and Transvaal Luminates in

The meeting starts at 10am

• The Post Office and Telecommunications Workers' Association (Potwa) is to host a series of rallies, starting this weekend.

Potwa's interim executive travels to Natal, to address a rally at Durban's Himalaya Hotel on Sunday.

Other rallies will take place in Pretoria (June 14), Bloemfontein (June 7) and Pieterburg (June 15).

Potwa has already established ad-hoc committees in Welkom and Witbank.

• The African Mining Union is to meet Vaal Quarry management in Vereeniging on Friday, to discuss the union's activities at the company's plant.

Shop stewards based at the company are invited to attend the meeting.

The union will host another meeting at the union's offices in Westonara on Sunday.

ARGUS 5/6/86

June 16: Police speak to principals

The Argus Correspondent 134 ~~274~~ 278

JOHANNESBURG — The Security Police have told principals from scores of English-speaking Transvaal schools to ignore a call by the Black Sash to commemorate the 10th anniversary of the June 16 Soweto uprisings

Last month 199 Transvaal schools received a letter from the Black Sash urging them to commemorate June 16 in an appropriate way

Several principals confirmed they had been approached by the Security Police about the letter

A spokesman for the police directorate in

Pretoria refused to comment on the issue and said it was an "interdepartmental matter"

The Black Sash has condemned the "interference" of the police and reiterated the organisation's "horror at the enormous powers" of the Security Police.

A Black Sash spokesman said "We are astounded at the length to which they (the Security Police) will go to silence any kind of support for those who have suffered under this Government

"We would like to know who instructed the Special Branch to visit the schools. We also question the kind of future we are building if we continue to hide the real facts from our protected white children"

STW 5/6/86

Metal
industry
pay talks
resume

Pay talks affecting about 350 000 employees in the metal industry are scheduled to resume today

At the centre of the talks are not only wage demands but proposals that companies wanting to pay more than the minimum rate negotiate additional increases individually with unions

Four unions involved in the wage talks have rejected offers made by the Steel and Engineering Industries Federation of South Africa (Seifsa)

Unions belonging to the Council of Mining and Building Unions (CMBU) have said they are not satisfied with the offer.

STAND

Unions belonging to the International Metalworkers Federation have taken a stronger stand

Three reject the proposed wages — the Electrical and Allied Workers' Trades Union, Metal and Allied Workers' Union and Steel, Engineering and Allied Workers' Union — and have imposed overtime bans and declared a dispute with Seifsa

The fourth, the Engineering Industrial Workers Union, is waiting to see how negotiations progress.

Seifsa has offered to raise minimum wages to R2,18 an hour at the bottom of the wage scale and R5,77 at the top

The union demand is R3,50 an hour.

AR 645 9/6/86

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Friday ¹³⁰ deadline for metal workers

By **DICK USHER**
Labour Reporter

FRIDAY is D-day for 350 000 workers in the metal industry when their response to employers' latest wage proposals will be made known.

Three unions in the negotiations have rejected the proposals completely, the others are dissatisfied with the offer but are canvassing members for their feelings.

The latest proposals, made last week, are for a 60 c an hour increase at the top of the scale, raising the hourly wage to R5,81, down to a 30 c increase bringing the lowest paid workers to R2,20 an hour.

Union spokesmen said employers had said this was the final offer

They were disappointed at employers' refusal to address the living wage issue for lower paid workers

"Refusal to sign the agreement would present major problems," said one unionist.

"Built-in benefit structures depend on a worker being a member of a union party to the agreement. If we don't sign members could be without benefits and the unions could lose their stop order rights.

"That is why we are going back to our membership to explain all the implications and ask for a mandate on the proposals."

Employers have proposed an increased holiday bonus. Unions were seeking a 13th cheque but employers have produced a formula which will give this by 1990.

Another problem within the negotiations — the dispute declared by three unions — will be discussed at a monthly meeting of the Industrial Council tomorrow

Nearly 1 000 leave mine as toll reaches 11

10/6/86

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Pietermaritzburg Bureau

THE number of miners killed in fierce fighting between supporters of the National Union of Mineworkers (NUM) and United Workers' Union of South Africa (Uwusa) at the Hlobane colliery near Vryheid at the weekend has risen to 11

Mr P du Plessis, public relations manager for Iscor, which owns the colliery, confirmed this yesterday and said 988 miners had now resigned as a result of the incident

A large number of those who resigned were trained workers and production suffered yesterday as a result of the labour loss

Mr du Plessis said the situation at the mine was now calm, with the rest of the workforce back at work

He said the total complement at the colliery, including management and administrative staff, was about 4 700

A doctor responsible for treating more than 100 miners injured during the battle said yesterday that none of them remained in critical conditions

He said large numbers had been discharged from the Hlobane mine hospital

and Vryheid Hospital yesterday

About 12 of the more seriously injured miners were still in Vryheid Hospital

Our African Affairs Correspondent reports from Ulundi that the Chief Minister of KwaZulu, Chief Mangosuthu Buthelezi, says that some NUM members had been abusive in referring to the Zulu king and himself before the violence at the colliery

Commenting in the KwaZulu Legislative Assembly yesterday on the clash, Chief Buthelezi said there had been a build-up of tension at the mine for a few months

He said abuse and violent language led to violence. Members of the NUM had been saying that King Goodwill would become Nelson Mandela's 'waiter' when the ANC leader came out of prison

That kind of provocation was extremely dangerous, he said, and the violence which erupted would have occurred sooner or later

The KwaZulu Chief Minister expressed his condolences to the bereaved and said his sympathy went to wives and children who had suffered hardships because of the indiscretion of a few

THE Council of Unions of South African Azanian Confederation of Trade Unions amalgamation may soon become a reality.

The union groups meet for the final round of unity talks in Johannesburg on Saturday.

A Cusa-Azactu sub-committee, charged with the task of exploring the possibility of a merger, will table its report for adoption at the meeting. Executive members from the federations' affiliates are expected to attend the meeting.

The meeting will be held at Lekton House, 5 Wanderers Street, and starts at 10am

- Executive members from the Trade Union Council of South Africa and the United Workers' Union of South Africa are due to meet for informal talks at Ulundi on July 1.

- The Zakheni Transport and Allied Workers' Union is to hold a shop stewards' council meeting in Johannesburg today

The meeting takes place at Pan African House, Room 704, Troye Street, and starts at 11 30am

- Members of the South African Chemical Workers' Union (Sacwu) have been asked to attend an ur-

Workers' diary

By LEN MASEKO

IF YOUR union will be having a meeting please note that Workers' Diary has been specifically designed to announce this. All you have to do is telephone LEN MASEKO at 673-4160 on Mondays. The news will be published on Wednesday. We also publish meetings of shop stewards' councils or union committees. All we need is a telephone call

gent meeting in Johannesburg on Saturday. The meeting will focus on the wage strike at seven Sentrachem subsidiaries

The meeting will decide on possible action aimed at forcing Sentrachem management to settle the dispute. It will be held at Lekton House, 5 Wanderers Street, and starts at 9am

- Negotiations between the strike-hit GEC management and the Electrical and Allied Trade Union of South Africa take place at the company's Knights plant this morning.

Workers at the plant and two other GEC factories on the East Rand, have been on a wage strike since last month

- The Electricity Workers' Union holds its annual congress in Hammanskraal on July 3.

The four-day conference will be held at St Peter's Centre. A new executive committee will be elected at the meeting.

- The Food Beverage Workers' Union is to form a new regional branch on Saturday

The meeting will take place at Roman Catholic Cathedral, corner Bosman and Skinner streets, Pretoria, and starts at noon

- Members of the Chemical Industrial Workers' Union, employed by Alrode-based Paragon Rubber are asked to attend a meeting in Katlehong on Sunday

PFP to hold June 16 meeting

By Tomps
12/10/80

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(300)

Staff Reporter

THE Cape Peninsula is heading for a major crisis, the leader of the Progressive Federal Party, Mr Colin Eglin, said yesterday.

Mr Eglin, who will address a public rally in the City Hall at lunch-time on June 16, urged Capetonians to express their anger at the government's mismanagement of South Africa's affairs.

The regional chairman of the PFP, Mr Jasper Walsh, said the rally was being organized by the Western Cape region of the PFP to inform Capetonians of the truth behind the tragic events at Crossroads and KTC.

Concern

Mr Eglin said he hoped Capetonians, irrespective of political affiliations, would use the meeting on Monday as an opportunity to express their deep concern for the future of South Africa and its people and their solidarity with those who are suffering.

He hoped that they would renew their commitment to rid South Africa of the evils and horrors of apartheid and to replace this with a democratic, non-racial society of which all South Africans could be proud.

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3 firms recognise 'significant date in SA history'

Agreement over June 16

THREE prominent companies reached agreement with trade unions yesterday on granting June 16 as a paid holiday.

The Food and Beverage Workers' Union said it had successfully negotiated a paid holiday on June 16 at Coca-Cola Bottling companies in Johannesburg and Boksburg, and at Davis Gelatine Industries in Krugersdorp. The union said these companies had taken the "right step timely"

Colgate-Palmolive said yesterday it had become one of the first American companies to recognise June 16 as a significant date in SA history by granting its factory employees a paid holiday.

The company also reached agree-

CLAIRE PICKARD-CAMBRIDGE

ment with the Chemical Workers' Industrial Union in 1985 on having May 1 as a paid holiday for factory workers

Colgate-Palmolive MD Gerry Nocker said "As a gesture of Colgate's solidarity with those who suffered losses since 1976, the whole of the SA company will also close for the afternoon of June 16 1986 to allow employees to attend commemorative services"

□ The Afrikaanse Handelsinstituut has called on all parties to allow June 16 to pass as peacefully and normally as possible. The AHI's position in the event of a work stayaway on June 16 is one of no work, no pay, but that workers should not be penal-

ised unnecessarily.

□ Sapa reports that 17 women's organisations have made a strong call for domestic workers to have a paid holiday on June 16.

The organisations have made a special plea to women employers to understand and support their domestic workers' desire to protect, guide and be with their children on June 16

The organisations include the Anglican Mothers' Union, the Black Sash, the Catholic Association of Women in South Africa, the Catholic Women's League, the Christian Women's Movement, the SA Domestic Workers' Association, the Union of Jewish Women, the Women's Legal Status Committee, Women for Peace, Women of St Anne, and the YWCA of SA

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Bus DAY

SOWETO (136) (136) (136)

HUNDREDS HELD

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HUNDREDS of political activists and trade union leaders were detained yesterday in massive swoops throughout the country as the Government announced a state of emergency affecting all of South Africa.

Last night police set up roadblocks in townships and major roads nationwide.

Organisations affected in the swoops included the United Democratic Front (UDF) and its affiliates, the Azanian People's Organisation, the Black Sash, End Conscription Campaign, South African Council for Higher Education (SACHED) and other

community and student organisations, including trade unions.

At least two buildings in Johannesburg city, Khotso House and Lekton Building, were surrounded by security forces and searched. The two buildings house the offices of community organisations and trade unions.

Soweto police yesterday barred non-residents — including journalists — from entering the complex.

Yesterday's crack-down sent the rand tumbling down to 35,45 US cents — close to its historic low of 34,75 US cents reached in October last year.

AG asked to end Pmb trial 134

THE Attorney General of Natal, Michael Imber, is considering a request to abandon the prosecution of four trade unionists on trial for treason in the Pietermaritzburg Supreme Court.

Defence Advocate Ismail Mahommed, SC, told the court yesterday his team has made representations to Imber to halt prosecution following last week's judgement in which all the tape-recordings the state sought to use against the defendants were ruled inadmissible as evidence.

Mahommed, who has not been involved in the trial since 12 United Democratic Front leaders were acquitted in December last year, said

By TONY OOSTHUIZEN,
Mail Pietermaritzburg 338

at the brief sitting that Imber needed time to consider the matter. The trial was adjourned to June 23. 13/6/86

On trial are Thozamile Gqweta, Isaac Ngcobo, Sisa Njikelana and Samuel Kikine, all officials of the SA Allied Workers Union.

In a lengthy judgement, Justice John Milne said last Thursday that all the video and audio tape-recordings of meetings the state sought to use against the four trade unionists were inadmissible as evidence. He also ruled that the state may only lead new evidence to prove the admissibility of three of the recordings in question

14/6/86 N/4 (134)

Call for Labour Day holiday

Pietermaritzburg Bureau

THE Pietermaritzburg Chamber of Commerce has called for the declaration of a Labour Day public holiday

The chamber's president, Mr Buddy de Klerk, said yesterday the chamber had 'set the wheels in motion' for a meeting soon with recognised community leaders to discuss Labour Day, June 16 and the public-holiday structure.

Mr de Klerk said the chamber had prepared a motion calling on the Government to declare a public

holiday, to be known as Labour Day, which would be presented to Assocom's Natal regional congress in August

He said that depending on the outcome of discussions with community leaders, the motion could be amended to include a recommendation that an additional public holiday of 'particular significance to the majority of South African citizens be declared'.

'The chamber is aware of the inequity which exists in the public-holiday structure, in terms of which all public holidays are for the benefit of the white community.

'The majority of our citizens have no public holidays with which they can identify, nor have they any say in the public-holiday allocation,' Mr de Klerk said in a statement

Turning to June 16, he said the chamber urged companies and workers who wished to stay away from work on Monday 'to negotiate or agree beforehand on arrangements in this regard'

Meanwhile, at least five Pietermaritzburg companies — including a newspaper — have agreed to accept June 16 as a paid public holiday. The local campus of the University of Natal has declared that no compulsory activities will take place on June 16

Clash over pay looms in metal industry

18/1/70
By LEN MASEKO

A SHOWDOWN is looming over a wage dispute between metal employers and unions affiliated to the International Metalworkers' Federation.

The dispute revolves around the IMF unions demands for — among other things — a minimum hourly wage of R3,50 and a 40-hour week. Sow et al

IMF affiliates are the Steel Engineering and Allied Workers' Union, the Metal and Allied Workers' Union, the Electrical and Allied Trade Union, and Engineering and Allied Workers' Union.

The metal employers, under the banner of the Steel Engineering Industries Federation of SA. (Seitsa), have proposed hourly wage increases of 28 cents on the bottom grade, ranging up to 56 cents on the top grade.

The IMF affiliates have formed a joint committee, which has been charged with the task of formulating a strategy to break the stalemate.

They have also applied an overtime ban in the industry.

Workers return after stayaway

Cape Times 8/16/82 Staff Reporter H.S. (S.D.) 134

WORKERS who stayed away from work on Monday to observe Soweto Day returned to their jobs yesterday and employers reported "normal staff attendance".

An estimated 80 percent of black and 20 percent of coloured workers in the Western Cape responded to the call for a one-day stayaway on Monday.

Fears that the stayaway might be extended appear to have been unfounded.

A member of the Congress of South African Trade Unions (Cosatu), which represents more than 50 000 workers in the Western Cape, said workers had voted against a longer stayaway.

Spokesmen for City Tramways and South African Transport Services said the passenger flow on buses and trains was back to normal yesterday.

Major chain stores reported that employees who observed the stayaway had returned to work yesterday and that services had "normalized completely".

Mr Robert Kaplan, president of the Cape Town Chamber of Industries, which surveyed absenteeism at 40 companies in the Peninsula on Monday, said there was no indication that the stayaway had been prolonged.

● A spokesperson for the Cape Education Department said he had "no knowledge" of white pupils at government schools observing the stayaway.

A number of private schools in Cape Town, including Christian Brothers College in Green Point and Springfield Senior School in Wynberg, remained closed on Monday, while St Joseph's College (Marist Brothers) in Rondebosch conducted a special awareness programme

+ + EMERGENCY UPDATE + +

ARGUS 19/6/85 (134)
Bid to meet Le Grange

The Argus Correspondent

JOHANNESBURG. — Big-business leaders are seeking an urgent meeting with the Minister of Law and Order, Mr Louis Le Grange, about widespread detentions of trade unionists under the state of emergency.

Mr le Grange's office confirmed today that he had been approached by business leaders who wished to discuss the situation with him. Mr le Grange had no comment to make. The meeting is expected to take place today.

In another development the chairman of Premier Group Holdings, Mr Tony Bloom, has sent a telegram to the Minister of Manpower, Mr Piet du Plessis, and Mr le Grange, protesting at the detention of unionists.

Voting with their feet

114 158 134

Cape Times
19/6/86

IF MONDAY'S general strike proved nothing else, it dispelled the long-held notion that work stayaways in South Africa are successful largely because of "intimidation" in the townships.

Given the huge security presence in and around most townships on June 16, there was no way that people wanting to go to work could have been hindered on the way in or out by intimidators

One is left with the inescapable conclusion that several million workers voted with their feet on Monday

But they voted unevenly, both regionally and sectorally. And in some areas — in a large section of the retail sector on the Reef in particular — they voted more than once, and were still voting yesterday

The Johannesburg-based Labour Monitoring Group (LMG), which surveyed all the main centres except Durban, estimated that at least one-and-a-half million workers participated in the strike — at least as many as took part in the May Day strike

It is important to make this comparison because Labour Day was more specifically a worker day than June 16

Natal an exception

One could not deduce from the extent of the strikes on both days that there is a huge dichotomy in the labour movement between "workerists" concerned primarily with worker issues and "populists" concerned primarily with high-profile political issues.

Unionized workers supported both strikes evenly around the country with the exception of Natal and the mines, where there was a negligible stayaway on Monday

According to the LMG figures, the strike in the Pretoria-Witwatersrand-Vereeniging (PWV) area was slightly higher than May 1. This was not unexpected, given that it included Soweto, the emotional centre of June 16

Cape Town, too, was higher than May 1, while Port Elizabeth, probably the country's most politicized city, had virtually a 100 percent stayaway on both days.

The general strike was not limited to the main centres and stayaways were high in both the Transvaal and Eastern Cape hinterland, creating the possibility that a further half-a-million workers over and above the LMG figures commemorated June 16.

For instance, not a single bus was reported to have left the troubled homeland of KwaNdebele to take people to work on Monday

In Natal the factionalized battle between Inkatha and the United Democratic Front (UDF) and the Congress of South African Trade Unions (Cosatu) and the United Workers' Union of South Africa (Uwusa) probably had a role in restricting the strike.

Natal increasingly appears as an anomaly on the South African political scene, particularly since the May 1 launch of Uwusa.

Conflict between Cosatu and Uwusa reached a new pitch two weeks ago with a clash at the Hlobane colliery which left 11 miners dead, and violent clashes are on the increase, diverting attention away from other issues.

The failure of the stayaway on the mines suggests that, despite indications to the contrary earlier this year, most black miners are isolated from the political currents in the townships.

Willing to strike

Miners live in hostels largely insulated from the townships, nearly 40 percent of them are foreign nationals from countries such as Lesotho and Mozambique, and even the South African nationals are migrant workers with limited emotional ties to Soweto.

The fact that they were willing to strike on May 1 but not on June 16 suggests a stronger willingness to take action over strictly worker issues, and an indication that they could be saving themselves for a battle over wages later this year.

The one proven exception was the collieries of the Eastern Transvaal where the stayaway was more successful and where miners have already participated in township campaigns

On the other side of the spectrum are retail workers on the Reef, many of whom started striking on Friday. At last count yesterday 11 branches of Woolworths, 15 branches of Checkers, eight branches of OK Bazaars, and four CNA stores were on strike

This is more indicative of the overall militancy of the unionized workforce — and their potential strength, which was displayed on Monday

It is a not insignificant fact that twice within seven weeks more than one-and-a-half workers have taken organized, coherent and peaceful political action

And the fact that the union movement in the form of Cosatu has become a full-fledged member of the black political opposition was recognized by the state last week when, for the first time, unionists were as hard hit as other political organizations by detentions

Philip van Niekerk is a former labour correspondent for the Cape Times and the Rand Daily Mail and now writes for the Boston Globe, the Weekly Mail and other publications

Strikes follow detention of union leaders

Big business is to protest to Le Grange

134
STAR
19/6/86

Staff Reporters

Leaders of big business in South Africa are seeking an urgent meeting with Minister of Law and Order Mr Louis le Grange about the widespread detentions of trade unionists under the state of emergency regulations.

The detentions have led to a collapse of established labour practices and a wave of strikes.

According to Johannesburg shoppers who have contacted *The Star*, stores affected by the strikes include Checkers, Pick 'n Pay, Woolworths and OK Bazaars. Checkers has been particularly hard hit.

The detentions are having a devastating effect on some businesses and many trade unions.

Mr le Grange's office confirmed today that he had been approached by business leaders who wished to discuss the situation with him. The meeting is expected to take place today.

Most trade unions — their leaders in detention or hiding for fear of detention — have been prevented from operating effectively. Most are afraid to operate from their offices.

The detention of unionists has resulted in a wave of protest strikes by black workers at a number of retail outlets and could jeopardise wage negotiations now in progress.

At least one of the retail bosses seeking a meeting with Mr le Grange will complain about direct interference in industrial relations matters.

In another development, the chairman of Premier Group Holdings, Mr Tony Bloom, has sent a telegram to Minister of Manpower Mr Piet du Plessis and Mr le Grange protesting at the detention of unionists.

Dairy stoppage

Mr Bloom said management was now faced with running factories by dealing with "the mob", because leaders were in custody.

Several retail chains have been hit by sit-down strikes by members of the Commercial Catering and Allied Workers Union of SA (CCAWUSA).

A number of CCAWUSA shop stewards and union officials are being detained. Their names may not be published because of the emergency regulations.

Nel's Dairy has also been affected by a work stoppage. The company has declined to divulge details, but milk deliveries to the Johannesburg northern suburbs have been disrupted, according to housewives. Some deliveries to supermarkets have also been affected.

Comments on the strikes by company spokesmen may not be published in terms of the emergency regulations.

"There has been a genuine effort on the part of many South African companies to negotiate with unions, and vice versa," said Mr Bloom. "For this reason we find it deeply disturbing that many leaders of the union movement and shop stewards have been arrested and placed in detention without trial."

"Apart from the humanitarian aspects of detention without trial, this will create a legacy of bitterness in the business sec-

Employers plead for detainees

CNE Times 20/6/86
134

PRESSURE is mounting on the government to release or charge detained union leaders following urgent requests from a growing number of employers who report that the arrests have had a crippling effect on industrial relations.

Major employer associations which have telexed the Minister of Law and Order, Mr Louis le Grange, include the Association of Chambers of Commerce (Assocom) representing 23 000 employers, and Assemp, an employer association in the retail trade.

However, it is not yet clear whether Mr Le Grange will be prepared to meet business leaders in the wake of more than 60 spontaneous sit-in strikes at retail chains on the Reef.

The minister's spokesman, Captain Henry Beck, confirmed that businessmen have requested a meeting, but had not yet been given a reply.

'Wildcat'

Hundreds of workers have staged sit-down strikes in shops and supermarkets. Trade union sources said at least 53 businesses on the Reef were affected by wildcat strikes to protest against the alleged detention of union leaders.

The Federated Chambers of Industry (FCI) has not telexed the government on this, but several of its major members have done so.

Mr Tony Bloom, head of the Premier Group, said in a telegram to Mr Le Grange. "We urge you to reconsider your policy."

Warning of "a legacy of bitterness", he said detained trade unionists should be charged or released.

"We are now faced with attempts to run our factories and enterprises by dealing with the mob, as the leaders are in custody," he said.

Assemp chairman Mr Don Findlay said Assemp's telex had urged Mr Le Grange to release leaders, and expressed deep concern that detentions could be highly detrimental to manage-

ment-employee relations

Other difficulties also reported following the arrest of union leaders include.

- Numerous disputes between companies and unions that cannot be resolved in the absence of detained leaders.

- Many wage negotiations have ground to a halt.

- Many union leaders are also in hiding and cannot advise members.

The chairman of Anglo American, Mr Gavin Rely, has also made a public call for the detained union and community leaders to be charged or released.

He has said "It goes without saying that in these circumstances neither civil nor industrial relations development can move forward"


AECI group industrial relations manager Mr Andre Botha the group had expressed grave concern about the detention of trade union leaders which could lead to serious industrial relations problems

Accede

Opposition spokesman on labour matters Mr Andrew Savage yesterday called on Mr Le Grange to accede to the appeals from the business community

- There were "some strikes in some areas but not nationwide strikes," the Bureau for Information said in Pretoria yesterday

Further information would be given "after the situation has crystallised," bureau spokesman Mr David Steward said at the daily briefing. — Own Correspondent and Sapa



Relatives mourn at a memorial service for George De'Ath, the TV cameraman who died at the weekend after being attacked by vigilantes while filming in Crossroads.

Picture by SANTU MOFOKENG, Afrapix

Detentions don't halt huge strike

THE predominantly black trade union movement has come of age, South African style.

The state recognised it as a fully-fledged member of the black political opposition when, in the wake of the Emergency, both the Congress of South African Trade Unions (Cosatu) and the Council of Unions of South Africa (Cusa) were as hard hit by detentions as other political organisations

But this action was less than useless in stopping Monday's general strike, the second national strike involving more than 1 500 000 workers in seven weeks.

If the strike proved nothing else, it dispelled the long-held notion that work stayaways in South Africa are successful because "intimidators" stop people going to work.

Given the huge [redacted] on June 16, described by a Sunday paper as a [redacted] there was no way that people wanting to go to work could have been hindered on the way in or

By PHILLIP VAN NIEKERK

out by intimidators.

A statement by the Labour Monitoring Group (LMG) after the strike said [redacted]

[redacted] throughout the townships indicates that the increase in participation in the stayaway cannot be attributed to intimidation. If anything their presence seems to have contributed to the unrest."

The commemoration of June 16, Soweto Day, was a clear statement of political sentiment by a large section of South Africa's black workers

The LMG, which surveyed all the main centres except Durban, estimated that at least 1 500 000 workers participated in the strike — at least as many as participated in the May Day strike.

It is important to make this comparison because Labour Day was more specifically a worker day than June 16

One could not deduce from the extent of the strikes on both days that

there is a huge dichotomy in the labour movement between "workerists", concerned primarily with worker issues, and "populists", concerned primarily with high-profile political issues

Unionised workers supported both strikes evenly around the country with the exception of Natal and the mines, where there was a negligible stayaway on Monday.

According to the LMG figures, the strike in the Pretoria-Witwatersrand-Vereeniging (PWV) area was slightly higher than May 1, increasing from 80 percent to 90 percent. This was not unexpected, given that it included Soweto, the emotional centre of June 16

Cape Town, too, was higher than May 1, more than doubling from 15 percent to 35 percent while Port Elizabeth, probably the country's most politicised city, had virtually a 100 percent stayaway on both days

The general strike was not limited to the main centres and stayaways were high in both the Transvaal and Eastern Cape hinterland, creating the possibility that a further 1 500 000 workers over and above the LMG figures commemorated June 16

For instance, not a single bus was reported to have left the troubled homeland of KwaNdebele to take people to work on Monday.

In Natal the factionalised battle between Inkatha and the United Democratic Front (UDF) and the Congress of South African Trade Unions (Cosatu) and the United Workers Union of South Africa (Uwusa) probably had a role in

restricting the strike. Natal increasingly appears as an anomaly on the South African political scene, particularly since the May 1 launch of Uwusa.

The failure of the stayaway on the mines suggests that, despite indications to the contrary earlier this year, most black miners are isolated from the political currents in the townships.

Miners live in hostels largely insulated from the townships, nearly 40 percent of them are foreign nationals from countries such as Lesotho and Mozambique, and even the South African nationals are migrant workers with limited emotional ties to Soweto.

The fact that they were willing to strike on May 1 but not on June 16 suggests a stronger willingness to take action over strictly worker issues, and an indication that they could be saving themselves for a battle over wages later this year

The one proven exception was the collieries of the Eastern Transvaal where the stayaway was more successful and where miners have already participated in township campaigns.

On the other side of the spectrum are retail workers on the Reef, many of whom started striking on the Friday after the Emergency was lifted.

They are more indicative of the overall militancy of the unionised workforce — and their potential strength, which was not stopped by a State of Emergency and the mass detentions of union leaders

Pressure mounting 134

PRESSURE is mounting on government to release or charge detained union leaders after urgent requests from employers who report that the arrests have had a crippling effect on industrial relations.

Meanwhile, it is not clear whether government will be prepared to meet business leaders in the wake of more than 60 spontaneous sit-in strikes which have hit Reef retail chains.

Major employer associations who have telexed government include the Association of Chambers of Commerce (Asocom) representing 23 000 employers, and Asemp, an employer association in the retail distributive trade.

The Federated Chambers of Industry (FCI) has not telexed government but several of its major members have done so.

Asemp chairman Don Findlay said its telex had urged Law and Order Minister Louis le Grange to release leaders, and had expressed deep concern that detentions could be highly detrimental to management-employee relations in the retail distributive industry.

Premier Group chairman Tony Bloom has outlined to government the serious industrial relations problems created by

CLAIRE PICKARD-CAMBRIDGE, CHRIS CAIRNCROSS and SIPHO NGCOBO

the detention of union leaders. He said it would be harder to devise a "surer formula for conflict" than to detain union leaders without trial.

Anglo American chairman Gavin Rely has also made a strong public call for detained union and community leaders to be charged or released.

AECI group industrial relations manager Andre Botha said it had expressed grave concern about the detention of trade union leaders which could lead to serious industrial relations problems.

Employers interviewed said that despite sending repeated telexes to Le Grange and Police Commissioner General Johann Coetzee, they had not yet received a reply.

A spokesman for Le Grange's office said last night that requests for a meeting were still being considered.

Strikes have affected seven Frasers stores, 12 OK Bazaars branches, one Pick 'n Pay outlet, 14 Woolworths and between 15 and 20 Checkers branches. CNA Gallo is affected at six CNA stores, two CNA warehouses and two Gallo manufacturing units.

Govt puts Press gag on 118 organisations

SOYGNIN

134

23/6/86

SOWETAN REPORTER

THE Government at the weekend tightened its grip on political activity in black townships when the Press was barred from quoting 118 political, labour and community organisations in the Western Cape.

Some of the organisations that may not be quoted in the Press are the Azanian Peoples' Organisation (Azapo), Azanian Students Movement (Azasm), Azanian Students Organisation (Azaso), Congress of South African Trade Unions (Cosatu), United Democratic

Front (UDF), End Conscription Campaign (ECC) and the National Union of South African Students (Nusas)
In the Eastern Cape

police announced further restrictions in terms of emergency legislation. These restrictions include curfews in specific areas.

Two controversial Bills, the Public Safety and Internal Security Amendment Bills were also passed by the Presi-

dent's Council on Friday night. All they now need is the State President's signature to become law.

Detain

The new laws will give police chiefs powers to impose states of emergency in their areas and detain people for up to six months.

The Commissioner of Police, General Johan Coetzee also announced that journalists could now enter black areas to do general reporting. They were however, still barred from reporting on any unrest-related activity.

WE have been advised that the police interpret the blank spaces we have left in the newspaper over the past few days as being "subversive". We will now fill the spaces with the most innocuous of writings.

gation said Mr Le Grange said the Government was symda-

Mrs MARY BURTON, new head of the Black Sash, addressing a gathering in Johannesburg yesterday.

her family was being ter- rorised by the Lekoa po- lice. Members of her

23/6/86
BUS DAY

Govt speaks on union detentions

134

TRADE UNION leaders were not being detained because the authorities had problems with their bone fides as labour leaders, but because of their involvement in the security situation, Manpower Minister Pietie du Plessis said yesterday.

That was the essence of the response he and Law and Order Minister Louis le Grange gave to a delegation of business leaders on Saturday.

The meeting was held at the urgent request of retail leaders whose stores have been hit by a wave of strikes after the arrest and detention of Commercial Catering and Allied Workers Union of SA (Ccawusa) officials

Du Plessis said he was sympathetic to the labour problems being experienced by the retailers but he could not accede to a request by them that the unionists be released

Meanwhile tough security laws extending detention without trial and permitting the authorities to summarily declare "unrest areas" are almost certain

● COMMENT: Page 6

to be promulgated this week

That follows the final — and predictable — passing of the Public Safety and Internal Security Amendment Bills through the National Party-dominated President's Council (PC) on Friday after a marathon day-and-night debate

□ The Bureau of Information said a man was killed by a group in Soweto, Witwatersrand at the weekend

TG

Talks on trade union detentions continue

P.

Strikes rack retail industry

23/6/86

STAR

134

Talks focusing on the emergency detention of scores of trade unionists which has resulted in more than 100 protest strikes in the retail industry, will continue between the Minister of Law and Order and top retailers in Pretoria today.

A delegation of retail bosses met the Minister on Saturday and discussions will continue all day today on points raised at the weekend.

The businessmen are deeply concerned about the detention of trade union leaders which has sparked a wave of sit-down strikes by members of the Commercial, Catering and Allied Workers Union of South Africa (Cawusa).

At least 65 trade unionists are known to be in detention, among them certain officials of Cawusa. Their names may not be published under emergency regulations.

So far more than 100 strikes have been recorded and the retail industry has well-founded fears that the number may grow.

At the weekend the following units were still experiencing strikes:

- Checkers - 37 supermarkets but the number was expected to grow
- OK Bazaars - 23 stores.
- Woolworths - 14 stores and one depot.

- CNA - nine stores, two factories and one depot.
- Frasers - 12 stores, one warehouse
- Pick 'n Pay - Steeledale Hypermarket south of Johannesburg

Present were Mr C Weil, MD of Checkers, Mr R de Wet, group personnel manager of Pick 'n Pay, Mr R Williams, director of Frasers, Mr A Williamson, MD of Woolworths and Truworths, Mr P Strydom, personnel director of Metro Cash and Carry, Mr J McNess, director of CNA/Gallo, Mr G Hood, MD of OK Bazaars, and Mr Mervyn King, chairman of Kirsh Industries.

The meeting, at the offices of Kirsh Trading, was chaired by Mr King.

Law and Order a priority

He said in a statement later that problem areas had been discussed with Mr le Grange

"The Minister said the Government was sympathetic about the problems but the State regarded the maintenance of law and order a priority, he said "The Minister undertook to investigate the matters brought to his attention"

Mr le Grange had emphasised that "no union leaders are being detained purely because of their activities related to labour matters".

Top industrial relations experts in the private sector have noted that people known to have been detained were in many instances those whose involvement in labour relations had been most constructive.

The experts expressed surprise at the seemingly haphazard detention of unionists which, some said, reflected a lack of insight by the Government.

They held little hope that the Government would grant requests for the release of unionists from detention.

Curbs take their toll on unions

Offices of emergent trade unions in Johannesburg, usually a hive of activity, have been blanketed in a pall of silence since the start of the emergency and the detention of leaders.

A survey of offices in downtown Johannesburg yesterday showed only a handful of administrative staff operating as best they could. Some offices, particularly those of the Council of Unions of South Africa, battle to operate at all.

Rows of empty chairs stand where members usually sit, waiting to be attended to. Footsteps echo on normally congested stairways.

Union officials are nowhere to be found. Some are said by colleagues and family to be in detention. Others are "in hiding."

Activities of the police in relation to union offices may not be reported on under the emergency regulations.

Minister talks to leaders



MINISTER Louis le Grange.

BUSINESS leaders met the Minister of Law and Order, Mr Louis le Grange, yesterday for talks on the detention of trade union leaders under the state of emergency.

The talks continue today.

The businessmen represented Checkers, Pick 'n Pay, Woolworths and Truworths, Metro Cash and Carry, CNA, Gallo and Kirsh Industries.

The leader of the delegation, Mr Mervyn King, confirmed that the meeting took place but refused to disclose further details because disclosure might prejudice

SOVETAN
BY LANGA
SKOSANA

24/6/86
the talks.

Further meetings would be held today and he was hopeful that a result would be reached in due course.

Mr le Grange's Press liaison officer, Captain Henry Beck, said from Pretoria yesterday that the Minister held talks with businessmen on Friday, Saturday and yesterday.

Yesterday the *Sovetan* visited strike-hit retail shops in and around Johannesburg.

They said they faced problems

which could only be resolved by their elected leaders.

At union offices yesterday those leaders who have not been detained were absent and said to be in hiding.

So far more than 100 strikes have been recorded and the retail industry has well-founded fears that the number may grow

Yesterday the following units were still experiencing strikes:

- Checkers — 37 supermarkets but the number was expected to grow,
- OK Bazaars — 24 stores,
- Woolworths — 14 stores and one depot,
- CNA — nine stores, two factories and one depot,
- Frasers — 12 stores, one warehouse,
- Pick 'n Pay — Steeledale Hypermarket south of Johannesburg.

WE have been advised that the police interpret the blank spaces we have left in the newspaper over the past few days as being "subversive". We will now fill the spaces with the most innocuous of writings.

Shop sit-downs spread to Pretoria — claim

Talks on protest strikes continue

24/6/86 STAR
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By Sheryl Raine

Strike-hit retail bosses again met Government officials in Pretoria yesterday in a continuation of talks about the wave of more than 100 protest strikes in the retail industry.

While the meeting was still in progress, claims were made that the strikes — which have so far affected major chain stores in the greater Johannesburg area — had spread to shops in Pretoria. Workers have been staging sporadic sit-down strikes since the start of the state of emergency

and the detention of at least 65 trade unionists.

Mr Mervyn King, chairman of Kirsh Trading, said yesterday's talks were chaired by himself and that representatives of Woolworths, Pick 'n Pay, OK Bazaars, Frasers and CNA Gallo were present. He declined to say who else was at the meeting.

"The discussions will continue this week and we expect to release a statement sometime in the immediate future. There is no statement today. The talks are sensitive and affect thousands of people," said Mr King.

A spokesman for the Commercial, Catering and Allied Workers' Union of SA (Ccawusa) in Pretoria reported that workers at four OK Bazaars branches and a warehouse, a Checkers store, a Woolworths outlet and one CNA shop had gone on strike yesterday in protest at the detention of union officials.

Spokesmen for the companies concerned were said to be unavailable when *The Star* called to confirm the strikes.

The Ccawusa spokesman said the union was aware of four shop stewards and three officials being held under the emergency. He said workers were also protesting at the 180-day detention law approved by the President's Council last week.

He called on the Security Police to stop certain activities which may not be reported under the emergency regulations.

The Star has also received calls from white staff members employed at stores affected by strikes. White staff complained that they were working long hours and were expected to work in various capacities at far-flung outlets to fill in for strikers.

Says Bloom

Security Police involved in industrial relations,

The Star Bureau

LONDON — Mr Tony Bloom, chairman of Premier Group Holdings, has claimed on British television that "external agencies, specifically the Security Police", have been involved in industrial relations disputes in South Africa.

"I can't elaborate on that because, in terms of the new laws and regulations, I am unable to describe anything that has happened as far as the Security Police are concerned," he said.

"But I did send a telegram to the Minister of Law and Order pointing out that the detention of trade unionists in particular, and some of our shop stewards, was having a very detrimental effect on the way in which we run our businesses.

"These people are detained without trial. They are then released — and a legacy of bitterness is created. And they are the people management has to sit down and negotiate with. And, as you can imagine, a surer formula for conflict is hard to devise."

Mr Tony Bloom

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He and two other South Africans, Mr Chris Ball, managing director of Barclays National Bank, and Professor Deon Geldenhuys, professor of political studies at Rand Afrikaans University, took part in a discussion about South Africa on the BBC Channel 2 "Newsnight" programme.

Mr Bloom said that the more people who talked to the ANC, the more the stereotype most white South Africans had of the organisation would be broken down.

"I think that was one of the important things to come out of last year's meetings with the ANC in Lusaka.

Professor Geldenhuys said there was an ill-defined threshold that could be crossed in sanctions where the results could become counter-productive.

Mr David Steel, leader of Britain's Liberal Party, said that argument had some validity and he did not seek to deny it. But against that had to be weighed what he believed to be the benefit of sanc-

tions — giving a signal to the majority of the population.

Mr Ball said one could not press a button and expect a predictable result. One was dealing with people who would respond in terms of the characteristics of their group. He thought this was where there was a misunderstanding.

"Mrs Helen Suzman is one of the great opponents of the apartheid system and has spent many years fighting it in Parliament.

"And she has said recently that, if she had any feeling whatsoever that sanctions would be productive and would lead to a change in the political power structure in South Africa, she would support sanctions

"But she rejects them entirely. I think that sanctions are a political absurdity. It must not be assumed that a revolutionary or military victory is just around the corner. It is not even on the horizon.

"I think there is a better route for action and it is not sanctions at this point."

Mr Chris Ball.



Strikes: Bosses talk to Govt

SOWETO By LANGA SKOSANA

NEGOTIATIONS have started between employers and representatives of some of the striking workers in 70 retail shops.

The employers aim to press the Government to release detained trade union leaders so that striking workers will return to work.

Since Friday business leaders from Checkers, Pick 'n Pay, Frasers, Gallo/CNA and OK Bazaars have been holding talks with the Minister of Law and Order, Mr Louis le Grange, in an attempt to get the detained leaders released.

Further talks were held yesterday and the businessmen were optimistic a settlement would be reached.

The Minister has said he was sympathetic to the

businessmen's pleas but the maintenance of law and order was a priority.

A spokesman from Mr le Grange's office said no more reports of the meetings between the Minister and businessmen would be made public as discussions were of a "confidential nature".

An employers' representative said yesterday that between 50 and 70 retail shops were hit by the strikes. He said strikes were mainly in the Transvaal although one or two retail outlets were temporarily hit by strikes in Port Elizabeth.

He felt optimistic that a settlement might be reached soon.

The *Sowetan* visited some of the shops where workers have downed tools and found many still resolute that they would not end the strike until their demands were met.

1/27/86

BUD DAY 25/6/86

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Black unions

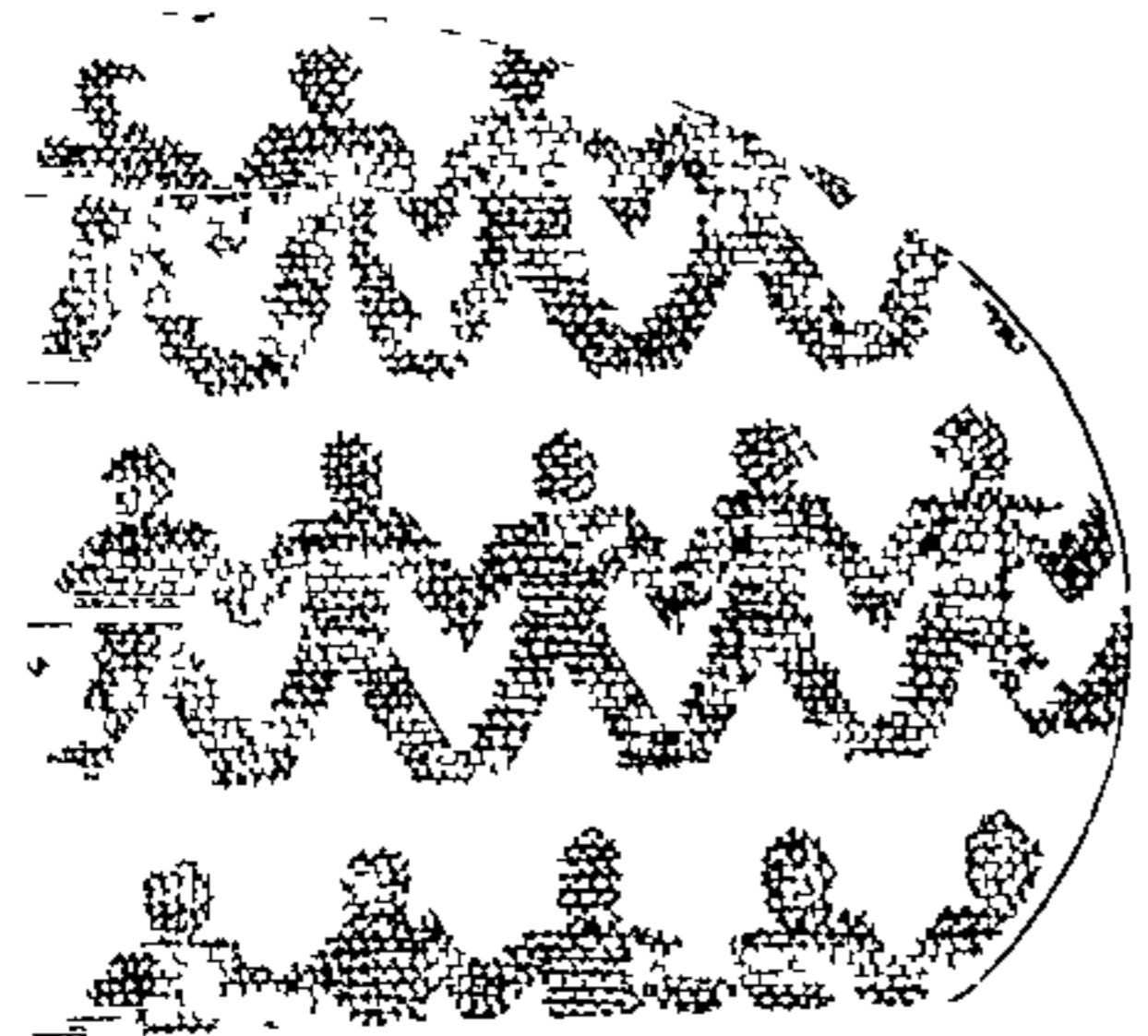
RICHARD WALKER
THE Coalition of
Black Trade Unionists
has accused Israel of
the illicit transfer to
SA of US-financed
weaponry.

urge action
gency training."

It called for the en-
forcing of laws against
unauthorised trans-
fers.

It said, at its annual
convention in Atlanta,
that Israel, "a princi-
pal supplier" of mili-
tary technology to SA
was an important pro-
vider of counter-insur-

It also called for a
boycott of SA goods
"entering the US under
Israeli labels".



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BLACKS TO... OF STRIKE

TURFLOOP MARCH RECALLED

THE march by students of the University of the North to the Mankweng Police Station on June 16 last year, was recalled at the Delmas treason trial yesterday.

This was during Captain Jacobus Vorster's evidence at the trial of 22 men who are appearing before Mr Justice K Dijkhorst, sitting with two assessors.

He told the court that on that day there were two meetings — one in Mankweng Lutheran Church which was organised by the local youth congress and another at the campus which was organised by Azaso.

He said about 5 pm students from Turfloop marched out of the campus and were joined by pupils from Mankweng in their march to the police sta-

tion
 "They were about 900 to 1 000 and were singing freedom songs and chanting slogans like, "viva ANC and viva Tambo", he said.

He told the court that the group then stoned the police station but were chased by the Lebowa police who were using sjamboks. One teargas canister was fired and many of the students fled back to the campus. Captain Vorster added that about 7 30pm the same day students invaded the university cafeteria. They looted and took some money from the till, he said.

He further said on June 26, 1985, pamphlets were distributed at Mankweng and more near the Turfloop SRC offices at Tiro Square.

Prosecutor: "Is Tiro Square the actual name of the place?"

Captain Vorster: "No. It was named by students after Tiro made a political speech at that place."

In his evidence, Captain Vorster also said that the Azanian Students Organisation manipulated students at Turfloop and took over the SRC in 1985.

Slogans

Prosecutor: "Before 1985 did SRC members not belong to any organisation?"

Captain Vorster: "The SRC was comprised of both Azanian Students Movement and Azaso members."

He added that in May last year, he saw slogans in Mankweng and Turfloop. Some read "Oliver Tambo Save Us," "ANC leads"

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26/6/86
SRR

Breakdown of those held

According to the Labour Monitoring Group, there are at least 171 trade unionists known to be in detention

No members of the Trade Union Council of SA (Tucsa) or the Inkatha-sponsored United Workers Union of SA (Uwusa) have been held

- A breakdown of those detained shows 85 percent are from unions affiliated to the Congress of SA Trade Unions, including
- 36 from the Metal and Allied Workers' Union
 - 16 from the Commercial Catering and Allied Workers' Union
 - 11 from the National Union of Textile Workers
 - 11 from the SA Allied Workers' Union
 - Nine from the Paper Wood and Allied Workers' Union
 - Eight from the National Union of Mineworkers
 - Eight from the National Automobile and Allied Workers' Union
 - Seven from the Food and Allied Workers' Union
- Twelve percent of those detained are from unions affiliated to the Council of Unions of SA including eight members of Cusa's secretariat and
- Seven from the Transport and Allied Workers' Union
 - Three from the SA Chemical Workers' Union
 - Two from the Food, Beverage Workers' Union.

By Sheryl Baine

The independent Labour Monitoring Group (LMG) has attacked the silence of the vast majority of employers over the state of emergency and the detention of at least 171 trade unionists.

The LMG said that by remaining silent most employers had cast doubt on their public commitment to the removal of apartheid.

The LMG is an independent group of academic researchers from various universities and organisations who monitor labour developments closely.

In a report on the effect of the state of emergency on industrial relations, released yesterday, the LMG said: "In sharp contrast to the high-

Employers under fire over silence on union detentions

sounding claims in support of civil rights in the Federated Chamber of Industries' Business Charter, employers have been largely silent on the state of emergency."

Two important exceptions were AECI and the Premier Group, which had both issued strong statements.

A statement by the Chamber of Mines was criticised by the National Union of Mineworkers, which felt employers could intervene more directly with the State

While the detention of at least 170 unionists in the last two weeks had temporarily disrupted trade union organisation, the movement's deep roots in the workplace would most likely mean that union organisation would continue.

The impact of the state of emergency on labour relations had, however, been significant. A feature of the detentions was that 85 percent of those detained were from unions affiliated to the Congress of SA Trade Unions (Cosatu)

In some unions, shopfloor workers and shop stewards had stepped into the breach left by officials and administrative staff in detention or in hiding.

Further, shopfloor workers were now taking direct responsibility for important wage negotiations

Labour lawyers report that shop stewards, acting for union officials, are contacting them for legal advice

The emergency had also affected industrial relations as a whole. So far there had been more than 100 strikes by members of the Commercial Catering and Allied Workers' Union of SA (Ccawusa) in major retail stores in protest against the detention of unionists

"At first appearance, trade union detentions have been haphazard, but in certain areas the logic is all too apparent," said the report.

"Unionists in northern Natal believe that the large-scale detentions of Cosatu leaders now leaves the field open for its recently-formed rival, the Inkatha-backed United Workers Union of SA (Uwusa). Some unions have claimed that their members have been put under pressure to join Uwusa"

CAPC Times 26/6/86

322 132 134

'Industrial relations upset by detentions'

JOHANNESBURG — More than 170 trade unionists are known to be in detention and scores of others have gone to ground after the declaration of the state of emergency, the Labour Monitoring Group (LMG) said in a report released yesterday.

The detentions and emergency regulations have been so disruptive that the industrial relations system built up in the post-Wiehahn period has been called into question, the LMG said.

The LMG adds "In sharp contrast to the high-sounding claims in support of civil rights in the FCI Business Charter, employers have been largely silent on the state of emergency. Two important exceptions are AECI and the Premier Group."

According to figures contained in the report, the Congress of South African Trade Unions (Cosatu) was hardest hit with 146 leaders known to be in detention.

The Council of Unions of South Africa (Cusa) has 21 unionists in detention while the Azanian Council of Trade

Unions (Azactu) has reported one detention.

Of the Cosatu unions, the Metal and Allied Workers Union (Mawu) has been hardest hit with 36 worker leaders in detention (21 percent of the total) followed by the Commercial Catering and Allied Workers Union (Cawwusa) with 16 (nine percent).

Field open

The National Union of Textile Workers (NUTW) and the South African Allied Workers Union (Saawu) each have 11 leaders in detention (six percent).

Annual negotiations in three big sectors of the economy — metal, mining and chemical — have been disrupted, postponed or have ground to a halt because of the absence of key union negotiators.

Lawyers say workers have been telephoning their offices to ask if they would be breaking emergency regulations if they met to discuss wage claims.

"At first appearance trade union detentions have been haphazard, but in certain areas the

logic is all too apparent.

"Trade unionists in Northern Natal believe the large-scale detentions of Cosatu leaders now leaves the field open for its recently formed rival, the Inkatha-backed Uwusa," said the report.

In their conclusion, the group adds that while the detention of unionists has temporarily disrupted trade union organization, their deep roots in the workplaces is likely to mean that it will continue.

● The Commissioner of Police, General Johan Coetzee, last night said the SAP wished to reiterate its assurance that "no member of trade union movements in South Africa is being detained under the emergency regulations because of purely trade union activities."

He said the SAP was "eager to promote industrial peace and stability" and that trade union leaders and other members would not be detained unless they were "prolonging the state of emergency by their activities" — Sapa and Own Correspondent.

About 171

ABOUT 171 unionists were known to be in detention, an in-depth report released by the Labour Monitoring Group (LMG) said yesterday.

The LMG, composed of Wits University academics and two *Labour Bulletin* writers, said while this figure only represented 10% of those known to be detained, many unionists had escaped detention by going underground.

A strong feature of the detentions was that many shop-floor leaders, as opposed to full-time officials, had been detained. The LMG found that 85% of those detained were from the Congress of SA Trade Unions (Cosatu). The publication of any utterance by any official of this body has been banned in the Western Cape area.

Of these the largest proportion, 21%, were from the Metal and Allied Workers' Union and 9% from the Commercial, Catering and Allied Workers' Union. The National Union of Textile Workers and the SA Allied Workers Union were also among Cosatu unions affected by detentions.

The LMG found that 12% of those detained were from the Council of Unions of SA (Cusa).

It said the effect of the emergency on industrial relations structures established in the post-Wiehahn period

unionists in detention

Report by the Labour Monitoring Group

A report by the Labour Monitoring Group claims that the emergency has had a disruptive effect on post-Wiehahn industrial relations in the wake of widespread detentions of unionists.
CLAIRE-PICKARD CAMBRIDGE reports.

26/6/76

had been disruptive. In at least three cases — metal, mining and chemical — negotiations had been negatively affected by the absence of union negotiators detained or in hiding.

The LMG said: "In sharp contrast to the high-sounding claims in support of civil rights in the FCI Business Charter, employers have been largely silent on the state of emergency. Two important exceptions are AECI and the Premier Group."

It would seem that by their silence, most employers were waiting to see whether the state of emergency would succeed in rolling back the gains made by labour in recent years. "By remaining silent, the majority of employers cast doubt on their public commitment to the removal of apartheid."

The LMG said the National Union of Mineworkers (NUM) had not been satisfied with the Chamber of Mines public statement on the matter because the union believed employers could intervene more directly with the state

The Chamber of Mines announced earlier that it had brought to government's notice that while negotiations with the NUM had been progressing well, constraints had been imposed on some members of NUM's negotiating team, which could impact negatively on industrial relations in the mining industry and on collective bargaining.

The basic components of collective bargaining had also been called into question by the declaration of the emergency. According to lawyers, workers had been phoning to ask whether they would be breaking emergency regulations if they met to discuss wage claims or to report back on negotiations.

"In some cases workers who met to hear report-backs from negotiators were told to disperse by management. In at least one instance an industrial court case may have to be postponed because the applicant is in detention. Workers interviewed said that they felt bitter and suspicious about the

recent events," the LMG reported. More than 100 protest strikes against the emergency had taken place in the retail industry. Strikes had also taken place at two record companies, EMI and Gallo, and at two dairies, Nels and Shamrock.

No trade union leaders in the Inkatha-linked United Workers' Union of SA (Uwusa) or the moderate Trade Union Council of SA (Tucsa) were known to have been detained.

"At first appearance trade union detentions have been haphazard, but in certain areas the logic is all too apparent. Trade unionists in Northern Natal believe the large-scale detentions of Cosatu leaders now leaves the field open for its recently formed rival, the Inkatha-backed Uwusa."

According to the LMG's investigation, trade unions had responded creatively to difficulties posed by the emergency. In some unions, shop-floor workers were now directly responsible for important wage negotiations and some office-bearers were taking annual leave to fill gaps left in negotiating teams.

While the detention of unionists had temporarily disrupted trade union organisation, their deep roots in the workplaces was likely to mean that union organisation would continue

UNION MEN

SET FREE

Sowetan 27/6/86 (134)

SOWETAN Reporter

A NUMBER of trade unionists have been freed after spending 14 days in detention.

Those released are Mr Pirshaw Camay, secretary general of the Council of Unions of South Africa (Cusa), and Mr Dale Tiffin, Cusa's information officer. Mr Oscar Malgas of the Commercial Catering and Allied Workers' Union (Ccawusa), Mr Bashe Valley (Ccawusa), Mr Adrian Bend, of the Metal and Allied Workers Union (Mawu), Mr Chris Bonner, of the Chemical Workers' Industrial Union, two Cusa organisers, Mr Tselo Mau-makwe and Mr Solly Matthews, Mr Maxine Hart and Mr Dirk Hartford.

Mr Camay said in an interview that Cusa wishes to reiterate its position that mass detentions do not solve the urgent and desperate situation faced by the country.

Freedom

"We will continue to press for basic freedoms in our country," he said. The Cusa national executive has met in emergency sessions on several occasions over the past two weeks and will meet again on July 5 to receive a report on the situation in the country and the measures to be taken locally and internationally to ensure the protection of human rights of all South Africans, he said.

He said the detention of trade unionists disrupted industrial relations. His oft-stated view was that all political prisoners be released and political organisations unbanned.



Mr PIROSHAW Camay Cusa secretary general

Indefinite ban on Tshabalala

By MANDLA NDLAZI

THE Soweto City Council has laid charges with the police against mayor Mr Ephraim Tshabalala and has placed an indefinite suspension on him. This was announced by council officials at a Press conference held after the council had held a meeting behind closed doors to discuss Mr Tshabalala who was not at yesterday's meeting and could not be reached for comment.



SOWETO mayor Ephraim Tshabalala

The decision was taken by the Soweto City Council at its monthly meeting yesterday.

This was after the meeting was told that his first suspension — that of 45 days — expires today.

The officials said the council has made an application in the Rand Supreme Court to stop Mr Tshabalala from allowing more shacks to be erected in Mofolo.

Action

The application will be heard on Tuesday.

A date is still to be set for more action against Mr Tshabalala.

The action they said, relates to the Squatters Act, the Health Act and the Black Local Authorities Act.

The officials said the number of shacks stood at 2 010 on Tuesday.

Unrest stories in this issue

THE information in this issue of the Sowetan that relates to unrest and conditions in black townships is supplied by the Government's Bureau for Information. In terms of emergency regulations, the Sowetan and other media are not allowed to publish any information on unrest except what is given by the Bureau.

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E10019 2 PRICES EXCLUDE

32 were picked up in court, on the street, in church

Unionists, students let out of detention

Staff Reporter

At least eight trade unionists, 20 students, two lawyers, one journalist and a social worker were released from detention this week

The Council of Unions of South Africa (CUSA) announced yesterday four union members had been released after 14 days in detention.

They are Mr Piroshaw Camay, the union's secretary-general, Miss Dale Tifflin, Cusa's information officer, and Potchefstroom organisers Mr

Tseko Maumakwe and Mr Solly Matthews

Four other trade unionists released this week are Miss Adrian Bird, education officer for the Metal and Allied Workers Union, Miss Christine Bonner, branch secretary of the Chemical Workers Industrial Union, and Mr Basheer Vally and Mr Oscar Malgas of the Commercial Catering and Allied Workers Union

Advocate Mr Anwar Mohammed Albertus and attorney Mr Trevor Vernon Gerald de Bruyn were released on Wednesday after being detained

at the Worcester Court on June 19 while defending clients charged with public violence

According to an affidavit by Mr FR Bunting, another member of the defence's legal team, the lawyers were detained after demanding to see their clients

Twenty students who were arrested on June 12 were released on Wednesday and appeared in the Maritzburg Magistrate's Court on charges under the Internal Security Act

The students are Mr Soloman Mathuloe, Mr Lazarus Moiloa, Mr Sylvester John, Mr Jabulani

Khumalo, Mr Malcolm Jacobs, Mr Sibuso Mdwalane, Mr Clive Malherbe, Mr Boniface Shabangu, Mr Derrick Houston, Mr Stephen Dougherty, Mr Paul Mangope, Mr Trevor Mufweba, Mr Derek Harris, Mr Mandla Msomi, Mr Gabriel Jama, Mr Alan Henriquez, Mr Jan Samson, Mr Marthinus Badenhorst, Mr Brenden Proctor and Mr Japet Mtolo

Priest deported

They were arrested while marching down Commercial Road in Maritzburg on their way to the Loop Street Police Station to demand the release of their lecturers.

The lecturers had been arrested under the emergency regulations. One of them, Father Theo Kneffel, was later deported

The case was postponed to July 25 and the students were released on R100 bail each

A journalist with the *Cape Times*, Mr Andre Koopman, was released on Tuesday, the day an application for his release was launched in the Supreme Court

Mr Koopman was detained with the congregation while reporting on a church service in Elsie's River on June 15. Most of the about 100 people detained there have been released

Also released this week was Miss Maxine Hart, of the South African Council for Higher Education and the Johannesburg Democratic Action Committee.

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Workers accuse Plessey bosses of union-bashing

3/9/86 BUSO 049 134

ACCUSATIONS of union-bashing and intimidation have been levelled at managements of three Cape Town electronics factories belonging to UK multinational Plessey.

The Electrical and Allied Workers' Trades Union, which signed up most of the workers at the three plants in July, has asked Plessey workers in Britain to try to stop what it calls a campaign of terror against its members by the group's SA subsidiaries.

The British embassy in Pretoria has agreed to meet the EAWTU to discuss the allegations.

The union's case was broadcast in Europe yesterday after a news team filmed an EAWTU meeting where workers said management had threatened union members with police harassment and detention.

Own Correspondent

During the meeting workers accused Plessey of using the political situation to intimidate and exploit employees.

At Laingsdale Engineering, 60 resigned from the union after management allegedly described the EAWTU as part of the ANC and said members would be detained.

EAWTU officials accused Plessey of trying to smash the union to avoid negotiating wage increases.

Last month the union declared a dispute at Plessey's Renak plant when wage negotiations broke down.

The union has asked for a minimum wage of R3,90/hour.

A Plessey spokesman said yesterday management had "no comment".

Know your unions...

By Frank Jeans

Don't see the union man leader as a threat and the worker you want to get rid of but rather involve him in the running of the company, says a leading productivity expert

Trade union acceptance is one of the most crucial issues facing SA industrialists today because only through a sound industrial relations base can it be expected to achieve sustained economic growth through productivity

Speaking to the Junior Sakekamer of Pretoria, Dr Jan-Henk Boer, Director of the National Productivity Institute, said "We need a four percent a year productivity growth rate compared to our present 0,3 percent

"This means that every individual in this country, every business, every organisation will have to deliver that 4 percent"

Referring to the role which industrial relations plays, Dr Boer said the private sector had publicly stated its view with regard to a "post-apartheid South Africa"

"The Federated Chamber of Industries has published its Business Charter of social, economic and political rights, with an action plan for the creation of a prosperous and stable South Africa," he said

"While industry is to be complimented for this document, the NPI is surprised that no reference is made in it to productivity as a key to economic prosperity

"I find this strange and a serious omission To ignore productivity is, in my opinion, extremely short-sighted"

Calling on businessmen to strive for union leader involvement within their companies, Dr Boer said managers have an obligation to know the present labour law and what constitutes unfair employment practices

Employers should also make sure that they know the unions with which they have to deal — and their leaders

"Try to get leader profiles and involve those leaders in your firms," said Dr Boer.

"There are many happy occasions in companies such as opening a new factory and if you are in that position, or there is a celebration of a 10-year or 20-year anniversary invite those leaders

REMUNERATION POLICY

"Extend an invitation and get them involved in your company And most important of all — do not treat them like people you want to get rid of"

Dr Boer urged business leaders not to appoint of black management "merely as widow-dressing"

He said business leaders had acknowledged the right of labour to be involved in the remuneration policy, in job security and in quality of worklife issues

"On the other hand, too, union leaders must be willing to meet with management and to listen to their views of company problem," he said

"They must be prepared to acknowledge that many businesses do not make profits today and that for their own survival it is not in the interest of unions to squeeze companies to the point where they go under."

Beware of dubious politics

Warning to unions

12A

FREEDOM of the labour system lent itself to abuse by those wishing to use trade unions for political purposes, Manpower Minister Pietie du Plessis said yesterday.

He warned government would act against unions involved in dubious political activities.



● DU PLESSIS

Speaking in Pretoria at the opening of the Congress of the Iron, Steel and Allied Industries

Union, he said it was deplorable that labour should be used in this way

"Government has not closed its eyes to this reality and, if it appears trade unions are taking part in pure politics or are striving towards dubious political goals, suitable steps will be taken to prevent this"

Du Plessis said good labour relations on the factory floor did not always get the priority they deserved

Industrial Staff

from all trade unions and employers

During the past few years, under the leadership of certain trade unions and individuals, intimidation of workers, stay-away actions, boycotts and unlawful strikes had been encouraged

Du Plessis stressed high productivity went with labour peace

He added an important mechanism for orderly labour relations was the industrial council system

Du Plessis also said government interfered as little as possible in the process of collective bargaining

He announced draft legislation to amend the Labour Relations Act would be published soon for comment

Amendments were aimed primarily at raising the status of the industrial court and to extend its functions

□ The National Productivity Institute said yesterday in its annual report that economic hardship and a sensitive political situation had led to opposition from some trade unions.

Chain stores grab DIY action

RETAIL chain stores have increased their share of the lucrative R1,7bn do-it-yourself (DIY) sector from a zero base 10 years ago to one-third of the market

A Business and Marketing Intelligence survey has shown that hardware stores have been particularly hard hit by the retail chains in the area of non-building material products

It said the concept of the local family hardware store, which sold

MICK COLLINS

nuts, bolts and other fast moving small items, was outdated

In the DIY paint market, retail chain stores have captured a 23% share of the R170m market. Hardware stores retain 50% of the paint business, while builders' merchants and specialist outlets account for the balance

Of the total home improvement DIY market, builders' merchants dominate with 41% of the business.

Handwritten notes: 11/9/86, Business Day

KENNISGEWING 621 VAN 1986

DEPARTEMENT VAN POS- EN TELEKOMMUNIKASIEWESE

WYSIGING VAN DIE TARIEFLYS VIR TELEKOMMUNIKASIEDIENSTE

Hiermee word ingevolge artikel 2B (3A) van die Poswet, 1958 (Wet 44 van 1958), bekend gemaak dat die Posmeester-generaal, handelende kragtens artikel 2B (1) (e) van genoemde Wet en met die goedkeuring van die Minister van Kommunikasie en van Openbare Werke, bepaal het dat die gelde uiteengesit in onderstaande Bylae ten opsigte van die betrokke dienste geëis of ontvang moet word.

BYLAE

1.0 In hierdie Bylae beteken die uitdrukking "die Tarieflys" die Tarieflys vir Telekommunikasiedienste afgekondig by Goewermentskennisgewing 1192 van 1 Julie 1977, soos gewysig.

2.0 Die Tarieflys word hierby soos volg verder gewysig:

2.1 Voeg die volgende nuwe item in:

"22.10 Programmering wat in teleksentrale ten behoeve van 'n kliënt onderneem word, per aansluiting, per geleentheid 25,00 —".

(5 September 1986)

KENNISGEWING 622 VAN 1986

**DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956**

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Adam Johannes Jacobus Barnard, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Catering Employees' Union. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001)

TABEL

Naam van werkgewersorganisasie/vakvereniging.—Catering Employees' Union.

Datum waarop aansoek ingedien is.—16 Junie 1986.

Belange en gebied ten opsigte waarvan aansoek gedoen word.—Blanke, Kleurling- en Asiërnemmers in diens in die Verversingsbedryf in die landdrostdistrikte Alberton, Benoni, Boksburg, Brakpan, Delmas, Germiston, Johannesburg, Kempton Park, Krugersdorp, Randburg, Randfontein, Roodepoort, Springs en Westonaria

"Verversingsbedryf" beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is met die doel om maaltye en/of toebroodjies en/of verversings te verskaf in of van enige inrigting, hetsy permanent, tydelik, binnenshuis of in die buitelug, en dit omvat sodanige aktiwiteite wat verrig word in persele—

- (i) gebruik as openbare restaurante, vis-en-skyfiewinkels, kafees of teekamers; en/of

NOTICE 621 OF 1986

DEPARTMENT OF POSTS AND TELECOMMUNICATIONS

AMENDMENT OF THE TARIFF FOR TELECOMMUNICATION SERVICES

It is hereby made known, in terms of section 2B (3A) of the Post Office Act, 1958 (Act 44 of 1958), that the Postmaster General, acting under section 2B (1) (e) of the said Act and with the approval of the Minister of Communications and of Public Works, has determined that the fees set out in the undermentioned Schedule are to be demanded or received in respect of the services concerned.

SCHEDULE

1.0 In this Schedule the expression "the Tariff" means the Tariff for Telecommunication Services promulgated under Government Notice 1192 of 1 July 1977, as amended.

2.0 The Tariff is hereby further amended as follows:

2.1 Insert the following new item:

"22.10 Programming undertaken in telex exchange on behalf of a client, per connection, per occasion 25,00 —".

(5 September 1986)

NOTICE 622 OF 1986

**DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956**

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Adam Johannes Jacobus Barnard, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Catering Employees' Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union.—Catering Employees' Union

Date on which application was lodged.—16 June 1986.

Interests and area in respect of which application is made.—White, Coloured and Asian employees employed in the Catering Trade in the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Delmas, Germiston, Johannesburg, Kempton Park, Krugersdorp, Randburg, Randfontein, Roodepoort, Springs and Westonaria.

"Catering Trade" means the trade in which employers and employees are associated for the purposes of providing meals and/or sandwiches and/or refreshments in or from any establishment, whether permanent, temporary, indoors or in the open air, and includes such activities carried on in premises—

- (i) used as public restaurants, fish and chip shops, cafés or tea rooms; and/or

(ii)
(iii)
(iv)
(v)
maar in—
(a)
(b)
Met hierse persone word gewysig.
Met Verbeurde
(a)

(b)
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(

- (ii) waarvandaan maaltye en/of nie-alkoholiese verversings verskaf word; en/of
- (iii) waarin spuit- of mineraalwater in glase of ander houers verskaf word vir verbruik daarop;
- (iv) waarin of waarvandaan voormelde aktiwiteite verrig word ten opsigte van of in verband met enige teater, bioskoop, kafee-bioskoop of ander vermaak of funksie;
- (v) ten opsigte waarvan 'n wyn-en-bierlisensie of 'n restaurant-dranklisensie gehou word kragtens die Drankwet, 1977, welke lisensie eers na 17 Mei 1938 verkry is en waarin die hoofaktiwiteite binne die bestek van paragrafe (i), (ii), (iii) of (iv) val,

maar dit omvat nie sodanige aktiwiteite nie wat verrig word in—

- (a) ander persele as dié bedoel in paragraaf (v) ten opsigte waarvan enige dranklisensie gehou word,
- (b) losieshuise of enige inrigting wat voedsel of verversings uitsluitlik aan Swartes verskaf:

Met dien verstande dat enige uitsluiting uit die bestek van hierdie omskrywing ten opsigte van persele met 'n dranklisensie slegs geag word daardie gedeelte van die betrokke persele uit te sluit waarin die verkoop van drank toegelaat word deur die dranklisensies wat gehou word deur die werkgewer wat die houer is van genoemde lisensies:

Met dien verstande voorts dat kragtens die Afbakeningsvasstelling van 25 Maart 1975, gemaak deur die Nywerheidshof, die "Verversingsbedryf"—

- (a) die verkoop en/of die verskaffing omvat van eetgoed, drank, maaltye, toebroodjies, verversings en/of spuit- of mineraalwater aan persone wat vertonings by inrybioskope bywoon, soos uitgeoefen deur werkgewers in diens in die Bioskoop- en Skouburgbedryf soos omskryf in die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 2336 van 30 Desember 1970,
- (b) nie die verkoop en/of verskaffing omvat nie van eet- of drinkgoed, maaltye, toebroodjies, verversings en/of spuit- of mineraalwater aan persone wat vertonings bywoon by bioskope of kafee-bioskope of wat teaterproduksies bywoon, soos verrig word deur werkgewers betrokke by die Bioskoop- en Skouburgbedryf soos omskryf in die Ooreenkoms waarna verwys word in (a) hierbo.

Belange en gebied ten opsigte waarvan registrasie gehou word.—Die Verversingsbedryf soos hieronder omskryf in die landdrostdistrikte Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Krugersdorp, Roodepoort en Springs, soos daardie gebiede saamgestel is op 4 Maart 1943

"Verversingsbedryf" beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is met die doel om maaltye en/of toebroodjies en/of verversings te verskaf in of van enige inrigting, hetsy permanent, tydelik, binnenshuis of in die buitelug, en dit omvat sodanige aktiwiteite wat verrig moet word in persele—

- (i) gebruik as openbare restaurante, vis-en-skyfiewinkels kafees of teekamers; en/of
- (ii) waarvandaan maaltye en/of nie-alkoholiese verversings verskaf word, en/of
- (iii) waarin spuit- of mineraalwater in glase of ander houers verskaf word vir verbruik daarop,
- (iv) waarin of waarvandaan voormelde aktiwiteite verrig word ten opsigte van of in verband met enige teater, bioskoop, kafee-bioskoop of ander vermaak of funksie;

- (ii) from which meals and/or non-alcoholic refreshments are supplied, and/or
- (iii) in which aerated or mineral waters in glasses or other containers are supplied for consumption thereon,
- (iv) in which or from which the activities hereinbefore referred to are carried on in respect of or in connection with any theatre, cinema, tearoom cinema or other entertainment or function,
- (v) in respect of which a wine and malt liquor licence or a restaurant liquor licence is held in terms of the Liquor Act, 1977, which licence was first obtained after 17 May 1938, and in which the main activities fall within the scope of paragraphs (i), (ii), (iii) or (iv),

but does not include such activities carried on in—

- (a) premises other than those referred to in paragraph (v) in respect of which any liquor licence is held,
- (b) boarding houses or any establishments catering exclusively for Black persons.

Provided that any exclusion from the scope of this definition in respect of liquor-licensed premises shall only be deemed to exclude that portion of the premises concerned in which the sale of liquor is permitted by the liquor licences held by the employer who is the holder of the said licences

Provided further that in terms of the Demarcation Determination dated 25 March 1975, made by the Industrial Tribunal, "Catering Trade" shall—

- (a) include the sale and/or provision of edibles, beverages, meals, sandwiches, refreshments and/or aerated or mineral waters to persons attending performances at drive-in cinemas, as carried on by employers engaged in the Cinematograph and Theatre Industry as defined in the Agreement published under Government Notice R. 2336 of 30 December 1970;
- (b) not include the sale and/or provisions of edibles, beverages, meals, sandwiches, refreshments and/or aerated or mineral waters to persons attending performances at cinemas or tearoom cinemas or attending theatrical productions, as carried on by employers engaged in the Cinematograph and Theatre Industry as defined in the Agreement referred to in (a) above.

Interests and area in respect of which registration is held—The Catering Trade as defined hereunder in the Magisterial District of Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Krugersdorp, Roodepoort and Springs as those areas were constituted as at 4 March 1943

"Catering Trade" means the trade in which employers and employees are associated for the purposes of providing meals and/or sandwiches and/or refreshments in or from any establishment, whether permanent, temporary, indoors or in the open air, and includes such activities carried on in premises—

- (i) used as public restaurants, fish and chip shops, cafés or tea rooms; and/or
- (ii) from which meals and/or non-alcoholic refreshments are supplied, and/or
- (iii) in which aerated or mineral waters in glasses or other containers are supplied for consumption thereon,
- (iv) in which or from which the activities hereinbefore referred to are carried on in respect of or in connection with any theatre, cinema, tearoom cinema or other entertainment or function;

- (v) ten opsigte waarvan 'n wyn-en-bierlisensie of 'n restaurant-dranklisensie gehou word kragtens die Drankwet, 1977, welke lisensie eers na 17 Mei 1938 verkry is en waarin die hoofaktiwiteite binne die bestek van paragrawe (i), (ii), (iii) of (iv) val,

Maar dit omvat nie sodanige aktiwiteite nie wat verrig word in—

- (a) ander persele as dié bedoel in paragraaf (v) ten opsigte waarvan enige dranklisensie gehou word
(b) losieshuise of enige inrigting ten opsigte waarvan 'n Naturelle Eethuishouerslisensie vereis word:

Met dien verstande dat enige uitsluiting uit die bestek van hierdie omskrywing ten opsigte van persele met 'n dranklisensie slegs geag word daardie gedeelte van die betrokke persele uit te sluit waarin die verkoop van drank toegelaat word deur die dranklisensies wat gehou word deur die werkgewer wat die houer is van genoemde lisensies:

Met dien verstande voorts dat kragtens die afbakeningsvasstelling van 25 Maart 1975, gemaak deur die Nywerheidshof, die "Verversingsbedryf"—

- (a) die verkoop en/of die verskaffing omvat van eetgoed, drank, maaltye, toebroodjies, verversings en/of spuit- of mineraalwater aan persone wat vertonings by inrybioskope bywoon, soos uitgeoefen deur werkgewers in diens in die Bioskoop- en Skouburgbedryf soos omskryf in die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 2336 van 30 Desember 1970;
(b) nie die verkoop en/of verskaffing omvat nie van eet- en drinkgoed, maaltye, toebroodjies verversings en/of spuit- of mineraalwater aan persone wat vertonings bywoon by bioskope of kafee-bioskope of wat teaterproduksie bywoon, soos verrig word deur werkgewers betrokke by die Bioskoop- en Skouburgbedryf soos omskryf in die ooreenkoms waarna verwys word in (a) hierbo.

Posadres van applikant.—Posbus 81338, Parkhurst, 2120.

Kantooradres van applikant.—Eerste Verdieping, His Majesty's gebou, hoek van Joubert- en Commissionerstraat, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

- (a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.
(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

A. J. J. BARNARD,
Assistent-nywerheidsregistrateur.
(5 September 1986)

- (v) in respect of which a wine and malt liquor licence or a restaurant liquor licence is held in terms of the Liquor Act, 1977, which licence was first obtained after 17 May 1938, and in which the main activities fall within the scope of paragraphs (i), (ii), (iii) or (iv),

but does not include such activities carried on in—

- (a) premises other than those referred to in paragraph (v) in respect of which any liquor licence is held;
(b) boarding houses or any establishment in respect of which a Native eating house licence is required:

Provided that any exclusion from the scope of this definition in respect of liquor-licensed premises shall only be deemed to exclude that portion of the premises concerned in which the sale of liquor is permitted by the liquor licences held by the employer who is the holder of the said licences.

Provided further that in terms of the Demarcation Determination dated 25 March 1975, made by the Industrial Tribunal, "Catering Trade" shall—

- (a) include the sale and/or provision of edibles, beverages, meals, sandwiches, refreshments and/or aerated or mineral waters to persons attending performances at drive-in cinemas, as carried on by employers engaged in the Cinematograph and Theatre Industry as defined in the Agreement published under Government Notice R 2336 of 30 December 1970;
(b) not include the sale and/or provision of edibles, beverages, meals, sandwiches, refreshments and/or aerated or mineral waters to persons attending performances at cinemas or tearoom cinemas or attending theatrical productions, as carried on by employers engaged in the Cinematograph and Theatre Industry as defined in the Agreement referred to in (a) above.

Postal address of applicant.—P.O. Box 81338, Parkhurst 2120.

Office address of applicant.—First Floor, His Majesty's Building, corner of Joubert and Commissioner Streets, Johannesburg.

Attention is drawn to the following requirements of section 4 and 7 of the Act:

- (a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.
(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

A. J. J. BARNARD,
Assistant Industrial Registrar.
(5 September 1986)

KENNISGEWING 623 VAN 1986**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N VAKVERENIGING

Ek, Adam Johannes Jacobus Barnard, Assistent-nywerheidsregistrator, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die Tramway Officials Staff Association nie as vakvereniging funksioneer nie, sy registrasie ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.

A. J. J. BARNARD,
Assistent-nywerheidsregistrator

(5 September 1986)

KENNISGEWING 624 VAN 1986**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Adam Johannes Jacobus Barnard, Assistent-nywerheidsregistrator, maak ingevolge artikel 42 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die registrasie ontvang is van die Transvaal Association of Employees of Black Local Authorities. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria, (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Name van vakvereniging—Transvaal Association of Employees of Black Local Authorities.

Datum waarop aansoek ingedien is.—26 Junie 1986

Belange en gebied ten opsigte waarvan aansoek gedoen word—Alle werknemers in diens van Swart plaaslike owerhede in die landdrostdistrikte Alberton, Barberton, Belfast, Benoni, Boksburg, Carolina, Ermelo, Germiston, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Middelburg (Tvl), Nelspruit, Pelgrimsrus, Pretoria, Roodepoort, Springs, Vereeniging, Warmbad en Witbank

“Swart Plaaslike Owerhede” beteken 'n stadsraad, dorpsraad, dorpskomitee of 'n plaaslike owerheidskomitee wat ingestel is kragtens die Wet op Swart Plaaslike Besture, Wet 102 van 1982, soos gewysig, en sal, tensy uit die samehang anders blyk, enige ander dergelike instellings of liggame insluit waarna verwys word in artikel 84 (1) (f) van die Wet op Provinsiale Bestuur, 1961 (Wet 32 van 1961)

“Plaaslike Owerheidsonderneming” beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van enige handeling, skema of aktiwiteit wat deur 'n plaaslike owerheid onderneem word

Posadres van applikant—Posbus 90, Atteridgeville, 0008.

Kantooradres van applikant.—Posbus 90, Atteridgeville

NOTICE 623 OF 1986**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF A TRADE UNION

I, Adam Johannes Jacobus Barnard, Assistant Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the Tramway Officials Staff Association is not functioning as trade union its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

A. J. J. BARNARD,
Assistant Industrial Registrar.

(5 September 1986)

NOTICE 624 OF 1986**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Adam Johannes Jacobus Barnard, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration has been received from the Transvaal Association of Employees of Black Local Authorities. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union.—Transvaal Association of Employees of Black Local Authorities.

Date of which application was lodged—26 June 1986.

Interests and area in respect of which application is made.—All employees engaged in the service of Black local authorities in the Magisterial Districts of Alberton, Barberton, Belfast, Benoni, Boksburg, Carolina, Ermelo, Germiston, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Middelburg (Tvl), Nelspruit, Pilgrim's Rest, Pretoria, Roodepoort, Springs, Vereeniging, Warmbaths and Witbank.

“Black Local Authority” means a city council, a town council, a town committee or a local authority committee established in terms of the Black Local Authorities Act, No. 102 of 1982, as amended, and unless the contrary intention appears, shall include any other similar institutions or bodies referred to in section 84 (1) (f) of the Provincial Government Act, 1961 (Act 32 of 1961).

“Local Authority Undertaking” means the undertaking in which employers and their employees are associated for the institution, continuation and completion of any action, scheme or activity undertaken by a local authority.

Postal address of applicant—P O Box 90, Atteridgeville, 0008

Office address of applicant.—P.O. Box 90, Atteridgeville.

'Union bashing': Action planned

B4

Spokesman 9/9/86

By LEN MASEKO

THE Electrical and Allied Workers' Trade Union (Eawtu) is to take a Cape Town electronics firm to the Industrial Court over allegations of "union bashing" at the company.

Management at Laingsdale Engineering, where Eawtu had a majority membership, allegedly told its black workforce that the union was part of the African National Congress, the union alleged.

This action had resulted in 70 of 127 members at Laingsdale quitting the union, the union said.

A spokesman for the union said they had

briefed attorneys and would take Industrial Court action.

According to the union, senior management had made threats at a meeting with workers and had repeated them later in meetings with small groups.

Claim

Laingsdale is a subsidiary of the British multinational, Plessey.

The Eawtu spokesman said the resignation of about 70 members had halted recognition negotiations at Laingsdale as the union could no longer claim majority membership there

CA/6 11/13 2/19/86 (136)

Unions 'back to normal'

Labour Reporter

TRADE union offices in most parts of the country are operating normally again, despite the continued detention of 329 unionists under the state of emergency

According to the Labour Monitoring Group (LMG), 141 union members have been released, four have been charged, four have been restricted and one has been transferred to detention

under Section 29 of the Internal Security Act

These figures do not include the estimated 2 200 unionists detained in mass arrests during the past three months

An LMG spokesman yesterday said most union officials had come out of hiding and many ordinary union members were filling in for those still in detention

Some offices in Northern Natal, Northern

Transvaal and the Free State had however still not recovered from the detentions

The LMG said the overwhelming number of union members detained were not officials, but ordinary workers.

Hardest hit by the detentions are the Food and Allied Workers' Union, the Metal and Allied Workers' Union and the Commercial Catering and Allied Workers' Union



STAATSKOERANT

VAN DIE REPUBLIEK VAN SUID-AFRIKA

REPUBLIC OF SOUTH AFRICA

GOVERNMENT GAZETTE

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Vol. 255

KAAPSTAD, 10 SEPTEMBER 1986

No. 10422

CAPE TOWN, 10 SEPTEMBER 1986

KANTOOR VAN DIE STAATSPRESIDENT

STATE PRESIDENT'S OFFICE

No 1860.

10 September 1986

No. 1860.

10 September 1986

Hierby word bekend gemaak dat die Staatspresident sy goedkeuring geheg het aan die onderstaande Wet wat hierby ter algemene inligting gepubliseer word —

It is hereby notified that the State President has assented to the following Act which is hereby published for general information —

No. 87 van 1986: Wet op die Tydelike Opheffing van Beperkings op Ekonomiese Bedrywighede, 1986

No 87 of 1986: Temporary Removal of Restrictions on Economic Activities Act, 1986

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WET

Om die Staatspresident te magtig om wette of voorwaardes, beperkings of verpligtings daartreëns met betrekking tot sekere ondernemings, nywerheide, bedrywe en beroepe tydelik op te skort of tydelik vrystelling van die bepalings daarvan te verleen, indien daar na sy mening omstandighede bestaan waarin die toepassing of nakoming van daardie wette, voorwaardes, beperkings of verpligtings die ekonomiese vooruitgang van die persone betrokke by daardie ondernemings, nywerheide, bedrywe en beroepe, of mededinging op die betrokke terreine, of die skepping van werkgeleenthede, onbehoorlik strem, en om vir bykomstige aangeleenthede voorsiening te maak

(Afrikaanse teks deur die Staatspresident geteken)
(Goedgekeur op 3 September 1986)

DAAR WORD BEPAAL deur die Staatspresident en die Parlement van die Republiek van Suid-Afrika, soos volg —

Beoogtheid van Staatspresident om wette of voorwaardes depertings daartreëns op te skort of vrystelling van die bepalings daarvan te verleen

- 1 (1) Behoudens die bepalings van subartikels (2) en (3) kan die Staatspresident, indien hy van oordeel is dat daar omstandighede bestaan waarin die toepassing van 'n wet of die nakoming van 'n voorwaarde beperking of verpligting daartreëns met betrekking tot die bedryf uitoefening of beoefening van 'n onderneming, nywerheid bedryf of beroep die ekonomiese vooruitgang van die persone betrokke by die bedryf, beoefening of uitoefening van daardie onderneming, nywerheid bedryf of beroep, of mededinging op die betrokke terreine, of die skepping van werkgeleenthede onbehoorlik strem, by proklamasie in die *Staatskoerant*—
- (a) daardie wet, voorwaarde, beperking of verpligting in die geheel of ten dele opskort, of
- (b) voorsiening maak vir die verleen van vrystelling van die bepalings van daardie wet, voorwaarde, beperking of verpligting.
- 15 ten opsigte van—
- (i) 'n bepaalde klas onderneming, nywerheid, bedryf of beroep,
- (ii) 'n bepaalde gebied waarin, 'n bepaalde klas persone deur wie, of bepaalde omstandighede waaronder, 'n klas onderneming of nywerheid bedryf word of 'n klas bedryf of beroep uitgeoefen of 25 beoefen word
- (2) 'n Wet van die Parlement of 'n voorwaarde, beperking of verpligting daartreëns word aldus opgeskort of vrystelling van die bepalings daarvan word aldus verleen, slegs—
- (a) indien en in die mate waarin daardie Wet betrekking 30 het op 'n aangeleentheid in die Bylae genoem, en
- (b) op advies van 'n staande komitee van die Parlement na wie die beoogde opskorting of vrystelling verwys is

ACT

To empower the State President to suspend temporarily laws or conditions, limitations or obligations thereunder with regard to certain undertakings, industries, trades and occupations or to grant temporary exemption from the provisions thereof, if in his opinion circumstances exist under which the application of or compliance with those laws, conditions, limitations or obligations unduly impedes the economic progress of the persons engaged in those undertakings, industries, trades and occupations, or competition in the fields in question, or the creation of job opportunities, and to provide for incidental matters

(Afrikaans text signed by the State President)
(Assented to 3 September 1986)

BE IT ENACTED by the State President and the Parliament of the Republic of South Africa, as follows —

1. (1) Subject to the provisions of subsections (2) and (3), the State President may if he is of the opinion that circumstances exist under which the application of any law or compliance with any condition limitation or obligation thereunder relating to the carrying on or exercising of any undertaking industry trade or occupation unduly impedes the economic progress of the persons engaged in the carrying on or exercising of that undertaking, industry, trade or occupation or competition in the fields in question, or the creation of job opportunities by proclamation in the *Gazette*—
- (a) suspend that law, condition, limitation or obligation in whole or in part, or
- (b) provide for the granting of exemption from the provisions of that law, condition, limitation or obligation, with regard to—
- (i) a specific class of undertaking, industry, trade or occupation,
- (ii) a specific area in which, a specific class of persons by whom, or specific circumstances under which, any undertaking industry, trade or occupation is carried on or exercised
- (2) An Act of Parliament or any condition limitation or obligation thereunder shall be so suspended or exemption from the provisions thereof granted, only—
- (a) if and to the extent in which that Act relates to matter mentioned in the Schedule, and
- (b) on the advice of a standing committee of Parliament to which the suspension or exemption in question has been referred

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Wet No 87, 1986

WET OP DIE TYDELIKE OPHEFFING VAN BEPERKINGS OP
EKONOMIESE BEDRYWIGHEDE 1986

- (3) n Proklamasie aangaande die opskorting of vrystelling van die bepaling van n wet wat betrekking het op n aangeleentheid in Deel II van die Blyae genoem—
- (a) word slegs uitgereik op die advies van die Staande Komitee beoog in subartikel (2) handelende na oorleg met die Minister van Mannekrag
- (b) raak nie enige dienskontraal wat voor die uitreiking van sodanige proklamasie aangegaan is nie
- (4) Die Staatspresident kan by genoemde proklamasie regulasies maak—
- (a) betreffende voorwaardes waarop die betrokke wet voorwaarde beperking of verpligting opgeskort of vrystelling van die bepaling daarvan verteenwoordig en
- (b) ten einde gevolg te gee aan daardie opskorting of vrystelling aangeleentheid in verband daarmee te reel dubbelsinnighede en teenstrydighede met ander wette te verwyder en administratiewe probleme wat ondervind mag word te verwyder
- (5) Voordat die Staatspresident n proklamasie kragtens subartikel (1) uitvaardig aangaande die opskorting of vrystelling van die bepaling van n Wet van die Parlement en van enige ander wet wat betrekking het op n aangeleentheid in Deel II van die Blyae genoem moet hy n konsep van die voorgestelde proklamasie in die *Staatskoerant* laat publiseer tesame met n kennisgewing wat n beroep doen op alle belanghebbende persone om 25 enige besware en vertoe binne n tydperk van 21 dae vanaf die datum van publikasie van die kennisgewing skriftelik by die Sekretaris van die Parlement in te dien vir voorlegging aan die Staande Komitee in subartikel (2) beoog. Met dien verstande dat indien die Staatspresident daarna op advies van die Staande Komitee besluit op n verandering van die konsepproklamasie wat soos voormeld gepubliseer is dit nie nodig is om daardie verandering te publiseer voordat die proklamasie kragtens hierdie artikel fmaal uitvaardig word nie
- (6) Regulasies bedoel in subartikel (4) kan vir n oortreding daarvan of n versum om aan n bepaling daarvan te voldoen voorsiening maak vir n boete of gevangenisstraf wat nie die maksimum boete of gevangenisstraf oorskry wat voorgeskryf word in die wet waarop die betrokke opskorting of vrystelling betrekking het nie

Oortreplegung

- 2 Voordat die Staatspresident n proklamasie kragtens artikel 1 uitvaardig kan hy oorleg pleeg met of n Minister magtig om oorleg te pleeg met enige persoon of Staatsdepartement wat na die oordeel van die Staatspresident—
- (1) die betrokke persone of klas persone in artikel 1 bedoel verteenwoordig,
- (ii) betrokke is by die uitvoering van die betrokke wet, of
- (iii) andersins bevoeg is om die Staatspresident te adviseer

Tersaelliegung
van proklamasies

3. (1) n Afskrif van n proklamasie ingevolge artikel 1 moet, in die geval van n wet wat oor algemene sake handel in die 50 Parlement of, in die geval van n wet wat oor eie sake handel, in die betrokke Hus ter Tafel gele word binne 14 dae na die uitvaardiging daarvan, indien die Parlement dan in gewone sessie is, of, indien die Parlement nie dan in gewone sessie is, binne 14 dae na die aanvang van sy volgende gewone sessie
- (2) n Proklamasie bedoel in subartikel (1) of n bepaling daarvan kan deur die Parlement of die betrokke Hus na gelang van die geval, by besluit gedurende die sessie waarin dit ter Tafel gele is nielig verklaar word, en indien die proklamasie of bepaling daarvan aldus nielig verklaar word, verval die regsdrag van daardie proklamasie of bepaling vanaf die datum waarop dit deur die laaste van die drie Huse van die Parlement of deur die betrokke Hus, na gelang van die geval nielig verklaar word
- (3) Die bepaling van subartikel (2) doen nie afbreuk aan die geldigheid van enigiets ooreenkomstig so n proklamasie of n bepaling daarvan gedoen voor die datum waarop die regsdrag

TEMPORARY REMOVAL OF RESTRICTIONS ON ECONOMIC
ACTIVITIES ACT 1986

Act No 87 1986

- (3) A proclamation with regard to the suspension or exemption from the provisions of any law relating to a matter mentioned in Part II of the Schedule—
- (a) shall be issued only on the advice of the Standing Committee contemplated in subsection (2) acting after consultation with the Minister of Manpower
- (b) shall not affect any contract of employment entered into before the issue of such proclamation
- (4) The State President may by the said proclamation make regulations—
- (a) relating to conditions subject to which the law condition limitation or obligation in question is suspended or exemption from the provisions thereof is granted and
- (b) in order to give effect to that suspension or exemption to regulate matters in connection therewith to remove ambiguities and contradictions with other laws and to remove any administrative problems which may be experienced
- 20 (5) Before the State President issues a proclamation under subsection (1) with regard to the suspension or exemption from the provisions of an Act of Parliament and of any other law relating to a matter mentioned in Part II of the Schedule he shall cause to be published in the *Gazette* a draft of the proposed proclamation together with a notice calling upon all interested persons to lodge any objections and representations in writing within a period of 21 days from the date of publication of the notice with the Secretary to Parliament for submission to the Standing Committee contemplated in subsection (2). Provided that if the State President on the advice of the Standing Committee thereafter determines on any alteration in the draft proclamation published as aforesaid it shall not be necessary to publish such alteration before finally issuing the proclamation in terms of this section
- 35 (6) Regulations contemplated in subsection (4) may provide for penalties for any contravention thereof or failure to comply with the provisions thereof of a fine or imprisonment not exceeding the maximum fine or imprisonment prescribed in the law to which the suspension or exemption in question relates
- 40 2 Before issuing a proclamation under section 1 the State President may consult with or authorize any Minister to consult with, any person or department of State who or which in the opinion of the State President—
- (1) represents the persons of class of persons concerned contemplated in section 1,
- (ii) is concerned with the administration of the law in question or
- (iii) is otherwise competent to advise the State President
- 50 (1) A copy of any proclamation in terms of section 1 shall, in the case of a law dealing with general affairs, be Tabled in Parliament or, in the case of a law dealing with own affairs be Tabled in the House in question within 14 days after the issue thereof, if Parliament is then in ordinary session, or if Parliament is not then in ordinary session, within 14 days after the commencement of its next ordinary session
- (2) A proclamation contemplated in subsection (1) or any provision thereof may be annulled by Parliament or by the House in question as the case may be by resolution passed during the same session during which it was tabled and if the proclamation or provision thereof has been so annulled that proclamation or provision shall cease to be of force and effect from the date on which it was annulled by the last of the three Houses of Parliament or the House in question, as the case may be
- (3) The provisions of subsection (2) shall not derogate from the validity of anything done in terms of that proclamation or any provision thereof before the date upon which it so ceased to

Tabling of
proclamations

Wet No 87 1986

WET OP DIE TYDELIKE OPHEFFING VAN BEPERKINGS OP
EKONOMIESE BEDRYWIGHEDE 1986

daarvan verval het of aan enige reg voortreg verpligting of aanspreeklikheid wat op bedoelde datum reeds ingevolge so n proklamasie of n bepaling daarvan verkry is of ontstaan of opge-loop het nie

Duur van Wet en
voorbereid

4 (1) Hierdie Wet hou op 31 Maart 1989 op om van krag te wees

(2) Ondanks die bepalings van subartikel (1) bly n proklamasie kragtens artikel 1 uitgevaardig van krag totdat dit deur die Staatspresident by proklamasie in die Staatskoerant gewysig ingetrek of gedeeltelik ingetrek word Met dien verstande dat n proklamasie aangaande die opskorting of vrystelling van die bepalings van n Wet van die Parlement en van enige ander wet wat betrekking het op n aangeleentheid in Deel II van die Bylae genoem, slegs gewysig ingetrek of gedeeltelik ingetrek word op die advies van n staande komitee van die Parlement na wie die 15 beoogde wysiging of intrekking verwys is

(3) n Wysiging intrekking of gedeeltelik intrekking van n proklamasie bedoel in subartikel (2) tree nie in werking nie voor na verloop van 30 dae na die uitvaardiging daarvan indien die Parlement dan in gewone sessie is, of indien die Parlement nie 20 dan in gewone sessie is nie voor na verloop van 30 dae na die aanvang van sy volgende gewone sessie

(4) Die bepalings van artikel 3 (1) en (2) is *mutatis mutandis* van toepassing ten opsigte van n proklamasie kragtens subartikel (2) van hierdie artikel uitgevaardig

25

Kort wicel

5 Hierdie Wet heet die Wet op die Tydelike Opheffing van Beperkings op Ekonomiese Bedrywighede 1986

Bylae

Deel I

Aangeleenthede met betrekking tot—

- (a) die vereistes vir die registrasie en lisensiering van besighede ondernemings, nywerhede, bedrywe en beroepe en die aanwending of gebruik van grond en persele vir die bedryf, beoefening of uitoefening daarvan
- (b) gesondheidsvereistes waaraan persele en geboue waarop of waarn bedrywighede bedoel in paragraaf *foi* v. c. n. g. w. d. moet voldoen
- (c) die verbod op of die reëling of beperking van die oprigting van wonings, geboue en ander strukture
- (d) die vervoer van persone en goedere in vanuit en na n bepaalde gebied
- (e) die stigting van dorpe en dorpsbeplanning
- (f) die waarop en tyc wannecr besighede gedoen kan word

Deel II

Aangeleenthede met betrekking tot—

- (a) die registrasie van werknemers
- (b) die registrasie van en beheer oor fabriekke
- (c) die reëling van diensvoorwaardes en werkkure
- (d) die loesing oor en gebruik van masjiene
- (e) die beskerming van die gesondheid en die veiligheid van werknemers

TEMPORARY REMOVAL OF RESTRICTIONS ON ECONOMIC
ACTIVITIES ACT 1986

Act No 87, 1986

be of force and effect or from any right privilege obligation or liability acquired accrued or incurred at the said date in terms of such a proclamation or provision thereof

Duration of Act and
saving

4. (1) This Act shall cease to have effect on 31 March 1989

(2) Notwithstanding the provisions of subsection (1) any proclamation issued under section 1 shall continue to be of force until it is amended withdrawn or partially withdrawn by the State President by proclamation in the Gazette Provided that any proclamation with regard to the suspension of or exemption from the provisions of an Act of Parliament and of any other law relating to a matter mentioned in Part II of the Schedule shall only be amended withdrawn or partially withdrawn on the advice of a standing committee of Parliament to which the amendment or withdrawal in question has been referred

(3) Any amendment withdrawal or partial withdrawal of a proclamation referred to in subsection (2) shall not come into operation before the expiry of 30 days after the issue thereof if Parliament is then in ordinary session or if Parliament is not then in ordinary session, before the expiry of 30 days after the 20 commencement of its next ordinary session

(4) The provisions of section 3 (1) and (2) shall *mutatis mutandis* apply in respect of any proclamation issued under subsection (2) of this section

5. This Act shall be called the Temporary Removal of Restriction on Economic Activities Act 1986

Short title

Schedule

Part I

Matters with regard to—

- (a) the requirements for the registration and licensing of businesses, undertakings, industries, trades and occupations and the employment or use of land and premises for the carrying on or exercising thereof
- (b) health requirements with which premises and buildings on or in which activities contemplated in paragraph (a) are carried on must comply
- (c) the prohibition or regulation of or restriction on the erection of dwellings, buildings and other structures
- (d) the conveyance of persons and goods within from and to a specified area,
- (e) the establishment of towns and town planning
- (f) the days on which and the times when business may be done

Part II

Matters with regard to—

- (a) the registration of employees
- (b) the registration of and control over factories
- (c) the regulation of conditions of service and working hours,
- (d) the supervision of and use of machines
- (e) the protection of the health and safety of employees.



STAATSKOERANT

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VAN DIE REPUBLIEK VAN SUID-AFRIKA

REPUBLIC OF SOUTH AFRICA

GOVERNMENT GAZETTE

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Vol 255

KAAPSTAD, 10 SEPTEMBER 1986

CAPE TOWN, 10 SEPTEMBER 1986

No. 10426

KANTOOR VAN DIE STAATSPRESIDENT

STATE PRESIDENT'S OFFICE

No. 1864.

10 September 1986

Hierby word bekend gemaak dat die Staatspresident sy goedkeuring geheg het aan die onderstaande Wet wat hierby ter algemene inligting gepubliseer word —

No. 91 van 1986: Wysigingswet op Huweliksgoedere, 1986

No 1864

10 September 1986

It is hereby notified that the State President has assented to the following Act which is hereby published for general information —

No 91 of 1986 Matrimonial Property Amendment Act, 1986

Sowetan

September 12, 1986

Work stoppages on ER

By LEN MASEKO

CHEMICAL Workers' Industrial Union members on the East Rand yesterday stopped work in solidarity with striking Dunlop workers at Benoni. *Sowetan*

Among companies hit by brief stoppages were P G Glass, Liquid Air, Reef Chemicals and Cheeseborough. The stoppages were sparked off by the Dunlop dispute over wages and maternity benefits.

- The conciliation board sat yesterday in a bid to resolve the dispute between the CWIU and Sasol over wage demands.

The union is due to report back to workers tonight.

- About 60 members of the Food Beverage and Workers' Union are involved in "sit in" strike at Johannesburg's Melrose Cheese in protest against "letters of warning given to two employees"

No. R. 1903

12 September 1986
PLANTVERBETERINGSWET, 1976 (WET 53
VAN 1976)

REGULASIES MET BETREKING TOT ONDERNE-
MINGS, VARIETEITE, PLANTE EN VOORTPLAN-
TINGSMATERIAAL — WYSIGING

Die Adjunk-minister van Landbou-ekonomie, hande-
lende namens die Minister van Landbou-ekonomie kragtens
artikel 34 van die Plantverbeteringswet, 1976 (Wet 53 van
1976), het die regulasies in die Aanhangsel uitgevaardig

AANHANGSEL

Die regulasies gepubliseer by Goewermentskennisge-
wing R. 1064 van 23 Mei 1980, soos gewysig deur die
regulasies gepubliseer by Goewermentskennisgewings
R. 1621 van 22 Julie 1983, R. 2173 van 28 September
1984, R. 1287 van 14 Junie 1985, R. 1522 en R. 1524,
beide van 12 Julie 1985, R. 256 van 14 Februarie 1986 en
R. 1489 van 11 Julie 1986 word hierby verder gewysig deur
in Tabel 2 na die uitdrukking "Vigna unguiculata (L.)
Walpers Akkerboom/Cowpea" in kolom 1 daarvan,
die uitdrukkings "Vitis spp Druiif/Grape", "156" en
"5", onderskeidelik in kolom 1, 2, en 3 van vermeldde
Tabel in te voeg

No. R. 1903

12 September 1986
PLANT IMPROVEMENT ACT, 1976 (ACT 53
OF 1976)

REGULATIONS RELATING TO ESTABLISHMENTS,
VARIETIES, PLANTS AND PROPAGATING MAT-
RIAL — AMENDMENT

The Deputy Minister of Agricultural Economics, acting
on behalf of the Minister of Agricultural Economics under
section 34 of the Plant Improvement Act, 1976 (Act 53 of
1976), has made the regulations in the Annexure

ANNEXURE

The regulations published by Government Notice
R. 1064 of 23 May 1980, as amended by the regulations
published by Government Notices R. 1621 of 22 July 1983,
R. 2173 of 28 September 1984, R. 1287 of 14 June 1985,
R. 1522 and R. 1524, both of 12 July 1985, R. 256 of
14 February 1986 and R. 1489 of 11 July 1986 is hereby
further amended by the insertion in Table 2 after the ex-
pression "Vigna unguiculata (L.) Walpers Akker-
boom/Cowpea" in column 1 thereof, of the expressions
"Vitis spp Druiif/Grape", "156" and "5" in columns
1, 2 and 3 of the said Table respectively

No. R. 1878

12 September 1986
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956

FURNITURE MANUFACTURING INDUSTRY, TRANS-
VAAL — AMENDMENT OF MAIN AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Man-
power, hereby —

(a) in terms of section 48 (1) (a) of the Labour Relations
Act, 1956, declare that the provisions of the
Agreement (hereinafter referred to as the Amending
Agreement) which appears in the Schedule hereto and
which relates to the Undertaking, Industry, Trade or
Occupation referred to in the heading to this notice,
shall be binding, with effect from the second Monday
after the date of publication of this notice and for the
period ending 30 June 1988, upon the employers'
organisation and the trade union which entered into
the Amending Agreement and upon the employers
and employees who are members of the said organisa-
tion or union, and

No. R. 1878

12 September 1986
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, TRANSVAAL — WYSIGING
VAN HOOFDOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van
Mannekrag, verklaar hierby —

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsver-
houdinge, 1956 dat die bepalinge van die Ooreen-
koms (hierna die Wysigingsooreenkoms genoem) wat
in die Bylae hiervan verskyn en betrekking het op die
Onderneming, Nywerheid, Bedryf of Beroep in die
opskrif by hierdie kennisgewing vermeld, met ingang
van die tweede Maandag na die datum van publikasie
van hierdie kennisgewing en vir die tydperk wat op 30
Junie 1988 eindig, bindend is vir die werkgewers-
organisasie en die vakvereniging wat die Wysigings-
ooreenkoms aangegaan het en vir die werkgewers en
werknemers wat lede van genoemde organisasie of
vereniging is, en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die
bepalinge van die Wysigingsooreenkoms, uitgeson-
derd die vervat in klousule 1 (1) (a), met ingang van
die tweede Maandag na die datum van publikasie van
hierdie kennisgewing en vir die tydperk wat op 30
Junie 1988 eindig, bindend is vir alle ander werke-
wers en werknemers as die genoem in paragraaf (a)
van hierdie kennisgewing wat betrokke is by of in
diens is in genoemde Onderneming, Nywerheid, Be-
dryf of Beroep in die gebiede in klousule 1 van die
Wysigingsooreenkoms gespesifiseer

P T C DU PLESSIS,
Minister van Mannekrag
BYLAE
NYWERHEIDSRaad VIR DIE MEUBELNYWERHEID
TRANSVAAL
OOREENKOMS

ooreenkomsig die Wet op Arbeidsverhoudinge 1956, gesluit deur en
aangegaan tussen die

Transvaal Furniture and Upholstery Manufacturers' Association
(hierna die "werkgewers" of die werkgewersorganisasie genoem), aan
die een kant en die

National Union of Furniture and Allied Workers of South Africa
(hierna die werknemers of die vakvereniging genoem), aan die
ander kant,

wat die partye is by die Nywerheidsraad vir die Meubelnywerheid,
Transvaal,
om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1347 of
30 Junie 1981, soos gewysig en verlig by Goewermentskennisge-
wings R. 1819 van 27 Augustus 1983, R. 1453 van 1 Julie 1983, R. 1919 en
R. 1920 van 2 September 1983, R. 1026 van 10 Mei 1985, R. 2500 en R.
2501 van 8 November 1985 en R. 1344 van 27 Junie 1986, te wysig

1 TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Meubelnywerheid, Transvaal na-
gesk om word —
(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en
deur alle werknemers wat lede van die vakvereniging is en wat
onderskeidelik by die Meubelnywerheid betrokke of daarin werk-
saam is
(b) in die provinsie Transvaal en in die landdrosdistrik Vryburg soos
dit op 24 Junie 1960 saamgestel was
(2) Ondanks subklousule (1), is hierdie Ooreenkoms —
(a) steps van toepassing op werknemers vir wie lone daarn voorge-
skryf word en op die werkgewers van dié werknemers,
(b) van toepassing op vakleerlinge vir sover dit nie onbestaanbaar is nie
met die Wet op Mannekragopleiding, 1981 of met 'n regulasie
gemaak of kontrak aangegaan ingevolge genoemde Wet, en
(c) onderworpe aan die bepalinge van die Vasstelling van die
Nywerheidsraad gedateer 30 Oktober 1984 in die saak tussen die
Nywerheidsrade vir die Meubelnywerheid Transvaal en Natal en
die Nywerheidsrade vir die Bounywerheid Transvaal en Natal, en
die Nasionale Nywerheidsraad vir die Yster, Staal, Ingenieurs-en
Metallurgiese Nywerheid

No. R. 1878

12 September 1986
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956

FURNITURE MANUFACTURING INDUSTRY, TRANS-
VAAL — AMENDMENT OF MAIN AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Man-
power, hereby —

(a) in terms of section 48 (1) (a) of the Labour Relations
Act, 1956, declare that the provisions of the
Agreement (hereinafter referred to as the Amending
Agreement) which appears in the Schedule hereto and
which relates to the Undertaking, Industry, Trade or
Occupation referred to in the heading to this notice,
shall be binding, with effect from the second Monday
after the date of publication of this notice and for the
period ending 30 June 1988, upon the employers'
organisation and the trade union which entered into
the Amending Agreement and upon the employers
and employees who are members of the said organisa-
tion or union, and

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die
bepalinge van die Wysigingsooreenkoms, uitgeson-
derd die vervat in klousule 1 (1) (a), met ingang van
die tweede Maandag na die datum van publikasie van
hierdie kennisgewing en vir die tydperk wat op 30
Junie 1988 eindig, bindend is vir alle ander werke-
wers en werknemers as die genoem in paragraaf (a)
van hierdie kennisgewing wat betrokke is by of in
diens is in genoemde Onderneming, Nywerheid, Be-
dryf of Beroep in die gebiede in klousule 1 van die
Wysigingsooreenkoms gespesifiseer

P T C DU PLESSIS,
Minister of Manpower
BYLAE
NYWERHEIDSRaad VIR DIE MEUBELNYWERHEID
TRANSVAAL
OOREENKOMS

ooreenkomsig die Wet op Arbeidsverhoudinge 1956, gesluit deur en
aangegaan tussen die

Transvaal Furniture and Upholstery Manufacturers' Association
(hereinafter referred to as the employers or the employers organisa-
tion) of the one part, and the

National Union of Furniture and Allied Workers of South Africa
(hereinafter referred to as the employees or the trade union) of the
other part

being the parties to the Industrial Council for the Furniture Manufacturing
Industry, Transvaal,
to amend the Agreement published under Government Notice R. 1347 of
30 June 1981 as amended and extended by Government Notices R. 1819
of 27 August 1983, R. 1453 of 1 July 1983, R. 1919 and R. 1920 of
2 September 1983, R. 1026 of 10 May 1985, R. 2500 and R. 2501 of
8 November 1985 and R. 1344 of 27 June 1986

1 SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Furniture
Manufacturing Industry Transvaal—
(a) by all employers who are members of the employers' organisation
and by all employees who are members of the trade union who are
engaged or employed in the Furniture Manufacturing Industry,
respectively,
(b) in the Province of the Transvaal and in the Magisterial District of
Vryburg as it was constituted as at 24 June 1960
(2) Notwithstanding the provisions of subclause (1) the provisions of
this Agreement shall—
(a) apply only to employees for whom wages are prescribed therein
and to the employers of such employees,
(b) apply to apprentices in so far as they are not inconsistent with the
provisions of the Manpower Training Act, 1981, or any regulation
made thereunder or contract entered into in terms of the said Act,
and
(c) be subject to the provisions of the Determination by the Industrial
Court dated 30 October 1984 in the matter between the Industrial
Councils for the Furniture Manufacturing Industry, Transvaal and
Natal and the Industrial Councils for the Building Industry,
Transvaal and Natal and the National Industrial Council for the
Iron Steel Engineering and Metallurgical Industry

No. R. 1878

12 September 1986
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LABOUR RELATIONS ACT, 1956

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diens is in genoemde Onderneming, Nywerheid, Be-
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Wysigingsooreenkoms gespesifiseer

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diens is in genoemde Onderneming, Nywerheid, Be-
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Wysigingsooreenkoms gespesifiseer

P T C DU PLESSIS,
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TRANSVAAL
OOREENKOMS

ooreenkomsig die Wet op Arbeidsverhoudinge 1956, gesluit deur en
aangegaan tussen die

(d) 'n lid van 'n beslote korporasie wat kragtens klousule 18 as 'n werkgewer geregistreer is of moet wees,

3 KLOUSULE 4.—SLUITING VAN BEDRYFSINRIGTINGS VIR DIE JAARLIKSE VAKANSIESLUITING

Vervang klousule 4 deur die volgende

4 SLUITING VAN BEDRYFSINRIGTINGS VIR DIE JAARLIKSE VAKANSIESLUITING

Geen werkgewer mag werk verrig of van 'n werknemer vereis of hom toelaat om werk te verrig nie en geen werknemer mag werk onderneem of verrig teesd besoliging al dan nie gedurende die volgende tydperke nie

- (1) 1986/87
(a) Vanaf die aand van Vrydag, 12 Desember 1986, tot die heropeningsyd op die oggend van Donderdag 8 Januarie 1987, of
(b) vanaf die aand van Vrydag 19 Desember 1986, tot die heropeningsyd op die oggend van Woensdag 14 Januarie 1987,
(2) 1987/88
(c) vanaf die aand van Vrydag 11 Desember 1987 tot die heropeningsyd op die oggend van Donderdag, 7 Januarie 1988, of
(d) vanaf die aand van Vrydag 18 Desember 1987 tot die heropeningsyd op die oggend van Woensdag 13 Januarie 1988

4 KLOUSULE 8.—KORTTYD

(1) Vervang die opsit van klousule 8 deur die volgende
* 8. KORTTYD EN PERSONEEL VERMINDERINGSSTOELE
(2) Vervang subklousule (2) deur die volgende
(2) Wanneer korttyd geskied word moet die beskikbare werk verdeel word onder die werknemers wat gemaak is in 'n sekste, en as daar bevind word dat dit nodig is om werknemers al te dank moet die werknemers wat alreeds aan 'n personeelverminderingstoelae van een week se gewone loon vir elke voltooide jaar diens onderwerp aan 'n maksimum van 12 weke se normale loon, betaal word. Met dien verstande dat geen werknemer weens korttyd ontslaan mag word nie voordat die korttydwerk tot minder as 35 per week oor 'n aaneenlopende tydperk van een week daal

5 KLOUSULE 13.—VAKANSIEBONUSFONDS

In subklousule (1) (a), voeg die volgende nuwe voorbehoudsbepaling (iv) in
(iv) die besoliging van 'n werkende werkgewer vir die toepassing van hierdie klousule geag moet word die loon te wees wat vir die hoogs besoldigde werknemer in hierdie Oortekeloms voorgeskryf word,

6 KLOUSULE 18.—REGISTRASIE VAN WERKGEWERS

Vervang subklousule (2) deur die volgende
(2) Waar die werkgewer 'n vennootskap of 'n beslote korporasie is, moet die inligting wat in subklousule (1) vereis word in verband met elkeen van die vennote of die lede van die beslote korporasie verstrek word, asook die naam waaronder die vennootskap of die beslote korporasie sake doen resame met 'n kopie van die vennootskapsreëls of die sittingsverklaring van die beslote korporasie na gelang van die geval

7 KLOUSULE 19.—WERKENDE EIENAARS EN VENNOTE

Vervang klousule 19 deur die volgende.
Alle werkende werkgewers moet voldoen aan klousules 7 (1), 10 en 13.

8 KLOUSULE 29.—LEERLINGE

(1) In subklousule 6 (a) voeg die uitdrukking 'uitgesonderd 'n leerling graad IV in na die woorde 'n leerling
(2) Voeg die volgende nuwe subklousule (6) (c) in.
(6) (c) Die werksaamhede waarvoor 'n leerlingskap graad IV toegestaan kan word is ingedeel onder klousules 5, 8, 12, 15, 17, 18, 19, 20 en 24 van Hoofstuk II teen 'n geïntegreerde van een leerling tot 10 werknemers graad IV en/of graad IV (a)
Met dien verstande dat sodanige leerlingskappe slegs toegestaan kan word ten opsigte van geheel en al nuwe werknemers wat in die Nywerheid in diens geneem word. Die leertydperk van graad IV werksaamhede is 12 maande

(3) In subklousule (7) (a) skrap die uitdrukking 'en/of graad IV' na die uitdrukking 'onder graad III

(4) Vervang subklousule (8) deur die volgende:
(8) Die leertyd vir werksaamhede ingedeel onder klousules 2, 3, 6, 10, 13, 21 en 22 van Hoofstuk II is twee jaar

(5) Voeg die volgende voorbehoudsbepalings in aan die einde van subklousule (10)
(10) Met dien verstande dat geen sertifikaat of diploma uitgereik word aan 'n werknemer wat 'n leertyd graad IV voltooi het nie

9 HOOFSTUK II.—MINIMUM LONE

Vervang Hoofstuk II deur die volgende

HOOFSTUK II.—MINIMUM LONE

1 Loonsverhogings

Onderstaande is die minimum weeklone voorgeskryf vir die onderskeie klasse werk hieronder opgesom. Met dien verstande dat die minimum voorgeskrewe loon by elke geleentheid ingevolge hierdie Oortekeloms verhoog moet word 'n Werknemer wat 'n loon ontvang as die minimum voorgeskrewe loon vir die klas werk wat by verrig, moet ondanke andersvullende bepalinge hierin vervat 'n verhoging ontvang wat gelyk is aan die bedrag hieronder vir daardie loonkategorie aangedui

Table with columns: Werkersgraad, Tydperk beginnende 30/6/87, Tydperk beginnende 1/7/87, Vanaf 30/6/87, R, 1/7/87, R

2 Werknemer graad I

Werknemers in diens van een van of al die werksaamhede wat in die Meubelnywerheid uitgevoer word 'n gesonderd die werknemers in klousules 3 tot 27 bedoel. Met dien verstande dat ten opsigte van die werksaamhede betreffende enige nuwe masjien wat ingevoer word en wat nie in klousules 3 tot en met 27 gespesifiseer word nie werknemers vir sodanige werksaamhede betaal moet word teen die minimum loon in hierdie klousule voorgeskryf tot tyd en wyl die Raad die loonskaal vasstel vir die werksaamhede wat met so 'n masjien uitgevoer word

(Die loon wat betaal word, moet bepaal word volgens die aard van die werk wat op sodanige masjien verrig word en nie volgens die tipe masjien wat gebruik word nie

Die aard van die werk wat op 'n masjien verrig word terwyl dit aan die gang is, is die beslissende faktor by die bepaling van die tipe masjien)

3 Werknemer graad II

- (1) Slaafwerk met die hand
(2) Beitelwerk
(3) Skraapwerk,
(4) Rasperwerk,
(5) Vylwerk,
(6) Speekskraafwerk,
(7) Saagwerk met die hand,
(8) Versteekte met die hand sny,
(9) Snykers en/of paneelsnykers en/of kramme inslaan en/of tponus en/of misket

4 Werknemer graad III

- (1) Glas in rame vassit (uitgesonderd stroefwerk),
(2) Versteekte van profielnywerwerk met die guillo-tune sny,
(3) Laaie se onderkante vaskram

9 HOOFSTUK II.—MINIMUM WAGES

Substitute the following for Chapter II.

CHAPTER II.—MINIMUM WAGES

1 Wage increases

The following shall be the minimum weekly wages prescribed for the respective classes of work enumerated hereunder: Provided that on each occasion the minimum prescribed rate has to be increased in terms of this Agreement. Employees who are in receipt of a wage in excess of the minimum prescribed rate for the class of work performed by him shall, notwithstanding anything to the contrary herein contained, receive an increment equivalent to the amount shown hereunder for that wage category

Table with columns: Actual earnings, For period ending 30/6/87, Actual earnings, For period commencing 1/7/87

2 Grade I employee

Employees employed in any or all of the operations performed in the Furniture Manufacturing Industry, with the exception of the employees referred to in clauses 3 to 27. Provided that in respect of the operations relating to any new machine introduced and not specified in clauses 3 to 27 inclusive, employees shall be paid for such operations at the minimum wage prescribed in this clause until such time as the Council determines the wages rate for the operations performed on such machine

(Payment of wages shall be determined by reference to the nature of work performed on such machines without reference to the type of machine used

The nature of work performed on a machine whilst in operation shall be the deciding factor in determining the type of the machine)

3 Grade II employee

- (1) Planning by hand,
(2) Chiselling,
(3) Scraping,
(4) Rasping,
(5) Filng,
(6) Spokeshaving,
(7) Sawing by hand,
(8) Cutting mines by hand,
(9) Knocking and/or punching and/or shooting in nails and/or panel plus and/or staples

4 Grade III employee

- (1) Securing glass in frames (other than screwing operations),
(2) Cutting mitres of moulded beadings by guillo-tine,
(3) Stapling of drawer bottoms

A FURNITURE MAKING

123,28 135,16

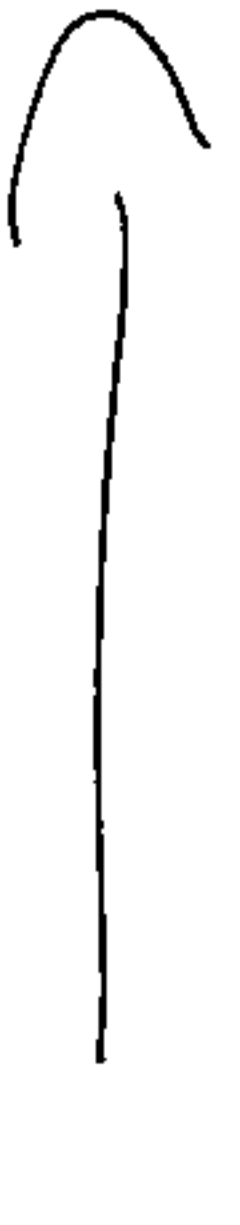
128,56 140,44

104,61 116,49

104,61 116,49

Tydsperk einde 30/6/87	Vanaf 1/7/87	For period ending 30/6/87	From 1/7/87
R	R	R	R
89,74	101,62	89,74	101,62
<p>5 <i>Werknemer graad IV</i></p> <p>(1) Proppe en/of splinters invoeg en die oorskat verwyder;</p> <p>(2) alle vasbouts, met inbegrip van die vasbouts van toebereite en die vasstreek van handvatsels in vooraf geboorde gate, uitgesonderd die monter van meubels en/of meubelonderdele deur dit vas te bou en/of aan te maak in 'n betelwede die werksaamhede in subklousule (3) bedoe!</p> <p>(3) vasstreek van die toebereite van stangskokke en/of slagblaaijies en/of beslae en/of sluitpeuse.</p> <p>(4) leigate vir boue, spylers skroewe en/of plastruimvogsels met die hand of 'n handwerkende boor</p> <p>(5) tappene maak en/of spits maak,</p> <p>(6) soliede timmerhout buig;</p> <p>(7) enige soort gelymdede blok vasstreek (nie vasstreek of vasstreek nie)</p> <p>(8) sokke vir rolwielrelië aanbring,</p> <p>(9) rolwielrelië en/of koepels en/of kantslyle, hangerboute en -plate aanbring,</p> <p>(10) hoekblokke in stoele inslaan en/of vasstreek (slegs van die tipe bekend as "Kitchen Bench", "Globe Standard", "Sturdy en Super")</p> <p>Met dien verstande dat sodanige hoekblokke nie vasgespyker, vasgepen of vasgestroef word nie,</p> <p>(11) soliede timmerhout in 'n sagmaalmengsel in dompel</p> <p>(12) lyn meng en/of massameet en/of betel,</p> <p>(13) tappene inslaan,</p> <p>(14) lyn en/of lynverhardingsmiddels aanbring;</p> <p>(15) skroewe insit in gate wat vooraf geboor is, ter voorbereiding vir skroefwerk,</p> <p>(16) kartelkranne invoeg in die raammonteringsproses,</p> <p>(17) help met die aanmaak van montering van meubeldele wat vasgeklem of vasgelaam moet word. Met dien verstande dat die getalsverhouding van sodanige assistente tot werknemers wat die lang onvang wat in klousule 2 van hierdie Hoofstuk voorgeskryf word en wat klem- of klampwerk doen, hoogstens vier tot een mag wees en dat sodanige assistente in die afwesigheid van voornoemde werknemer wat die loon ontvang wat in klousule 2 van hierdie Hoofstuk voorgeskryf word nie geag word as assistente te wees nie. Voorts met dien verstande dat die assistente nie toegelate mag word om gate te boor nie</p> <p>(18) glas in vooraf gemaakte groewe inlaai,</p> <p>(19) slegs met die hand seifheg- en/of kiedstrok vasstreek en/of boruikante te bedek,</p> <p>(20) moerbedekkings, beslagings en/of skuif-doppe aanbring,</p> <p>(21) skroefboor in poelgates of poeie insit,</p> <p>(22) proppe inslaan in gate wat vooraf geboor is om bevestigingswerk te bedek,</p> <p>(23) met leipatroon, patroon of setmaat uitmerk,</p> <p>(24) spieël deur middel van kleeftand vasbeg,</p> <p>(25) swartstreek in voorafgeboorde groewe insit (nie op paneel nie).</p> <p>B MEUBELMASJINEWERK</p> <p>123,28 135,16</p> <p>6 <i>Werknemer graad II</i></p> <p>Een of meer van ondergenoemde masjiene stel en/of bedien en/of werk daarmee verrig:</p> <p>(1) Drukskaafmasjiene (enige staafwerk behalwe reiskraafwerk),</p> <p>(2) skaaflysmasjiene met vier en/of vyf beleiels,</p> <p>(3) 'n outomatiese kopiermasjiene of kopierdraaibank,</p> <p>(4) 'n meersny-en-snoewerkmassjiene,</p> <p>(5) 'n kloofsag.</p> <p>B FURNITURE MACHINERY</p> <p>123,28 135,16</p> <p>6 <i>Grade II employee</i></p> <p>Setting up and/or operating and/or performing work with any one or more of the following machines:</p> <p>(1) Thicknesser (any planing other than jointing-planing),</p> <p>(2) four and/or five cutter planer moulder machine,</p> <p>(3) automatic copying machine or copying lathe,</p> <p>(4) multiple cutter carving machine,</p> <p>(5) rip saw.</p>			

Tydsperk einde 30/6/87	Vanaf 1/7/87	For period ending 30/6/87	From 1/7/87
R	R	R	R
104,61	116,49	104,61	116,49
<p>(6) 'n kopierdraaibank;</p> <p>(7) 'n dwarssaag,</p> <p>(8) 'n bandsaag,</p> <p>(9) 'n vlakstlyper;</p> <p>(10) 'n reguitdrukskaafmasjiene,</p> <p>(11) 'n swawelstertmasjiene</p> <p>(Die loon wat betaal word, moet bepaal word volgens die aard van die werk wat op sodanige masjiene verrig word en nie volgens die tipe masjiene wat gebruik word nie)</p> <p>Die aard van die werk wat op 'n masjiene verrig word terwyl dit aan die gang is, is die beslissende faktor by die bepaling van die tipe masjiene)</p> <p>7 <i>Werknemer graad III</i></p> <p>Een of meer van ondergenoemde masjiene stel en/of bedien en/of werk daarmee verrig:</p> <p>(1) 'n Untrysaag,</p> <p>(2) 'n boommasjiene,</p> <p>(3) 'n skarnierhoutloosmasjiene,</p> <p>(4) 'n tapvoegmasjiene,</p> <p>(5) 'n bandskuurmasjiene,</p> <p>(6) 'n tappemasjiene,</p> <p>(7) 'n tromskuurmasjiene,</p> <p>(8) 'n guilotine,</p> <p>(9) 'n tolakur- of suermasjiene,</p> <p>(10) 'n skyfskuur- en/of truskuurwielmasjiene,</p> <p>(11) 'n blaasklamp</p> <p>(12) 'n kanfindeermasjiene, insluitende slegs kamfindeerwerk, afwerking en/of skuurwerk</p> <p>(Die loon wat betaal word, moet bepaal word volgens die aard van die werk wat op sodanige masjiene verrig word en nie volgens die tipe masjiene wat gebruik word nie)</p> <p>Die aard van die werk wat verrig word op 'n masjiene terwyl dit aan die gang is, is die beslissende faktor by die bepaling van die tipe masjiene)</p> <p>8 <i>Werknemer graad IV</i></p> <p>Een of meer van ondergenoemde masjiene stel en/of bedien en/of werk daarmee verrig:</p> <p>(1) 'n Houwskroefdraadstyk- en/of houtbunneskroef-draadstykmasjiene,</p> <p>(2) 'n tappersmasjiene,</p> <p>(3) 'n tappeldrukmassjiene (uitgesonderd klemwerk),</p> <p>(4) skuurpapierbende maak en/of aanneembaar heg vir 'n bandskuurmasjiene,</p> <p>(5) skuurpapierstyk vir 'n aanneembaar,</p> <p>(6) skuurpapier sny vir 'n skuurmasjiene,</p> <p>(7) skuurpapier aanbring op tolle en/of skuurmasjiene,</p> <p>(8) setmate met materiaal, leas en ontlas ter voorbereiding vir masjinerie. Met dien verstande dat die setmate nie gebruik word vir die klein van meubelrele nie,</p> <p>(9) masjiene en/of motorvoertuie smeer en/of olie,</p> <p>(Die loon wat betaal word, moet bepaal word volgens die aard van die werk wat op sodanige masjiene verrig word en nie volgens die tipe masjiene wat gebruik word nie)</p> <p>Die aard van die werk wat op 'n masjiene verrig word terwyl dit aan die gang is, is die beslissende faktor by die bepaling van die tipe masjiene)</p> <p>C SAAGHERSTEL WERK, INSTANDHOUDING EN HERSTEL VAN MASJINE</p> <p>104,61 116,49</p> <p>9 <i>Werknemer graad III</i></p> <p>Assistent vir die saaghersteller by die herstel van sae beleiels, lemme en messe, nie in sy permanente afwesigheid nie</p>			



D POLIERAFDELING

Typerk einh- digende 30/6/87	Vanaf 17/87	From 17/87	For period ending 30/6/87	From 17/87
R	R	R	R	R
10	123,28	135,16	123,28	135,16
<p><i>Werknemer graad II</i></p> <p>(1) Spuurverf van onderlaag, (2) 'n ontwerp produseer deur middel van 'n stel- sil en/of systeem, (3) veroudering (behalwe met die hand)</p> <p>11 <i>Werknemer graad III</i> Veroudering met die hand</p> <p>12 <i>Werknemer graad IV</i></p> <p>(1) Kleurversies en/of kleurentekeninge op meubels oordruk, (2) 'n ontwerp produseer deur middel van 'n oortruk, (3) beise en/of kleurstowwe meng, (4) gepoleerde oppervlakke met die hand of masjien gestroop, (5) gate en/of krake vul, (6) was aanst, bleik, beits en olie, (7) opknopwerk by die op- en/of afhaalplek, (8) die raand van lamelbord of laaghout verf en/of invul, (9) deure en/of toebehoere van meubelsukke verwyder en terugplaas om dit te poleer en/of te herstel, (10) vloekwiel op kleeoppervlakte versprei en die kleeftoet vir vloekwiel slegs vir die binnelante van laaie aanst (11) metaalpuurverfwerk, (12) in emalje verf of lakvernis doop, (13) oplossings deursyg, (14) spuitapparaat skoonmaak, (15) vloeibestrykmasjiene of soortgelyke toestelle voer en/of onthaal en/of bedien maar uitgesonderd die stel daarvan, (16) met die hand opvryf of skoon vee en/of was</p>				

E STOFFEERAFDELING

Typerk einh- digende 30/6/87	Vanaf 17/87	From 17/87	For period ending 30/6/87	From 17/87
R	R	R	R	R
13	123,28	135,16	123,28	135,16
<p><i>Werknemer graad II</i></p> <p>(1) 'n Fondament vir kronkelvere maak en/of aanbring met ander materiaal as hout en/of metaalleite, (2) vere en/of vereenbode aan fundamente vasst, (3) vere in posisie vaswoel (4) raamverf, bedbasis- of aeljeerubankte stof- feer (5) koppelante stoffeer, uitgesonderd diamant- knope aanwerk, (6) los stoele, eelkamer- en/of kombusstoele stof- feer</p> <p>Vir die toepassing van hierdie klousule beteken 'n vereenbode 'n onafhanklik monstrie van kronkel- vere of onafhanklik vere wat so innembaar gevleg, aanmekeer gebel of so gemaak is dat 'n verefondament en/of vereenbode verskaf vir gebruik in 'n binnereverekussing, binnereverestruktuur en/of binnere- sutoesteel</p> <p>14 <i>Werknemer graad III</i></p> <p>(1) Gimp en/of frangings vasyg en/of vasstram, (2) knope aanwerk behalwe aan los kussings (uit- gesonderd diamantknope aanwerk), (3) afmerk ter voorbereiding vir die vasheng van gimp en/of frangings, (4) fondamente vir kronkelvereenbode maak en/of aanbring met hout- en/of metaalleite, (5) deurknopwerk</p> <p>15 <i>Werknemer graad IV</i></p> <p>(1) Heuse vere en/of ketting en/of hoepelyster aanbeng wat uitsluitlik as ondersteuning vir los stoele- kussings moet dien, (2) rubberstroke aanbeng wat uitsluitlik as ondersteuning vir los stoelekussings dien, (3) rugkant- en nee-aanpasstestruktuur sny</p>				

D POLISHING DEPARTMENT

Typerk einh- digende 30/6/87	Vanaf 17/87	From 17/87	For period ending 30/6/87	From 17/87
R	R	R	R	R
10	123,28	135,16	123,28	135,16
<p><i>Grade II employee</i></p> <p>(1) Spraying undercoating, (2) producing a design by means of a stencil and/ or silk screen (3) ageing (other than by hand)</p> <p>11 <i>Grade III employee</i> Ageing by hand</p> <p>12 <i>Grade IV employee</i></p> <p>(1) Transferring nursery rhymes and/or nursery characters on to furniture, (2) producing a design by means of a transfer, (3) mixing stains and/or colouring materials, (4) stripping of polished surface by hand or machine (5) filling in holes and/or crevices, (6) waxing bleaching staining and oiling (7) touching up at the point of loading and/or off loading, (8) painting and/or filling in of edges of laminated board or of plywood (9) removing and replacing doors and/or fittings from articles of furniture for the purpose of polish- ing and/or repairing, (10) spreading flock on adhesive surfaces and the application of the adhesive for flock for the insides of drawers only (11) spraying metal, (12) dipping in enamel paint of lacquer, (13) straining solutions, (14) cleaning spraying apparatus, (15) feeding and/or off-loading and/or operating of flow-coater machines or similar plant but exclud- ing the set-up up, (16) ragging or wiping and/or washing by hand</p>				

E UPHOLSTERY DEPARTMENT

Typerk einh- digende 30/6/87	Vanaf 17/87	From 17/87	For period ending 30/6/87	From 17/87
R	R	R	R	R
13	123,28	135,16	123,28	135,16
<p><i>Grade II employee</i></p> <p>(1) Making and/or affixing a foundation for coil springs with any material other than wooden and/or metal laths (2) securing springs and/or spring units to founda- tions, (3) lashing springs in position, (4) upholstering box spring, bed base or studio couches, (5) upholstering headboards other than diamond buttoning, (6) upholstering occasional chairs, diningroom and/or kitchen chairs</p> <p>For the purposes of this clause, a spring unit means an independent assembly of coil or conu- ous springs so interconnected, associated or con- structed as to provide a spring foundation and/or interior for use in an underspring cushion, seat and/ or seating device</p> <p>14 <i>Grade III employee</i></p> <p>(1) Tacking and/or stapling gimp and/or fringes, (2) buttoning excluding buttoning of loose cush- ions (other than diamond buttoning), (3) marking off preparatory to the securing of gimp and/or fringes, (4) making and/or affixing foundations for coil spring units with wood and/or metal laths, (5) tufting</p> <p>15 <i>Grade IV employee</i></p> <p>(1) Affixing helical springs and/or chain and/or hoop iron for the sole purpose of serving as a sup- port for loose cushions, (2) affixing rubber strips for the sole purpose of serving as a support for loose cushions,</p>				

Typerk
einh-
digende
30/6/87

Typerk einh- digende 30/6/87	Vanaf 17/87	From 17/87	For period ending 30/6/87	From 17/87
R	R	R	R	R
(3)				
<p>heuse vere en/of ketting en/of sigsag- of me- sakveerwerk aan rame vir stoffeerwerk aanbeng, (4) hoepelyster en/of seilband en/of plaasverv- gende materiaal vir seilband aan los stoele en/of rugleunings vir eetkamerstoele aanbeng (5) die hervoring van veerikante met die sigsag- en/of me-sakveer vere aan rame vir stoffeerwerk, met inbegrip van die aanbeng van samesteltende dele, maar uitgesonderd die vasyg en/of aanbeng van goungsake en/of sisal en/of plaasvervangeende mate- riale vir goungsak of sisal (6) laaghout en/of geperste bord aan los stoele en rugleunings van stoele vasspyker en/of met hegspykers vasslaan vir stoffeerwerk (7) kussinkies aan los veerkussingseenhede heg, (8) platforme sny vir die bedekking van heuse vere (9) 'n plus en/of baaloopmaak- en/of baalbreek- masjiene bedien en/of werk daarmee verrig, (10) binnestoepe van kussings en/of oortreksels en/of peule met die hand of 'n masjiene opstap (11) vulsel in touvorm losdraa, (12) knope en/of klossies maak (13) die stoffeerder help deur oortreksel vas te hou (14) bandversier- en/of kraallyswerk maak, (15) klaar gesnyde materiaal sorteer nadat dit by die grootmaat uitgesny is (16) klaar gemaakte stoelkussings vir aflewering nagaan en/of gereedmaak, (17) skuumrubber en/of dergelyke stowwe volgens grootte of vorm sny (18) skuumrubber en/of dergelyke stowwe aan be- dekkingsmateriaal vasiem slegs vir deursakwerk, (19) rubberstroke sny, (20) skuumrubber en/of dergelyke stowwe aanme- kaar heg, (21) stroke tekstiel- en/of sintetiese stof aan skuumrubber en/of dergelyke stowwe vasheng maar uitsluitlik uitgesonderd die vasheng daarvan van oor- trekmateriaal, nl Fly (22) grootmaatrolle stoffeermateriaal van alle soorte van seilkant tot seilkant met die hand opbreek en/of opspys (23) karton in die stoffeerskeie met die hand en/of 'n masjiene sny, (24) 'n skuummasjiene bedien, (25) die snyer help om lae matnaaialengtes neer te le, (26) van stowwe met 'n handmasjiene reguit sny vir die onderkante of fondamente bo-oor die vere (linne en goungsak) (27) patrone vir die rugleunings van stoele of rus- bankke op alle stowwe afbreek (herhalend) (28) onderkante van gestoffeerde artikels vasslaan, (29) meubels stroop vir herstelwerk, (30) rubber of rubbersuurgate aan kaal rame heg vir stoffeerwerk (uitgesonderd die vaswerk vas kram of vasslaan daarvan) (31) karton of voernigmateriaal aan kaal rame heg vir stoffeerwerk (32) rugleunings van karton kaliko of goungsak slegs aan gestoffeerde kopsukke heg</p>				

F FINEERAFDELING

Typerk einh- digende 30/6/87	Vanaf 17/87	From 17/87	For period ending 30/6/87	From 17/87
R	R	R	R	R
16	104,61	116,49	104,61	116,49
<p><i>Werknemer graad III</i></p> <p>(1) Fineerwerk verrig uitgesonderd op 'n vlakkaafmasjiene (2) rolgels maak en/of in-oen (uitgesonderd die in-oen van fineerwerk van artistieke ontwerp en vier- deling van fineerwerk), (3) rugkant- en nee-aanpasstestruktuur sny</p>				

Typerk
einh-
digende
30/6/87

Typerk einh- digende 30/6/87	Vanaf 17/87	From 17/87	For period ending 30/6/87	From 17/87
R	R	R	R	R
(3)				
<p>affixing helical springs and/or chains and/or zig-zag or no-sag springs to frames for upholstery, (4) affixing hoop iron and/or webbing and/or webbing substitutes to loose seats and/or backs for diningroom chairs, (5) the springing up of spring edges with zig-zag and/or no-sag type of spring to frames for uphol- stery including the attachment of any component part but excluding the tacking on and/or securing of hessian and/or sisal and/or substitutes for hessian or sisal (6) nailing and/or tacking plywood and/or con- pressed board to loose seats and backs of chairs for upholstery, (7) securing pads to unaffixed spring cushion units, (8) cutting of platforms, used for covering helical springs, (9) operating a teasing and/or bale opening and/or bale breaking machine and/or performing any work therewith, (10) filling cushion cases and/or slips and/or bol- sters by hand or machine (11) unwinding filling materials in rope form (12) making buttons and/or tufts (13) assisting upholsterer in holding cover (14) making banding and/or beading (15) sorting of ready-cut materials after bulk cut- ting (16) regulating and/or preparing completed cush- ions for delivery, (17) cutting foam rubber and/or similar sub- stances to size or shape (18) gluing of foam rubber and/or similar sub- stances to covering material for quilting only (19) cutting rubber strips (20) joining together foam rubber and/or similar substances, (21) affixing textile and/or synthetic strips to foam rubber and/or similar substances but expressly excluding the affixing of covering material thereto viz Fly (22) breaking up and/or cutting up by hand of bulk rolls of upholstery materials of all kinds from self-edge to self-edge, (23) cutting cardboard in upholstery section by hand and/or machine, (24) operating foam muncing machine (25) assisting cutter in putting down layers of lengths of cloth, (26) straight cutting of materials by hand machine for bottoms or underseating over springs (linen and hessian) (27) marking out pattern for chair or settee backs on all materials (repetitive marking) (28) tacking on bottoms of upholstered articles (29) stripping of furniture for recovering (30) affixing of rubber or substitutes to bare frames for upholstery (excluding the sewing step- ling or tacking thereof) (31) affixing of cardboard or lining materials to bare frames for upholstery (32) affixing of cardboard calico or hessian backs to upholstered headboards only</p>				

F VENEER DEPARTMENT

Typerk einh- digende 30/6/87	Vanaf 17/87	From 17/87	For period ending 30/6/87	From 17/87
R	R	R	R	R
16	104,61	116,49	104,61	116,49
<p><i>Grade III employee</i></p> <p>(1) Joining veneer other than on surface planer (2) making and/or inserting inlays (excluding in- laying of veneers with an artistic design and quarter- ing veneers), (3) cutting backing and non match veneers</p>				

Tydsperk ein- digende	Vanaf	For period ending	From
30/6/87	1/7/87	30/6/87	1/7/87
R	R	R	R
89,74	101,62	89,74	101,62
<p>17 <i>Werknemer graad IV</i></p> <p>(1) kassies en/of verpakking met die hand, (2) perse van enige soort bedien en/of versorg en/of laai en/of ontlaa, (3) gom en/of lym en/of band en/of papier afwas en/of verwyder, (4) dele opstapel ná perswerk (5) gom en gomverharders aanstryk en/of smeer, (6) kortollige fineer atwerk nadat dit vasgelym is (met n handwerktuig) (7) laswerk sonder bande met n masjien (8) fineerhout en/of laaghout en/of hardbord in posisie vasbind vaskram en/of vasspyker</p> <p>G MEUBELHOUTSNYAFDELING</p> <p>18 <i>Werknemer graad IV</i></p> <p>(1) Suppleonwerk vernig (2) kraalyste aan borde vaslym en/of vasbeg vir houtsnycrk (3) bestanddele vir vormwerk meng (4) versiersels faosoneer (uitgesonderd die vassit daarvan)</p> <p>H VERPAKKING VAN MEUBELS</p> <p>19 <i>Werknemer graad IV</i></p> <p>(1) Verstrekende stroke hout aan voltooid meubels aanbring vir die doel van verpakking of ver- voer (2) verpakingskrate en/of kiste vir meubels en/of dele daarvan maak (3) meubels en/of dele daarvan in gonsak ver- pak (4) meubels en/of dele daarvan in kartondose en/of kartoons en/of plastiekverpak, (5) kartondose en/of kartoons toemaak (6) meubels en/of dele daarvan in papier en/of karto en/of plastiek-elle toemaak (7) toebehoore en/of dele van meubelstukke ver- wyder om vervoer en/of verpakking te vergemaklik, (8) toebehoore en/of dele van meubelstukke wat vooraf verwyder is om die vervoer en/of verpakking daarvan te vergemaklik, terugsit</p> <p>I ALGEMENE WERKSAAHDE</p> <p>20 <i>Werknemer graad IV</i></p> <p>(1) Rottangvegwerk (2) rottangstapleke aanbring (3) nempwerk (4) n plusmasjien stel en/of bedien en/of werk daarmee vernig (5) kussings vir veeteenheide maak en/of sny, (6) werknemers in diens in verband met enigeen van die prosesse by die vervaardiging van verbin- tekame en/of die vervaardiging van hul samestel- lende dele (7) vervoerwaaingmasjien se en/of bedien, (8) luidspreekdoeke en belkiesel aan relings, deure panele en borde vir radio-kabinete aanbring, (9) kortollige lym van meubels of dele daarvan verwyder (10) metaalstawe en/of skarnere en/of metaal- buise en/of vere en/of hoepelyster en/of draad en/of metaalstrokke sny, (11) klinkwerk en/of skroefdraad in ysterboute en/of stawe sny, (12) hoepelyster reguit maak (13) gate in metaal pons (14) metaalstawe skoonmaak (15) metaaldele buig boor en/of monteer.</p>			

Tydsperk ein- digende	Vanaf	For period ending	From
30/6/87	1/7/87	30/6/87	1/7/87
R	R	R	R
104,61	116,49	104,61	116,49
<p>(16) vere maal, (17) vere vir preservering in n oplossing dompel, (18) die stofsaak van skuurmasjiene skoonmaak, (19) vulmateriaal onthaal en/of uitklop, (20) vulmateriaal met die hand uitpluis, (21) persele skoonmaak en/of utvee, (22) masjienre en/of uitrusting en/of gereedskap en/of werktuie en/of saaglemme skoonmaak, (23) materiaal op- en/of aflaa, (24) goedere met n stoorbaar vervoer, (25) goedere met n trapliets vervoer, (26) genegeuseerde hanteruistrusting bedien, (27) grondstowwe uitpak, (28) stoomketels en/of verbranders en/of oonde bedien, (29) drooggoonde laai en/of ontlaa en/of bedien, (30) drankies berei en/of bedien, (31) eet- en/of drinkgerei was, (32) timmerhout vir preservering behandel, (33) masjienrybande las, (34) massameerwerk, (35) meubels uitnekaarhaal, (36) goedere dra en/of aandra, (37) voornie op- en/of aflaa, (38) n masjienwerker help met die hantering van grondstowwe voor en na masjienwerk, (39) assistent vir n versendingsklerk, stoomman of tydbeampte, (40) afwitwerk, (41) knope maak, (42) boodskappe en/of bricwe aflewer, (43) met n borsel skoonmaak, (44) los werknemer R2,23 per uur en R2,50 per uur vanaf 1/7/87</p> <p>J STOFFERNAALERS EN/OF NAAIERSWERK</p> <p>21 <i>Werknemer graad III</i></p> <p>(1) Meubeloorreksels suk, (2) alle begstrukke vaswerk en/of aanhaak, (3) kussingslope en/of -oorreksels suk, (4) donskomborsoortreksels suk en/of suk, (5) omboorseis maak, (6) glijstekerwerk en/of gump en/of fraungs en/of materiaal aanwerk, (7) gump fraungs, galon en/of ploowwerk afmerk en/of vaswerk, (8) knope aan los kussings aanwerk, uitgesonderd diamantknopwerk</p> <p>K GORDYNWERK</p> <p>22 <i>Werknemer graad II</i></p> <p>Gordyne met n reede of meetband en/of meet</p> <p>23 <i>Werknemer graad III</i></p> <p>(1) Gordyne suk en sny, (2) glijstekerwerk aan gordynkapagterkante en fraungs (3) Strykwerk, (4) alle soorte gordynbakies insteek en/of aansuk, (5) afwerking van gordyne (slegs met die hand knoop waar blindsteekmasjien die werk voltooi het), (6) die kante van los gevoerde gordyne vasyg, (7) bandsroke aan gordyne werk, (8) assistent vir n gordynpasser (slegs as die passer by is)</p>			

Tydsperk ein- digende	Vanaf	For period ending	From
30/6/87	1/7/87	30/6/87	1/7/87
R	R	R	R
104,61	116,49	104,61	116,49
<p>(16) baling springs, (17) dipping springs into a solution for the pur- pose of preservation, (18) cleaning sandpapering machine dustbags, (19) unbalng and/or beating filling material, (20) teasing filling materials by hand, (21) cleaning and/or sweeping premises, (22) cleaning machinery and/or plants and/or tools and/or utensils and/or saw blades, (23) loading and/or unloading materials, (24) transportation of goods by handcart, (25) transportation of goods by pedal cycle, (26) operation of mechanised handling equip- ment, (27) unpacking raw materials, (28) attending boilers and/or incinerators and/or ovens, (29) loading and/or unloading and/or attending kilns, (30) making and/or serving beverages, (31) washing-up eating and/or drinking utensils, (32) treating of timber for preservation, (33) joining machine driving belts (34) mass measuring, (35) stripping furniture, (36) fetching and/or carrying (37) loading and/or unloading vehicles, (38) assisting machinist in handling raw materials before and after machining, (39) assistant to dispatch clerk, storeman or time- keeper (40) lime-washing, (41) making of buttons, (42) delivering messages and/or letters, (43) cleaning with a brush (44) casual employees R2,23 per hour and R2,50 per hour from 1/7/87</p> <p>J UPHOLSTERY SEAMSTERS AND/OR SEAMSTRESSES WORK</p> <p>21 <i>Grade III employee</i></p> <p>(1) Sewing of furniture covers, (2) sewing on and/or hooking on of any attach- ments, (3) sewing of cushion cases and/or cushion slips, (4) making and/or sewing of quilted covers, (5) making piping, (6) slip-stitching and/or sewing gump and/or fringes and/or materials (7) marking off and/or affixing gump, fringes, braid and/or pleating (8) buttoning of loose cushions other than di- amond buttoning</p> <p>K CURTAIN MAKING</p> <p>22 <i>Grade II employee</i></p> <p>Fitting and/or measuring of curtains by rod or tape</p> <p>23 <i>Grade III employee</i></p> <p>(1) Sewing and cutting of curtains (2) Slip-stitching pelmet backs and fringes</p> <p>24 <i>Grade IV employee</i></p> <p>(1) Ironing (2) Inserting and/or stitching of all types of cur- tain hooks, (3) finishing off of curtains (only to tie knot by hand where blind stich machine has completed the work) (4) tacking sides of loose-lined curtains, (5) taping out of curtain, (6) assistant to curtain fitter (only in the presence of the fitter)</p>			

L. DIVERSE—HULPWERKSAMHEDE

Tydspektrum	Vanaf	For	From
30/6/87	1/7/87	30/6/87	1/7/87
R	R	R	R
25 <i>Werknemer graad II</i>	123,28	135,16	135,16
(1) Versendingsklerk,			
(2) stoomman,			
(3) tydbeampte,			
(4) sweiswerk, ingesondert puntsweiswerk,			
(5) sandstraling en/of branding			
26 <i>Werknemer graad III</i>	104,61	116,49	116,49
(1) Oppasser,			
(2) wag,			
(3) puntsweiser			
(4) doeksweswerk			

M. HANDSKURWERKSAMHEDE ALLE DEPARTEMENTE

Tydspektrum	Vanaf	For	From
30/6/87	1/7/87	30/6/87	1/7/87
R	R	R	R
27 <i>Werknemer graad IV (A)</i>	91,74	103,62	103,62
(1) Rasper- en/of vyl- en/of skuurwerk verrig (slegs houtsnyerksamhede)			
(2) skuurwerk met die hand of n draagbare masjien verrig,			
(3) met n skuurpasta en/of skuur/boestof vyf deur middel van n masjien en/of meganiese toestel			
(4) los uitstekende spykers penne en/of kramme wopons. Met dien verstande dat dit slegs gedoen word deur persone wat met die hand skuurwerk verrig en sodanige items wat nie gepons is nie gedurende die skuurproses in die skuurafdeling vind			
(5) n masjien vir die skuur van gedraaide dele,			
(6) verneming met die hand of n masjien en/of meganiese toestel en met n ander stof as n skuurpasta en/of skuur/boestof			

N. VOORMANNE, ONDERBASE TOESIGHOUDERS EN ONDERBASE GRAAD IV

(1) Voormanne en toesighouders	158,56	170,44	170,44
(2) Onderbase	148,56	160,44	160,44
(3) Onderbase graad IV	99,74	110,62	110,62

O. LEERLINGE

Leerlinge genagtig ingevolge kousule 29 (1) van Hoofstuk I van hierdie Ooreenkoms wat die werk van maats en/of maats onder werknemers graad III leer en leerlinge onder werknemers graad I en/of graad II moet ingevolge kousule 29 (3) en (4) van Hoofstuk I deur die Raad uitgereik word minstens die volgende loon per week betaal word.

Gedurende die eerste ses maande van die leertyd 80 persent gedurende die tweede ses maande van die leertyd 85 persent gedurende die derde ses maande van die leertyd 90 persent gedurende die vierde ses maande van die leertyd 95 persent, van die minimum voorgeskrewe loon vir werknemers graad I graad II of graad III na gelang van die geval

(2) Die minimum weeklikse loon betaalbaar aan n leerling graad IV soos genagtig kousule 29 (5) (d) van Hoofstuk I moet minstens die volgende wees

Gedurende die eerste ses maande van die leertyd 60 persent gedurende die tweede ses maande van die leertyd 80 persent, van die minimum voorgeskrewe loon van n werknemer graad IV

P. JEUGDIGE WERKNEMERS

(1) Jeugdiges manlike werknemers in n omvang of deel van n aannag aangewys kragtens die Wet op Vakkeuringe 1944 moet gedurende die gemiddelde profeynd minstens die lone betaal word wat kragtens genoemde Wet voorgeskryf word

(2) *Alle ander jeugdiges* — Die minimum loon wat in hierdie Ooreenkoms voorgeskryf word vir werknemers in diens in dieselfde klas w.e.l.

10 HOOFSTUK III, KLOUSULE B — LOONSVERHOOGINGS EN MINIMUM LONE

Vervang subkousule (1) van kousule B deur die volgende

B. LOONSVERHOOGINGS EN MINIMUM LONE

(1) Onderstaande is die minimum weeklone voorgeskryf vir die onderskeie klasse werk hieronder opgesom. Met dien verstande dat die minimum voorgeskrewe loon by elke geteentheid ingevolge hierdie Ooreenkoms

verhoog moet word n Werknemer wat n hoer loon ontvang as die minimum voorgeskrewe loon vir die klas werk wat hy verrig, moet oordanks andersluidende bepalinge hierin vervat n verhoging ontvang wat gelyk is aan die bedrag hieronder vir daardie loonkategorie aangedui

Indeling

Drywer ingedeel onder 1 (a) (i) Weekloon moet verhoog word met R10,12

Drywer ingedeel onder 1 (a) (ii) Weekloon moet verhoog word met R10,12

Drywer ingedeel onder 1 (a) (iii) Weekloon moet verhoog word met R10,12

Drywer ingedeel onder 1 (a) (iv) en (b) Weekloon moet verhoog word met R10,12

Drywer ingedeel onder 1 (c) Weekloon moet verhoog word met R10,12

Indeling

Drywer ingedeel onder 1 (a) (i) Weekloon moet verhoog word met R11,88

Drywer ingedeel onder 1 (a) (ii) Weekloon moet verhoog word met R11,88

Drywer ingedeel onder 1 (a) (iii) Weekloon moet verhoog word met R11,88

Drywer ingedeel onder 1 (a) (iv) en (b) Weekloon moet verhoog word met R11,88

Drywer ingedeel onder 1 (c) Weekloon moet verhoog word met R11,88

verhoog moet word n Werknemer wat n hoer loon ontvang as die minimum voorgeskrewe loon vir die klas werk wat hy verrig, moet oordanks andersluidende bepalinge hierin vervat n verhoging ontvang wat gelyk is aan die bedrag hieronder vir daardie loonkategorie aangedui

Indeling

Drywer ingedeel onder 1 (a) (i) Weekloon moet verhoog word met R10,12

Drywer ingedeel onder 1 (a) (ii) Weekloon moet verhoog word met R10,12

Drywer ingedeel onder 1 (a) (iii) Weekloon moet verhoog word met R10,12

Drywer ingedeel onder 1 (a) (iv) en (b) Weekloon moet verhoog word met R10,12

Drywer ingedeel onder 1 (c) Weekloon moet verhoog word met R10,12

Indeling

Drywer ingedeel onder 1 (a) (i) Weekloon moet verhoog word met R11,88

Drywer ingedeel onder 1 (a) (ii) Weekloon moet verhoog word met R11,88

Drywer ingedeel onder 1 (a) (iii) Weekloon moet verhoog word met R11,88

Drywer ingedeel onder 1 (a) (iv) en (b) Weekloon moet verhoog word met R11,88

Drywer ingedeel onder 1 (c) Weekloon moet verhoog word met R11,88

Loonvraag	Tydspektrum 30/6/87	Vanaf 1/7/87
R	R	R
(a) Drywer van n motorvoertuig, ingesondert n stoomwa, wat getuiseer is om n loonvraag te dra of te trek van—		
(i) minder as 2 722 kg (6 000 lb)	97,84	109,72
(ii) 2 722 kg (6 000 lb) en meer maar hoogstens 4 536 kg (10 000 lb)	102,19	114,07
(iii) meer as 4 536 kg (10 000 lb) maar hoogstens 6 350 kg (14 000 lb)	107,03	118,91
(iv) meer as 6 350 kg (14 000 lb)	111,86	123,74
(b) Drywer van n stoomwa	111,86	123,74
(c) Drywer van n vorkhefwa trekker bromponie passasiersmotor	89,74	101,62
(d) Los drywer van n motorvoertuig ingesondert n stoomwa wat getuiseer is om n loonvraag te dra of te trek van—		
(i) minder as 2 722 kg (6 000 lb)	19,86	22,27
(ii) 2 722 kg (6 000 lb) en meer maar hoogstens 4 536 kg (10 000 lb)	20,58	23,04
(iii) meer as 4 536 kg (10 000 lb) maar hoogstens 6 350 kg (14 000 lb)	21,85	24,25
(iv) meer as 6 350 kg (14 000 lb)	22,81	25,25
(e) Los drywer van n stoomwa	22,81	25,25
(f) Los drywer van n vorkhefwa, trekker bromponie passasiersmotor	19,26	21,74

Met dien verstande egter dat geen werknemer op grond van n bepaling van hierdie kousules te eniger tyd n laer loon betaal mag word as die wat hy ontvang het of wat hy geregtig sou gewees het om te ontvang in sy besondere pos op die datum waarop hierdie Ooreenkoms in werking tree nie

(2) Vervang subkousule (6) deur die volgende

(6) *Verblyfvoelae* — n Werknemer wat tydens n reis onderneem vir die verrigting van sy pligte van sy woonplek en sy werkplek se bedryfsom ingevolge die verblyfvoelae betaal

(a) Waar dit vir die werknemer nodig is om n aandete en bed te bekom R7 00

(b) waar dit vir die werknemer nodig is om n aandete bed en onbyt te bekom R9 00,

(c) waar dit vir die werknemer nodig is om n bed, onbyt, middag- en aandete te bekom. R11 00

(2) Substitueer die volgende for subkousule (6)

(6) *Subsistensie voorsiening* — An employer shall in addition to any other remuneration due pay his employee who on any journey undertaken in the performance of his duties is absent from his place of residence and his employer's establishment for any period extending over one or more nights a subsistence allowance of not less than—

(a) where it is necessary for the employee to obtain an evening meal and bed R7 00

(b) where it is necessary for the employee to obtain an evening meal bed and breakfast R9 00

(c) where it is necessary for the employee to obtain bed breakfast lunch and evening meal R11 00

(a) Driver of motor vehicle other than a steam wagon, authorised to carry or haul a payload of—

(i) under 2 722 kg (6 000 lb)

(ii) 2 722 kg (6 000 lb) and over but not exceeding 4 536 kg (10 000 lb)

(iii) over 4 536 kg (10 000 lb) but not exceeding 6 350 kg (14 000 lb)

(iv) over 6 350 kg (14 000 lb)

(b) Driver of steam wagon

(c) Driver of fork lift tractor scooter passenger car

(d) Casual driver of motor vehicle other than a steam wagon authorised to carry or haul a payload of (for any period or nine hours or less per day)—

(i) under 2 722 kg (6 000 lb)

(ii) 2 722 kg (6 000 lb) and over but not exceeding 4 536 kg (10 000 lb)

(iii) over 4 536 kg (10 000 lb) but not exceeding 6 350 kg (14 000 lb)

(iv) over 6 350 kg (14 000 lb)

(e) Casual driver of a steam wagon

(f) Casual driver of fork lift tractor scooter passenger car

Provided however that no employee shall at any time, by reason of any provision of these clauses be paid a wage less than that which he received or would have been entitled to receive in his particular post as at the date on which this Agreement comes into operation

(2) Substitueer die volgende for subkousule (6)

(6) *Subsistensie voorsiening* — An employer shall in addition to any other remuneration due pay his employee who on any journey undertaken in the performance of his duties is absent from his place of residence and his employer's establishment for any period extending over one or more nights a subsistence allowance of not less than—

(a) where it is necessary for the employee to obtain an evening meal and bed R7 00

(b) where it is necessary for the employee to obtain an evening meal bed and breakfast R9 00

(c) where it is necessary for the employee to obtain bed breakfast lunch and evening meal R11 00

KENNISGEWING 645 VAN 1986
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Adam Johannes Jacobus Barnard, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die registrasie ontvang is van die Bloemfontein Municipal Black Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres. Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging.—Bloemfontein Municipal Black Workers' Union.

Datum waarop aansoek ingedien is.—1 Julie 1986.

Belange en gebied ten opsigte waarvan aansoek gedoen word.—Swart werknemers in diens by die Plaaslike Owerheidsonderneming soos onderneem deur die Stadsraad van Bloemfontein in die munisipale gebied Bloemfontein.

Vir die doel beteken—

“Plaaslike Owerheidsonderneming” die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van enige handeling, skema of aktiwiteit wat deur die Stadsraad van Bloemfontein onderneem word.

Posadres van applikant.—Posbus 7643, Bloemfontein, 9300.

Kantooradres van applikant.—Munisipale Tehuis, Bloemfontein.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

- (a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.
- (b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

A. J. J. BARNARD,
 Assistent-nywerheidsregistrator.
 (12 September 1986)

KENNISGEWING 646 VAN 1986
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Adam Johannes Jacobus Barnard, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die registrasie ontvang is van die Zakheni Transport and Allied Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

NOTICE 645 OF 1986
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Adam Johannes Jacobus Barnard, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration has been received from the Bloemfontein Municipal Black Workers' Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, at the Department of Manpower, 449 Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union.—Bloemfontein Municipal Black Workers' Union.

Date on which application was lodged.—1 July 1986.

Interests and area in respect of which application is made.—Black employees who are employed in the Local Authority Undertaking as undertaken by the City Council of Bloemfontein in the municipal area of Bloemfontein.

For the purpose of the above—

“Local Authority Undertaking” means the undertaking in which employers and their employees are associated for the institution, continuation and completion of any action, scheme or activity undertaken by the City Council of Bloemfontein.

Postal address of applicant.—P.O. Box 7643, Bloemfontein, 9300.

Office address of applicant.—Municipal Hostel, Bloemfontein.

Attention is drawn to the following requirements of section 4 of the Act:

- (a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who are in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.
- (b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

A. J. J. BARNARD,
 Assistant Industrial Registrar.
 (12 September 1986)

NOTICE 646 OF 1986
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Adam Johannes Jacobus Barnard, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration has been received from the Zakheni Transport and Allied Workers' Union. Particulars of the application are reflected in the subjoined table.

Namens die partye op hede die 21ste dag van Mei 1986 te Johannesburg

Signed at Johannesburg on behalf of the parties this 21st day of May 1986

- I LASAROW, Voorster van die Raad
- S M LE ROUX, Ondervoorsitter van die Raad
- P C SMIT, Sekretaris van die Raad

No R. 1879 12 September 1986 WET OP ARBEIDSVERHOUDINGE, 1956

BEDDEGOEDNYWERHEID (TRANSVAAL) — WYSIGING VAN HOOFBOOREENKOMS

Ek, Pieter Theunus Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

- (a) kragtens artikel 43 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hieraan verskyn en betrekking het op die Ondemening, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 June 1988 eindig, bindend is vir die werkgewers- en werknemers wat lede van genoemde organisasie of vereniging is, en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalinge van die Wysigingsooreenkoms, uitgesonderd die vervat in klousule 1 (1) (a), met ingang van hierdie kennisgewing en vir die tydperk wat op 30 June 1988 eindig, bindend is vir alle ander werkgewers en werknemers as die genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Ondemening, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer

P T C DU PLESSIS, Minister van Mannekrag

BYLAE

NYWERHEIDSRaad VIR DIE BEDDEGOEDNYWERHEID (TRANSVAAL) OOREENKOMS

Ooreenkoms die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Bedding Manufacturers' Association of the Transvaal (hierna die werkgewers of die werkgewersorganisasie genoem) aan die een kant, en die

National Union of Furniture and Allied Workers of South Africa (hierna die werknemers of die vakvereniging genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Beddegoednywerheid (Transvaal).

Die Ooreenkoms gepubliseer by Goewermentskennisgewing R 1345 van 30 June 1981, soos gewysig en verlig by Goewermentskennisgewing R 1817 van 27 Augustus 1982, R 1452 van 1 Julie 1983, R 1917 van 27 September 1983, R 1016 van 10 Mei 1985, R 2498 en R 2499 van 8 November 1985, en R 1345 van 27 June 1986, te wysig

1 TOEPASSINGBESTEK VAN OOREENKOMS

- (1) Hierdie Ooreenkoms moet in die Beddegoednywerheid (Transvaal) nagekom word—
- (a) deur alle werkgewers wat lede is van die werkgewersorganisasie en betrokke is by die Beddegoednywerheid (Transvaal) en deur alle werknemers wat lede is van die vakvereniging en werksaam is in genoemde Nywerheid,
- (b) in die provinsie Transvaal

No. R. 1879 12 September 1986 LABOUR RELATIONS ACT, 1956

BEDDING MANUFACTURING INDUSTRY, TRANSVAAL — AMENDMENT OF MAIN AGREEMENT

I, Pieter Theunus Christiaan du Plessis, Minister of Manpower, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1988, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union, and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1988, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement

P T C DU PLESSIS, Minister of Manpower

SCHEDULE

INDUSTRIAL COUNCIL FOR THE BEDDING MANUFACTURING INDUSTRY (TRANSVAAL) AGREEMENT

In accordance with the provisions of the Labour Relations Act 1956, made and entered into by and between the

Bedding Manufacturers' Association of the Transvaal (hereinafter referred to as the employers or the employers' organisation) of the one part and the

National Union of Furniture and Allied Workers of South Africa (hereinafter referred to as the employees or the trade union) of the other part,

being the parties to the Industrial Council for the Bedding Manufacturing Industry (Transvaal),

to amend the Agreement published under Government Notice R 1345 of 30 June 1981 as amended and extended by Government Notices R 1817 of 27 August 1982, R 1452 of 1 July 1983, R 1917 and R 1918 of 2 September 1983, R 1016 of 10 May 1985, R 2498, R 2499 and R 2499 of 8 November 1985 and R 1345 of 27 June 1986

1 SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Bedding Manufacturing Industry (Transvaal)—
- (a) by all employers who are members of the employers' organisation and are engaged in the Bedding Manufacturing Industry (Transvaal) and by all employees who are members of the trade union and are employed in the said Industry,
- (b) in the Province of the Transvaal

(2) Ondanks subklousule (1) is hierdie Ooreenkoms slegs van toepassing op werknemers vir wie loeie in hierdie Ooreenkoms voorgeskrif word

2 KLOUSULE 3.—WOORDOMSKRYWING

- (1) Voeg die volgende nuwe omskrywing in na die omskrywing "manlike diens"
- "vermoed iemand wat as sodanig aangedui word in 'n vennootskaps ooreenkoms van 'n vennootskap wat kragtens klousule 18 as werkgewer geregistreer is of geregistreer moet word en—"
- (a) wat gemaak is om op die bankrekening van die werkgewer te werk en/of
- (b) wie se naam voorkom as 'n vennoot in die vennootskaps-ooreenkoms wat by die Raad ingedien is en wat aan die bepalinge van artikel 71 (2) van die Wet op Arbeidsverhoudinge 1956 (Wet 28 van 1956) moet voldoen

- (2) Voeg die volgende nuwe omskrywing in na die omskrywing "stakewerk"
- "proefwerkstermer 'n werknemer vir wie lone voorgeskrif word en wat in diens is van 'n spesifieke bedryfsinstansie vir 'n proefwerk van twee weke om die werkgewer in staat te stel om te bepaal of die werknemer die werksaamhede in Hoofstuk II of Hoofstuk III van die Ooreenkoms bedoen, kan uitvoer."
- (3) Voeg die volgende nuwe omskrywing in na die omskrywing "besoediging"
- "personeelverminderingstoelae die bedrag wat ooreenkomstig klousule 8 (soos hieronder gewysig) betaal moet word aan 'n werknemer wat afgedank is"
- (4) Vervang die omskrywing "werkende eienaar of werkende vennoot" deur die volgende omskrywing

werkende werkgewer iemand uitgesonderd 'n vennoot of direkteur in 'n vennootskap of maatskappy of 'n lid van 'n beslore korporasie wat lid is van die Bedding Manufacturers' Association of the Transvaal wat self werk vering in emigens van die werksaamhede bedoen in Hoofstuk II of Hoofstuk III van die Ooreenkoms en wat—

- (a) kragtens klousule 18 as 'n werkgewer geregistreer is of moet wees, of
- (b) 'n vennoot is in 'n vennootskap wat kragtens klousule 18 as 'n werkgewer geregistreer is of moet wees, of
- (c) 'n direkteur is van 'n maatskappy wat kragtens klousule 18 as 'n werkgewer geregistreer is of moet wees, of
- (d) 'n lid is van 'n beslore korporasie wat kragtens klousule 18 as 'n werkgewer geregistreer is of moet wees,

3 KLOUSULE 4.—SLUITING VAN BEDIENINGSKONTOE VIR DIE JAARLIKSE VAKANSIESLUITING

Vervang klousule 4 deur die volgende

"4. SLUITING VAN BEDIENINGSKONTOE VIR DIE JAARLIKSE VAKANSIESLUITING

Geen werkgewer mag werk vering van 'n werknemer vering van hom toelaat om werk te verrig nie en geen werknemer mag werk onderneem of vering, teen besoldiging al dan nie gedurende die volgende tydperke nie

- (1) 1986/87
- (a) Vanaf die aand van Vrydag 12 Desember 1986 tot die heropeningsdag op die oggend van Donderdag 8 Januarie 1987 of
- (b) vanaf die aand van Vrydag 19 Desember 1986 tot die heropeningsdag op die oggend van Woensdag, 14 Januarie 1987,
- (2) 1987/1988
- (a) vanaf die aand van Vrydag, 11 Desember 1987, tot die heropeningsdag op die oggend van Donderdag, 7 Januarie 1988, of
- (b) vanaf die aand van Vrydag, 18 Desember 1987 tot die heropeningsdag op die oggend van Woensdag, 13 Januarie 1988

4 KLOUSULE 8.—KORTTYD

- (1) Vervang die opskrif van klousule 8 deur die volgende
- "8. KORTTYD EN PERSONEEL VERMINDERINGSTOELAE
- (2) Vervang subklousule (2) deur die volgende
- "Wanneer korttyd gewerk word moet die beskikbare werk vertiel word onder die werknemers wat getrek is in 'n stakewerk, en as daar betwyfel is dat dit nodig is om werknemers af te dank moet die werknemers wat afgedank gaan word in personeelverminderingstoelae van een week se gewone lone vir elke volledige jaar diens ondervoore aan 'n maksimum van 12 weke se gewone lone betaal word. Met dien verstande dat geen werknemer weens korttyd ontsien mag word nie voordat die korttydwerkter tot minder as 35 per week oor 'n aansehoopende tydperk van een week deal

(2) Notwithstanding the provisions of subclause (1) the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in this Agreement

CHAPTER I

2 CLAUSE 3.—DEFINITIONS

- (1) Insert the following new definition after the definition military service
- "partner means a person reflected as such in a partnership agreement of a partnership which is registered or is required to be registered as an employer in terms of clause 18 and—"
- (a) who has powers to operate on the banking account of the employer and/or
- (b) whose name appears as a partner in a partnership agreement lodged with the Council which agreement shall conform to the requirements of section 71 (2) of the Labour Relations Act Act 28 of 1956,

- (2) Insert the following new definition after the definition piece-work
- "probationer means an employee for whom wages are prescribed in clause 8 (as amended hereunder) to an employee who has been rehired."
- (3) Insert the following new definition after the definition remuneration
- "retrenchment allowance means the amount to be paid as prescribed in clause 8 (as amended hereunder) to an employee who has been rehired."
- (4) Substitute the following for the definition working proprietor or working partner

working employer means a person other than a partner or a director in a partnership or company or a member of a close corporation which is a member of the Bedding Manufacturers' Association of the Transvaal who himself perform any of the operations referred to in Chapter II or Chapter III of the Agreement and who—

- (a) is registered as an employer in terms of clause 18 or is liable to such registration or
- (b) is a partner in a partnership which is registered as an employer in terms of clause 18 or is liable to such registration or
- (c) is a director of a company which is registered as an employer in terms of clause 18 or is liable to such registration or
- (d) is a member of a close corporation which is registered as an employer in terms of clause 18 or is liable to such registration.

3 CLAUSE 4.—CLOSING OF ESTABLISHMENTS FOR ANNUAL HOLIDAY SHUT-DOWN

Substitute the following for clause 4

4 CLOSING OF ESTABLISHMENTS FOR ANNUAL HOLIDAY SHUT-DOWN

No employer shall perform work, or require or allow an employee to perform work and no employee shall undertake or perform work whether for remuneration or not during the following periods

- (1) 1986/1987
- (a) From the evening of Friday, 12 December 1986, to re-opening time on the morning of Thursday, 8 January 1987 or
- (b) from the evening of Friday, 19 December 1986, to re-opening time on the morning of Wednesday, 14 January 1987
- (2) 1987/1988
- (a) from the evening of Friday, 11 December 1987, to re-opening time on the morning of Thursday, 7 January 1988 or
- (b) from the evening of Friday, 18 December 1987, to re-opening time on the morning of Wednesday, 13 January 1988

4 CLAUSE 8.—SHORT-TIME

- (1) Substitute the following for the heading of clause 8
- 8 SHORT-TIME AND RETRENCHMENT ALLOWANCE
- (2) Substitute the following for subclause (2)
- "(2) When short-time is worked the work available shall be distributed amongst the employees affected in any section, and should it be found necessary to dismiss any employees the employees to be dismissed shall be paid a retrenchment allowance of one week's normal wage for each completed year of service subject to a maximum of 12 weeks' normal wages. Provided that no employee shall be dismissed by reason of short time until the hours of work on short time fall below 35 per week over a continuous period of one week

5 KLOUSULE 13.—VAKANSIEBONUSFONDS

In subklausule (1) (a) voeg die volgende nuwe voorbehoedsbepaling (iv) in.

(iv) die besoldiging van 'n werknemer wat vir die toepassing van hierdie klausule geag moet word die loon te wees wat vir die hoogste besoldigde werknemer in hierdie Ooreenkoms voorgeskryf word.

6 KLOUSULE 18.—REGISTRASIE VAN WERKGEWEES

Vervang subklausule (2) deur die volgende:

"(2) Waar die werkgewer 'n vennootskap of 'n beslore korporasie is, moet die uitlegging wat in subklausule (1) veris word in verband met elkeen van die vennote of die lede van die beslore korporasie verstrek word, asook die naam van die vennootskap of die beslore korporasie sake doen tesame met 'n kopie van die vennootskapsrekenings van die stigtingsverklaring van die beslore korporasie, na gelang van die geval.

7 KLOUSULE 19.—WERKENDE EIENAARS EN VENNOTE

Vervang klausule 19 deur die volgende:

"19 WERKENDE WERKGEWEES
Alle werkende werkgewers moet voldoen aan klausules 7 (1), 10 en 13.

8 KLOUSULE 29.—LEERLINGE

(1) In subklausule (3) (a) voeg die uitdrukking 'uitgesonderd 'n leerling' in die woorde 'n leerling'.

(2) Voeg die volgende nuwe subklausule (5) (d) in.

(5) (d) Die werksaamhede waarvoor 'n leerlingsoortganger van Hoofstuk II in 'n geleesverhouding van een leerling tot 10 werknemers graad IV Met dies verstande dat sodanige leerlingsoortganger slegs toe gestaan kan word ten opsigte van gebrui en al nuwe werknemers wat in die Nywerheid in diens gestaan word. Die leertypiek vir werksaamhede graad IV is 12 maande.

(3) Voeg die volgende voorbehoedsbepaling in aan die einde van subklausule (10).

Met dien verstande dat geen sertifikaat of diploma uitgereik word aan 'n werknemer wat 'n leerlingsoortganger graad IV voltooi het nie.

9 HOOFSTUK II.—MINIMUM LONE

Vervang Hoofstuk II deur die volgende:

HOOFSTUK II.—MINIMUM LONE

1 Loonsverhoging

Onderstande is die minimum weelone voorgeskryf vir die onderskeie klasse werk hieronder opgesom. Met dien verstande dat die minimum voorgeskrewe loon by elke geleentheid ingevolge hierdie Ooreenkoms verhoog moet word. 'n Werknemer wat 'n loon onder die minimum voorgeskrewe loon vir die klas werk wat by vering moet onderkies anderluidende bepalings hierin vervat, 'n verhoging ontvang wat getyik is aan die bedrag hieronder vir daardie loonkategorie aangestel.

Werklike verdelers

Werknemers graad I wat R118,44 of meer per week verdien	Werknemers graad II wat R106,82 of meer per week verdien	Werknemers graad III wat R94,49 of meer per week verdien	Werknemers graad IIIA wat R91,10 of meer per week verdien	Werknemers graad IV wat R79,62 of meer per week verdien
Tydspek beginnende 1/7/87	Tydspek beginnende 1/7/87	Tydspek beginnende 1/7/87	Tydspek beginnende 1/7/87	Tydspek beginnende 1/7/87
Weekloon moet verhoog word met R10,12	Weekloon moet verhoog word met R10,12	Weekloon moet verhoog word met R10,12	Weekloon moet verhoog word met R10,12	Weekloon moet verhoog word met R10,12
Weeknemers graad IA wat R113,16 of meer per week verdien	Weeknemers graad IB wat R106,82 of meer per week verdien	Weeknemers graad IC wat R94,49 of meer per week verdien	Weeknemers graad IIA wat R91,10 of meer per week verdien	Weeknemers graad IIV wat R79,62 of meer per week verdien
Weekloon moet verhoog word met R11,88	Weekloon moet verhoog word met R11,88	Weekloon moet verhoog word met R11,88	Weekloon moet verhoog word met R11,88	Weekloon moet verhoog word met R11,88
Weeknemers graad IIA wat R116,94 of meer per week verdien	Weeknemers graad IIB wat R110,46 of meer per week verdien	Weeknemers graad IIC wat R104,61 of meer per week verdien	Weeknemers graad IIIA wat R101,22 of meer per week verdien	Weeknemers graad IIV wat R89,74 of meer per week verdien
Weekloon moet verhoog word met R11,88	Weekloon moet verhoog word met R11,88	Weekloon moet verhoog word met R11,88	Weekloon moet verhoog word met R11,88	Weekloon moet verhoog word met R11,88

5 CLAUSE 13.—HOLIDAY BONUS FUND

In subclause (1) (a), insert the following new proviso (iv)

(iv) the remuneration of a working employer for the purposes of this clause shall be deemed to be the wage prescribed for the highest paid employee in this Agreement,

6 CLAUSE 18.—REGISTRATION OF EMPLOYERS

Substitute the following for subclause (2)

"(2) Where the employer is a partnership or a close corporation information in accordance with subclause (1) regarding each of the partners or members of the close corporation, as well as the title under which the partnership or close corporation operates shall be furnished in addition to a copy of the partnership agreement or founding statement of the close corporation, as the case may be

7 CLAUSE 19.—WORKING PROPRIETORS AND PARTNERS

Substitute the following for clause 19

"19 WORKING EMPLOYERS
All working employers shall observe the provisions of clauses 7 (1), 10 and 13.

8 CLAUSE 29.—LEARNERS

(1) In subclause 5 (a), insert the expression 'excluding a Grade IV learner' after the words 'A learner'

(2) Insert the following new subclause (5) (d)

(5) (d) The operations in respect of which Grade IV learnership may be granted are defined under clause 7 of Chapter II in a ratio of one learner to 10 Grade IV employees. Provided that such learnership may only be granted in respect of an entirely new employee engaged in the industry. The period of learnership in Grade IV operations shall be for a period of 12 months.

(3) Add the following proviso to subclause (10)

Provided that no certificate or diploma shall be issued to an employee who has completed a Grade IV learnership period.

9 CHAPTER II.—MINIMUM WAGES

Substitute the following for Chapter II

CHAPTER II.—MINIMUM WAGES

1 Wage increases

The following shall be the minimum weekly wages prescribed for the respective classes of work enumerated hereunder. Provided that on each occasion the minimum prescribed wage has to be increased in terms of this Agreement. Employees who are in receipt of a wage in excess of the minimum prescribed wage for the class of work performed by them shall, notwithstanding anything to the contrary herein contained, receive an increment equivalent to the amount shown hereunder for that wage category.

Actual earnings

Grade I employees earning R118,44 per week or more	Grade IA employees earning R113,16 per week or more	Grade II employees earning R106,82 per week or more	Grade III employees earning R94,49 per week or more	Grade IIIA employees earning R91,10 per week or more	Grade IV employees earning R79,62 per week or more
For period ending 30/6/87	For period ending 30/6/87	For period ending 30/6/87	For period ending 30/6/87	For period ending 30/6/87	For period ending 30/6/87
Weekly wage to be increased by R10,12	Weekly wage to be increased by R10,12	Weekly wage to be increased by R10,12	Weekly wage to be increased by R10,12	Weekly wage to be increased by R10,12	Weekly wage to be increased by R10,12
Grade I employees earning R118,44 per week or more	Grade IA employees earning R113,16 per week or more	Grade II employees earning R106,82 per week or more	Grade III employees earning R94,49 per week or more	Grade IIIA employees earning R91,10 per week or more	Grade IV employees earning R79,62 per week or more
Weekly wage to be increased by R11,88	Weekly wage to be increased by R11,88	Weekly wage to be increased by R11,88	Weekly wage to be increased by R11,88	Weekly wage to be increased by R11,88	Weekly wage to be increased by R11,88
Grade I employees earning R116,94 per week or more	Grade IIA employees earning R110,46 per week or more	Grade IIB employees earning R104,61 per week or more	Grade IIC employees earning R101,22 per week or more	Grade IIV employees earning R89,74 per week or more	
Weekly wage to be increased by R11,88	Weekly wage to be increased by R11,88	Weekly wage to be increased by R11,88	Weekly wage to be increased by R11,88	Weekly wage to be increased by R11,88	

MINIMUM LONE

A ONDERHOUD EN HERSTEL VAN MASTERS

Tydspek einde-30/6/87	Vanaf 1/7/87
128,56	140,44
116,94	128,82
101,22	113,10

MINIMUM WAGES

A MACHINE MAINTENANCE AND REPAIRING

For period ending 30/6/87	From 1/7/87
128,56	140,44
116,94	128,82
101,22	113,10

3 *Werknemer graad II*
Werknemers in diens in een of meer van die werksaamhede wat in die Beddegoednywerheid uitgevoer word uitgesonderd die werksaamhede in klausules 2 en 4 tot 9 bedool. Met dien verstande dat ten opsigte van werksaamhede betrefende enige nuwe masjien wat ingevoer word en wat nie in klausules 4 tot 9 en met 9 gespesifiseer word nie, werknemers vir sodanige werksaamhede betaal moet word teen die minimum lone in hierdie klausule voorgeskryf tot 6yd en wyl die Raad die loonsketal vasstel vir die werksaamhede met so 'n masjien uitgevoer.

4 *Werknemer graad IIIA*
Die matriksmaker blystaan in een of meer van die volgende werksaamhede:
(1) 'n Vultasjien bedien
(2) name vir deursnymasjiene opstel,
(3) kussinkasse aan veerterende heg,
(4) matriksaanle aan veerterende heg,
(5) matriksaanle aan veerterende heg (nie 'n bandsaam- of toetsaansjien bedien nie),
(6) valsel op veerterende spruit.

C STOFFERING VAN RAAMVEER, BEDBASIS- OF ATBLEDJESBANKKE

5 *Werknemer graad II*
Alle soorte basisse (veer- of vaste) stofferer

D MARIKASMAALSTER

6 *Werknemer graad III*
(1) Die naai van matrikslope,
(2) die uitsny van matrikslope en/of dele van matrikslope en/of oortruksels vir matrikslope

3 *Grade II employee*
Employees employed in any or all of the operations performed in the Bedding Manufacturing Industry, with the exception of the operations referred to in clauses 2 and 4 to 9. Provided that in respect of the operations relating to any new machine introduced and not specified in clauses 4 to 9 inclusive employees shall be paid for such operations at the minimum wage prescribed in this clause until such time as the Council determines the wage rate for the operations performed on such machine.

4 *Grade IIIA employee*
Assisting mattress maker in one or more of the following operations:
(1) Operating a filling machine,
(2) preparing frames for quilting machine,
(3) securing pads to spring units,
(4) securing mattress borders to spring units,
(5) securing mattress panels to spring units (not operating tape edge machine or the roll edge machine)
(6) laying out filling materials on spring units

C UPHOLSTERING OF BOX SPRING, BED BASES OR STUDIO COUCHES

5 *Grade II employee*
Upholstering all bases, spring or firm

D MATTRESS SEAMSTERS

6 *Grade III employees*
(1) Sewing of mattress covers,
(2) cutting of mattress cases and/or parts of mattress cases and/or covers for mattress cases

E ALGEMENE WERKSAAHEDDE

7 *Werknemer graad IV*
(1) Heliese vere en/of ketting en/of hoepelyster wat uitsluitlik as stut vir 'n los stoelekasning moet dien, aandeg,
(2) rubberstoke wat uitsluitlik as stut vir 'n los stoelekasning moet dien, aandeg,
(3) heliese vere en/of ketting en/of sigsag- of matriksverwerk aandeg en/of hoepelyster aan los matriks en/of rugleuning van eklamertstoele heg maar uitsluitlik 'n veerrand aan rugleuning en/of matriks en/of arms van rante bou,
(4) sisal- en/of klipretharkussinkasse aan veerterende heg
(5) platforme any vir die bedekking van heliese vere,
(6) die arm- en/of rugleuning van aeljeermsbankke in positie vasbont waar die verbindingspunt vooraf bepaal en/of geteerd gemaak is deur bootwerk of andersins,
(7) bedveertrame vasbont en/of monter en/of in-kam en/of vooraf geboorde gate ruim en/of suwermak,
(8) spoelie vir alle tipes matriksaanle gereed maak,
(9) deurgestekte rante volgens lengte any,
(10) galgates in matriksaanle pons,
(11) handvatsels en/of ventilators aan matriksaanle any,
(12) 'n deurtrekgasmasjien opstel en/of bedien en/of werk daarmee vering,
(13) kussinkasse any,
(14) bedveertrame met die hand betis of verms,
(15) hangels aanst,
(16) jasse aan naalde in 'n deurdreuningsmasjien hang.

7 *Grade IV employee*
(1) Affixing helical springs and/or chain and/or hoop iron for the sole purpose of serving as a support for a loose cushion,
(2) affixing rubber strips for the sole purpose of serving as a support for a loose cushion,
(3) affixing a helical spring and/or chain and/or zig-zag or no-sag type of springing and/or affixing hoop iron to loose mats and/or backs for dining-room chairs, but excluding the building of a spring edge on backs and/or seats and/or of frames,
(4) securing sisal and/or cow pads to spring cushion units
(5) cutting of platform used for covering helical springs
(6) boling in position arms and/or backs of studio couches where the points of conjunction have been predetermined and/or prepared by means of drilling or otherwise
(7) boling and/or assembling and/or meshing of bedding frames and/or enlarging and/or truing up drilled holes,
(8) preparing spools for any type of needling machine,
(9) cutting quilted borders to length,
(10) punching holes in mattress borders,
(11) fitting handles and/or ventilators to mattress borders
(12) setting up and/or operating an interfacing machine and/or performing work therewith,
(13) cutting pads,
(14) staining and/or varnishing of bed spring frames by hand
(15) affixing lugs,
(16) hanging loops on needles in compression tufting.

Tydspek- ende- periode	Vanaf	For periode 30/6/87	From 1/7/87
R	R	R	R
(17) o doekspremasjien lau en/of stoor en/of bedien of werk daarmee verrig.			
(18) n plus- en/of baalopmaak- en/of baal- breek-en/of skoonmaakmasjien bedien en/of werk daarmee verrig			
(19) n lusmakmasjien opstel en/of bedien en/of werk daarmee verrig			
(20) jusse aan knoep en/of klossies werk.			
(21) veeteenbede aan bedrane heg uitgesonderd n fondament vir n raamveer bou.			
(22) sisal- en/of klappertakstusindies met die hand aan binneveerbede heg.			
(23) stoelkussingvoortreksels en/of peule opstrop met vulsel uitgesonderd met binneveer			
(24) vulsel in touvoorn losdraai			
(25) knoep en/of klossies maak.			
(26) die stoffeender help deur oortreksel vir n los kussing vas te hou.			
(27) n versandingskletter stroom of tydbeampte bysisaan			
(28) handversterking en/of knalysie maak.			
(29) klaar gesnyde materiaal sorteer nadat dit by die grootmaat uitgesny is			
(30) klaringmaakte stoelkussings vir aflewering nagaan en/of gereed maak.			
(31) skuumrubber volgens grooite sny			
(32) rubberstrook sny.			
(33) skuumrubber aanneklaar heg.			
(34) skuumrubber aan materiaal heg slegs vir deurstukwerk			
(35) massasmeting			
(36) beddegoed uitnekaarnaal.			
(37) ketting en/of draad en/of hoepelyster en/of verkaninge en/of nutvoornige maasskafels sny.			
(38) rollers vir deurstukmasjien gereed maak.			
(39) skuumrubber- en/of plastiekblokke in matraslope insit			
(40) artikels in karton papier, plastiek of soortge- lyke materiaal toedraai en verpak			
(41) perske voornige masjienre implemente, gereedskap, gerei en ander artikels skoonmaak			
(42) voornige op- of afhaal en op afleweringsoor- tuit help			
(43) artikels dra verskuif, opstapel of unpak.			
(44) boodskappe brenwe of ander artikels te voet of per fiets dra of ander hand- of voervoertuig aflewer of vervoer.			
(45) drankie maak en/of bedien.			
(46) karton of voernigtmateriaal aan bedrassise heg.			
(47) los werkoemer R2 23 per uur en R2,50 per uur vand 1/7/87			

Tydspek- ende- periode	Vanaf	For periode 30/6/87	From 1/7/87
R	R	R	R
(17) loading and/or wheeling and/or operating a cloth spreading machine or performing work there- with.			
(18) operating a tearing and/or bale opening an- dor bale breaking machine and/or foam chipping machine and/or performing work therewith.			
(19) setting up and/or operating a loop making machine and/or performing work therewith.			
(20) attaching loops to burlons and/or ruffs			
(21) attaching spring units to bed frames, exclud- ing the building of a foundation for a box spring.			
(22) affixing of sisal and/or cow pads by hand to interior spring units			
(23) filling cushion covers and/or bolsters with filling material other than spring insertors.			
(24) unwinding filling materials in rope form.			
(25) making burlons and/or ruffs.			
(26) assisting upholsterer in holding cover setting as a support for a loose cushion.			
(27) assisting a despatch clerk, storeman or time- keeper			
(28) making banding and/or beading			
(29) sorting of ready-cut materials after bulk cut- ting			
(30) regulating and/or preparing completed cush- ions for delivery.			
(31) cutting foam rubber to size.			
(32) cutting rubber strips.			
(33) joining together foam rubber.			
(34) affixing foam rubber to material for quilting purposes only.			
(35) mass-measuring			
(36) stripping of bedding.			
(37) cutting chain and/or wire and/or hoop iron and/or square and/or diamond mesh links.			
(38) preparing rollers for quilting machines.			
(39) inserting of foam rubber and/or plastic blocks into mattress cases.			
(40) wrapping and packing articles in cardboard, paper plastic or similar material.			
(41) cleaning premises, vehicles, machinery, implements tools utensils and other articles.			
(42) loading or unloading vehicles and assisting on delivery vehicles			
(43) carrying moving, stacking or unpacking articles			
(44) delivering or conveying messages, letter or other articles on foot or by means of a bicycle trolley or other hand or foot-propelled vehicle.			
(45) making and/or serving beverages.			
(46) affixing of cardboard or lining materials to bed bases.			
(47) casual employee R2,23 per hour and R2,50 per hour from 1/7/87			

Tydspek- ende- periode	Vanaf	For periode 30/6/87	From 1/7/87
R	R	R	R
(1) Foreman, supervisors			
(2) Changehands			
(3) Grade IV chargehands			

Tydspek- ende- periode	Vanaf	For periode 30/6/87	From 1/7/87
R	R	R	R
(a) Drywer van 'n motorvoertuig, uitgesonderd n stroomwa, wat gelyksaans is om n loon- vraag te dra of te trek van—			
(i) minder as 2 722 kg (6 000 lb)			
(ii) 2 722 kg (6 000 lb) en meer, maar hoogstens 4 536 kg (10 000 lb)			
(iii) meer as 4 536 kg (10 000 lb) maar hoogstens 6 350 kg (14 000 lb)			
(iv) meer as 6 350 kg (14 000 lb)			
(b) Drywer van n stroomwa			
(c) Drywer van n vullingswa, trekker, brompo- nie, passasieermotor			

Tydspek- ende- periode	Vanaf	For periode 30/6/87	From 1/7/87
R	R	R	R
(a) Driver of a motor vehicle other than a stream wagon, authorised to carry or haul a payload of—			
(i) under 2 722 kg (6 000 lb)			
(ii) 2 722 kg (6 000 lb) and over, but not exceeding 4 536 kg (10 000 lb)			
(iii) over 4 536 kg (10 000 lb) but not ex- ceeding 6 350 kg (14 000 lb)			
(iv) over 6 350 kg (14 000 lb)			
(b) Driver of a stream wagon			
(c) Driver of a fork lift, tractor, scooter, passen- ger car			

H LEARNERS

(1) Learners authorised in terms of clause 29 (1) of Chapter 1 of this Agreement employed in learning seamstresses and/or seamstresses work under Grade III employe and learners under Grade I and/or Grade II employe shall not be entitled to the minimum wage specified on the certificate issued by the Council in terms of clause 29 (3) and (4) of Chapter 1, but shall be paid not less than the following wage

During the first six months of learnership 80 per cent, during the second six months of learnership 85 per cent, during the third six months of learnership 90 per cent, during the fourth six months of learnership 95 per cent, of the minimum prescribed rate for Grade I or Grade II or Grade III employe as the case may be

(2) The minimum weekly wage to be paid to a Grade IV learner author- ized in terms of clause 29 (5) (d) of Chapter 1, shall be not less than the following

During the first six months of learnership 60 per cent during the second six months of learnership 80 per cent of the minimum prescribed rate for a Grade IV employe

I JUVENILE EMPLOYEES

(1) Juvenile Male employe engaged in a trade or part of a trade desig- nated under the Manpower Training Act 1981 during the authorised probationary period shall be paid not less than the wages prescribed in terms of the provisions of the said Act

(2) All other juveniles — All other juveniles shall be paid the minimum wage prescribed in this Agreement for employe employed on the same class of work

**10 CHAPTER III. CLAUSE B — WAGE INCREASES AND MIN-
IMUM WAGES**

(1) Substitute the following for subclause (1)

(1) The following shall be the minimum weekly wages prescribed for the respective classes of work enumerated hereunder. Provided that on each occasion the minimum prescribed rate shall be increased in terms of this Agreement. Employe who are in receipt of a wage in excess of the minimum prescribed rate for the class of work performed by him shall, notwithstanding anything to the contrary, herein contained, receive an increment equivalent to the amount shown hereunder for that wage cate- gory

Classification	For period ending 30/6/87	From 1/7/87
Driver classified under (1) (a) (i)	Weekly wage to be increased by R10,12	
Driver classified under (1) (a) (ii)	Weekly wage to be increased by R10,12	
Driver classified under (1) (a) (iii)	Weekly wage to be increased by R10,12	
Driver classified under (1) (a) (iv)	Weekly wage to be increased by R10,12	
Driver classified under (1) (c)	Weekly wage to be increased by R10,12	
Driver classified under 1 (a) (i)	Weekly wage to be increased by R11,88	
Driver classified under 1 (a) (ii)	Weekly wage to be increased by R11,88	
Driver classified under 1 (a) (iii)	Weekly wage to be increased by R11,88	
Driver classified under 1 (a) (iv)	Weekly wage to be increased by R11,88	
Driver classified under 1 (c)	Weekly wage to be increased by R11,88	

Loonvragte	Tydpunt eindende 30/6/87	Vanaf 1/7/87
(d) Los drywer van n motorvoertuig uitgesondert n stoomwa wat getuigenskap is om vir n tydperk van nege uur of minder as nege uur (per dag) n loonvrag te dra of te trek vab—	R	R
(i) minder as 2 722 kg (6 000 lb)	19,86	22,27
(ii) 2 722 kg (6 000 lb) en meer, maar hoogsstens 4 536 kg (10 000 lb)	20,58	23,04
(iii) meer as 4 536 kg (10 000 lb), maar hoogsstens 6 350 kg (14 000 lb)	21,85	24,25
(iv) meer as 6 350 kg (14 000 lb)	22,81	25,25
(v) Los drywer van n stoomwa	22,81	25,25
(vi) Los drywer van n vorkhefswa trekker, bromponie passasiersmotor	19,26	21,74

Pay-Loads	For ending 30/6/87	From 1/7/87
(d) Casual driver of a motor vehicle other than a steam wagon, authorised to carry or haul a pay-load of (for any period of nine hours or less per day)—	R	R
(i) under 2 722 kg (6 000 lb)	19,86	22,27
(ii) 2 722 kg (6 000 lb) and over but not exceeding 4 536 kg (10 000 lb)	20,58	23,04
(iii) over 4 536 kg (10 000 lb) but not exceeding 6 350 kg (14 000 lb)	21,85	24,25
(iv) over 6 350 kg (14 000 lb)	22,81	25,25
(v) Casual driver of a steam wagon	22,81	25,25
(vi) Casual driver of a fork lift tractor scooter passenger car	19,26	21,74

(2) Vervang subklousule (6) deur die volgende:

(6) *Verduideliking* — n Werkgever moet benewens ander besoldigings wat verskuldig is aan sy werknemer wat al tydens n reis onderneem vir die vervulling van sy pligte van sy woonplek en sy werksplek se bedryfsaamriging afkassie n vir n tydperk van een of meer nagte, minstens die volgende verduidelike betaal:

(a) Waar dit vir die werknemer nodig is om n aandate en bed te bekom. R7,00

(b) waar dit vir die werknemer nodig is om n aandate bed en ontyt te bekom R9,00

(c) waar dit vir die werknemer nodig is om n bed, ontyt, middag- en aandate te bekom R11,00

Namens die partye op beide die 21ste dag van Mei 1986 te Johannesburg onderteken

I LASAROW,
Voorsitter van die Raad

S M LE ROUX,
Ondervoorsitter van die Raad

P C SMIT,
Sekretaris van die Raad

No. R. 1904 12 September 1986

WET OP ARBEIDSVERRHOUDINGE, 1956

BAK- EN OF BANKETNYWERHEID (KAAP) — WYSIGING VAN OPLEIDINGSFONDSOOREENKOMS

Ek, Pieter Theunus Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van hierdie Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1987 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers- en werknemers wat lede van genoemde organisasie of vereniging is, en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesondert die vervat in klousule 1 (1) (a), met ingang van hierdie Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30

(2) Substitute the following for subclause (6)

(6) *Subsistence allowance* — An employer shall in addition to any other remuneration due, pay his employee who on any journey undertaken in the performance of his duties is absent from his place of residence and his employer's establishment for any period extending over one or more nights a subsistence allowance of not less than—

(a) where it is necessary for the employee to obtain an evening meal and bed R7,00,

(b) where it is necessary for the employee to obtain an evening meal and breakfast R9,00,

(c) where it is necessary for the employee to obtain breakfast lunch and evening meal R11,00

Signed at Johannesburg on behalf of the parties this 21st day of May 1986

I LASAROW,
Chairman of the Council

S M LE ROUX,
Vice-Chairman of the Council

P C SMIT,
Secretary of the Council

No. R. 1904 12 September 1986

LABOUR RELATIONS ACT, 1956

BAKING AND/OR CONFECTIONERY INDUSTRY (CAPE) — AMENDMENT OF TRAINING FUND AGREEMENT

Ek, Pieter Theunus Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Onderneming, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 April 1987, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union, and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period

April 1987 eindig, bindend is vir alle ander werkgewers en werknemers as die genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer

P T C DU PLESSIS,
Minister van Mannekrag

BYLAE
NYWERHEIDSRaad VIR DIE BAK- EN/OF BANKETNYWERHEID (KAAP)

OPLEIDINGSFONDSOOREENKOMS

ooreenkomsing die Wet op Arbeidsverhoudinge 1956, gesluit deur en aangegaan tussen

Western Cape Bakers' Association

(hierna die werkgewers of die vorkhefswaorganisasie genoem) aan die een kant en

Bakery Employeers' Industrial Union

(hierna die werknemers of die vakvereniging genoem) aan die ander kant

Wat die partye is by die Nywerheidsraad vir die Bak- en/of Banketnywerheid (Kaap)

om die Opleidingsfondsooreenkoms gepubliseer by Goewernementskennisgewing R 1219 van 12 June 1981 soos verligte by Goewernementskennisgewing R 790 van 25 April 1986 te wysig

1 TOEPASSINGSBESTE VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Bak- en/of Banketnywerheid nagekorn word—

(a) deur alle werkgewers wat lede is van die vorkhefswaorganisasie en deur alle werknemers wat lede is van die vakvereniging

(b) in die landstreekdistrikte Die Kaap Wynberg, Simonstad, Bellville, Goodwood, Kulsrivier, Somerset-Wes, Strand, Stellenbosch, Paarl en Wellington

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing—

(a) slegs op werknemers vir wie lone in die Hoofooreenkoms voorgeslag is of op die werkgewers van sodanige werknemers,

(b) op vakkeuringe in sover as wat dit nie onbestaanbaar is met die Wet op Mannekragopleiding 1981 of n kontrakt wat daarvolgens aangegaan of n voortwaaide wat daarvolgens bepaal is die

2 KLOUSULE 5 — ADMINISTRASIE VAN FONDS

1 Vervang subklousule (1) deur die volgende

(1) Die administrasie van die Fonds bems by n bestuurskomitee bestaande uit drie werkgewersvertegenwoordigers en drie werknemersvertegenwoordigers wat op n behoorlik gekonstitueerde vergadering van die Raad aangestel is. Vir elke verteenwoordiger moet n plaasvervanger deur die Raad aangestel word

(2) In subklousule (4) en (4) (e) vervang Raad deur Bestuurskomitee

3 KLOUSULE 6 — BYDRAES TOT DIE FONDS

In subklousule (3), vervang Raad deur Bestuurskomitee

4 KLOUSULE 7 — FINANSIES

In subklousules (1) en (3) vervang Raad deur Bestuurskomitee

5 KLOUSULE 8 — ONTBINDING VAN FONDS

(1) Vervang subklousule (a) deur die volgende

“(a) Wanneer hierdie Ooreenkoms weens verloop van tyd of weens funksiestaking om n ander rede vervat moet die Fonds nog deur die Bestuurskomitee geadministreer word totdat dit oorgeplaas word na n ander fonds of fondse of uitgegaan wat vir dieselfde doel ingestel is as die waarvoor die Opleidingsfonds in die lewe getroep is

(2) Vervang subklousule (b) deur die volgende

(b) ingeval die Raad gedurende die geldigheidsduur van hierdie Ooreenkoms of n verlenging daarvan ontbind word moet die Bestuurskomitee wat dan aan die bewind is, voortgaan om die Fonds te administreer

Valakies wat in die Komitee ontstaan kan deur die Nywerheidsreguleerder geval word uit die geldende van die werkgewers of die werknemers, na gelang van die geval, ten einde te verseker dat die saal werkgewers- en werknemersvertegenwoordigers en hul plaasvervangers in die Komitee ewe groot is

6 KLOUSULE 9 — LIKWIDASIE

Skep klousule 9

ending 30 April 1987, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Onderneming, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement

P T C DU PLESSIS,
Minister of Manpower

SCHEDULE
INDUSTRIAL COUNCIL FOR THE BAKING AND/OR CONFECTIONERY INDUSTRY (CAPE)

TRAINING FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between

Western Cape Bakers' Association

(hereinafter referred to as the employers or the employers' organisation) on the one part and

Bakery Employeers' Industrial Union

(hereinafter referred to as the employees or the trade union), of the being the parties to the Industrial Council for the Baking and/or Confectionery Industry (Cape)

to amend the Training Fund Agreement published under Government Notice R 1219 of 12 June 1981, as extended by Government Notice R 790 of 25 April 1986

1 SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Baking and/or Confectionery Industry—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union,

(b) in the Magisterial Districts of The Cape Wynberg, Simon's Town, Bellville, Goodwood, Kuls River, Somerset West, Strand, Stellenbosch, Paarl and Wellington

(2) Notwithstanding the provisions of subclause (1) the terms of this Agreement shall—

(a) apply only to employers for whom wages are prescribed in the Main Agreement and to the employers of such employees

(b) apply to apprentices in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981 or any contract entered into or any condition fixed thereunder

2 CLAUSE 5 — ADMINISTRATION OF FUND

1 Substitute the following for subclause (1)

(1) The administration of the Fund shall be vested in a management committee consisting of three employer representatives and three employee representatives appointed by a duly constituted meeting of the Council. For each representative an alternate shall be appointed by the Council.

(2) In subclause (4) and (4) (e) substitute Management Committee for Council

3 CLAUSE 6 — CONTRIBUTIONS TO THE FUND

In subclause (3) substitute 'Management Committee' for Council

4 CLAUSE 7 — FINANCE

In subclauses (1) and (3), substitute 'Management Committee' for Council

5 CLAUSE 8 — DISSOLUTION OF FUND

(1) Substitute the following for subclause (a)

(a) In the event of the expiry of this Agreement by effluxion of time or cessation for any other cause the Training Fund shall continue to be administered by the Management Committee until it be transferred by the Management Committee to any other fund or funds or other body constituted for substantially the same purposes as those for which this Training Fund was created

(2) Substitute the following for subclause (b)

(b) In the event of the Council being dissolved during the currency of this Agreement or any extension thereof the Fund shall continue to be administered by the Management Committee in the office at the same

Any vacancy occurring on the Committee may be filled by the Industrial Registrar from employers and employees, as the case may be, so as to ensure an equality of employer and employee representatives on the Committee

6 CLAUSE 9 — LIQUIDATION

Delete clause 9

NOTICE 645 OF 1986

**DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR REGISTRATION OF A
TRADE UNION**

I, Adam Johannes Jacobus Barnard, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration has been received from the Bloemfontein Municipal Black Workers' Union Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABEL

Name of trade union — Bloemfontein Municipal Black Workers' Union

Date on which application was lodged — 1 July 1986

Interests and area in respect of which application is made — Black employees who are employed in the Local Authority Undertaking as undertaken by the City Council of Bloemfontein in the municipal area of Bloemfontein

For the purpose of the above—

“Local Authority Undertaking” means the undertaking in which employers and their employees are associated for the institution, continuation and completion of any action, scheme or activity undertaken by the City Council of Bloemfontein

Postal address of applicant — P O Box 7643, Bloemfontein, 9300

Office address of applicant — Municipal Hostel, Bloemfontein

Attention is drawn to the following requirements of section 4 of the Act

- (a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who are in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration
- (b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

A J J BARNARD,
Assistant Industrial Registrar
(12 September 1986)

NOTICE 646 OF 1986

**DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956
APPLICATION FOR REGISTRATION OF A
TRADE UNION**

I, Adam Johannes Jacobus Barnard, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration has been received from the Zakhem Transport and Allied Workers' Union Particulars of the application are reflected in the subjoined table

Enige geregtreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging — Zakhem Transport and Allied Workers' Union

Datum waarop aansoek ingedien is — 20 June 1986

Belange en gebied ten opsigte waarvan aansoek gedoen word — Persone in diens van die Padpassasiersbedryf en die Vervoeronderneming (Goedere) in die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Nigel, Pietersburg, Potchefstroom, Randburg, Randfontein, Roodepoort, Springs en Witbank

Vir bogenoemde doel beteken—

“Padpassasiersbedryf” die bedryf waarin werkgewers (uitgesonderd werkgewers wat uitsluitlik skoolkinders vervoer tussen hulle woonplekke en die skole wat hulle bywoon) en werknemers met mekaar geassosieer is vir die vervoer teen vergoeding op enge openbare pad, van enge persoon deur middel van 'n kragaangedrewe voertuig (uitgesonderd 'n voertuig in besit van en beheer deur die Suid-Afrikaanse Vervoerdienste of 'n plaaslike owerheid) wat bedoel is om gelyktydig meer as sewe persone, met inbegrip van die drywer van die voertuig, te vervoer, en omvat alle werksaamhede wat met voormelde bedrywighede gepaard gaan of daaruit voortvloeit, en

“Motorvoervoeronderneming (Goedere)” beteken die onderneming waarin werkgewers en werknemers met mekaar geassosieer is vir die vervoer van goedere, teen verhuur of beloning deur middel van motorvervoer en omvat die vervoer van grond, gruis of sand wat bedoel is vir verkoop, hetsy sodanige vervoer verrig word teen verhuur of beloning

Posadres van applikant — Troyestraat 77, Johannesburg, 2001

Kantooradres van applikant — Troyestraat 77, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet.

- (a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem
- (b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word

A J J BARNARD,
Assistent-nywerheidsregistrator
(12 September 1986)

KENNISGEWING 645 VAN 1986

**DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING**

Adam Johannes Jacobus Barnard, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie ontvang is van die Bloemfonteinse Black Workers' Union. Besonderhede van die aansoek is in onderstaande tabel verstrekk.

Enige geregtreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging — Bloemfontein Municipal Black Workers' Union

Datum waarop aansoek ingedien is — 1 Julie 1986

Belange en gebied ten opsigte waarvan aansoek gedoen word — werknemers in diens van die Plaaslike Owerheid se werksaamhede in die munisipale gebied Bloemfontein

toel beteken—

“Owerheidsonderneming” die onderneming in werkgewers en hul werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van enige handeling, skema of aktiwiteit wat deur die Stadsraad van Bloemfontein onderneem word

Postal address of applicant — Posbus 7643, Bloemfontein, 9300

Office address of applicant — Munisipale Tehuis, Bloemfontein

Ag word gevestig op onderstaande vereistes van artikel 4 van die Wet.

- (a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem
- (b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word

A J J BARNARD,
werheidsregistrator
(12 September 1986)

KENNISGEWING 646 VAN 1986

**DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING**

I, Adam Johannes Jacobus Barnard, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie ontvang is van die Zakhem Transport and Allied Workers' Union. Besonderhede van die aansoek is in onderstaande tabel verstrekk.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABEL

Name of trade union — Zakhem Transport and Allied Workers' Union

Date on which application was lodged — 20 June 1986

Interests and area in respect of which application is made — Persons employed in the Road Passenger Transport and the Transport Undertaking (Goods) in the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Nigel, Pietersburg, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Springs and Witbank

For the purpose of the above—

“Road Passenger Transport Trade” means the trade in which employers (other than employers exclusively conveying schoolchildren between their places of residence and the schools they attend) and employees are associated for conveying for reward on any public road any person by means of a power-driven vehicle (other than a vehicle in possession of and controlled by the South African Transport Services or a local authority) intended to carry more than seven persons simultaneously, including the driver of the vehicle and includes all operations incidental thereto or consequent thereon, and

“Motor Transport Undertaking (Goods)” means the undertaking in which employers and employees are associated for the transportation of goods by means of motor transport for hire or reward and includes the transportation of soil, gravel or sand which is intended for sale, whether or not such transportation is performed for hire or reward

Postal address of applicant — 77 Troye Street, Johannesburg, 2001

Office address of applicant — 77 Troye Street, Johannesburg

Attention is drawn to the following requirements of section 4 of the Act.

- (a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration
- (b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

A J J BARNARD,
Assistant Industrial Registrar
(12 September 1986)

Six unionists freed from detention

12/1/86
Six prominent trade unionists have been released from emergency detention in the last week, three with restrictions being placed on them. 134 680

They are Mr Donsie Khumalo, secretary of the Northern Transvaal region of the Congress of SA Trade Unions, Mr Lolo Ditshego and Mr Justin Rabothata, both organisers of the General Workers Union of SA.

Also released is the president of the Council of Unions of SA (Cusa) Mr James Mindaweni.

Officials of two Cusa affiliates, Mr Sipho Mzolo and Mr Simon Masibi, had been freed earlier, said Cusa.

W/E ARGUS 13/9/80

Garment union backs May Day holiday move

134
BY DICK USHER
Labour Reporter

THE powerful Garment Workers' Union of the Western Province has joined the move for an annual May Day holiday

A spokesman said the union had included a proposal for an industry-wide day off in the negotiations for a new Industrial Council agreement

A national May 1 stayaway this year had a markedly lower response in the Western Cape than elsewhere — about 15 percent against 80 percent na-

tionally. Commentators said the Cape stayaway would have been higher had it not been for the GWU and the Industrial Council ruling against workers being given the day off

The spokesman said the union had found strong worker support for a May Day holiday and had included it in their proposals

An executive proposal that the union disaffiliate from the Trade Union Council of South Africa is expected to be ratified at the union's annual meeting today

Industry 'pointed way to power sharing'

By Mike Siluma

The development of industrial relations had shown the way to power-sharing in other sectors of South African life, Professor Nic Wiehahn, of the School of Business Leadership at the University of South Africa, said in Johannesburg yesterday.

Addressing delegates to the International Conference on Gold, Professor Wiehahn said, however, that for the country to benefit from the post-1979 industrial relations experience, South Africans would have to change attitudes in their relationships.

"The philosophy of confrontation, of exclusions, of prohibitions, of restrictions must change to one of openness, consensus, sharing with one another and of negotiation," he Professor Wiehahn warned

Pointing to the history of industrial relations and (white) labour's relations with respective Governments since the late 1880s, Professor Wiehahn said the historical development

of South Africa's labour and industrial relations system had been a major steering factor whenever important socio-economic and political changes had to take place

Professor Wiehahn conceded that this might be more difficult to attain in the political field.

MORE PEACEFUL

But, he asserted, the labour field had been relatively more peaceful in the past few years compared to the social, educational and other spheres of South African life

Professor Wiehahn lamented the fact that there was no trade union training centre in South Africa.

"Trade union leaders in South Africa are now being trained in East and West Bloc countries and it requires little imagination to consider the negative effects of this development of industrial relations in South Africa," he added.

● The conference continues until Thursday.

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POOR growth in the economy and reduced demand for electricity is forcing Escom to resolve the problem of redundancies.

Discussions with 12 trade unions are due to start today to decide on criteria for cutting staff.

Escom senior GM Ian McRae says the effects of a prolonged recession have had a marked influence on Escom, and the resultant slow-down in some activities has led to a redundancy in some jobs and staff

Escom and unions to hold discussions on reducing staff

Escom has been forced to take steps to reduce staff, and is discussing the matter with the unions. The main issues are what criteria will be used to determine redundant jobs, what criteria will be used to determine redundant staff, and

how the process will be implemented

The establishment of criteria for determining redundant jobs and people will determine how many people are affected by the move

The reduction is independent of steps taken by the organisation early this year to reduce Escom's staff complement through natural attrition and early retirements.

McRae says this process is running well and will be concluded by the end of the year — Sapa.

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NATIONAL

Escom meets unions over retrenchments

The Argus Correspondent

JOHANNESBURG — Escom yesterday met nine unions representing its employees to discuss retrenchments

In a joint statement, the parties said an offer covering various aspects of redundancy was tabled and negotiations would continue on September 29

The issues discussed included criteria to be used to determine redundant jobs and staff, how the retrenchment process would be implemented and a possible separation package

Unions present included the Mineworkers' Union, Boilermakers' Society, Amalgamated Engineering Union and Escom Employees' Association

Staff had had to be cut because of the poor growth of the economy and reduced demand for electricity, said Escom general manager Mr Ian McRae

He said a programme to reduce staff through natural attrition and early retirement began early this year and was running well

However, circumstances had changed recently Escom was expected to have excess generating capacity for some time to come Some power facilities would either be put in reserve storage or closed down

"There will not be enough jobs available to accommodate all," Mr McRae said

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Maturity after the baptism



bargaining between trade unions and managements is working remarkably well.

The *Analysis of Strike Action in SA* recently released by labour consultants Andrew Levy and Associates (AL&A) contains some interesting and valid observations about the eastern Cape

Examining various regions, the report notes "In terms of numbers of strikes, the eastern Cape, which is often thought to be the centre of South African strike activity, lies in third position, and is markedly down on the PWV area"

The report referred to the period between 1979 and the end of the first quarter of 1986 during which AL&A's chart shows some 125 strikes for the eastern Cape, 220 for Natal and 570 for the PWV

Clearly, the eastern Cape in no way merits the title of "strike centre," though it could be argued that it nevertheless accounts for a fair proportion, given its size as an industrial area. There are two reasons for this:

□ Strike activity is closely related to industrialisation and the eastern Cape is a densely industrialised region with a much larger component of manufacturing undertakings than the rest of SA; and

□ The area includes a large component of automobile manufacture. It is an international phenomenon that workers in this sector show a high propensity to strike. The strikes in this sector some years ago exercised a considerable influence on strike figures — and, of course, made a dramatic impact on the perceptions of the public.

But the trend in more recent years is

Roux van der Merwe is the Volkswagen professor of industrial relations at the University of Port Elizabeth (UPE). He argues that despite the political turmoil in the eastern Cape, collective

important for a balanced assessment. With the co-operation of the local office of the Department of Manpower, the Industrial Relations Unit at UPE analysed detailed strike data for the past three years.

The published figures for 1983 and 1984 reflected a low level of strikes. In addition, it was possible to exclude strikes in the rural areas (of which there were several) and to clear the data of a few consecutively reported stoppages which (from our own knowledge of the events) were clearly one strike.

This analysis showed that the PE-Uitenhage metropole accounted for only seven stoppages in 1983, or 2% of a national total of 329. In 1984 the area had 10 strikes out of a record national figure of 454 — again just over 2%. Figures for 1985 do show a significant increase, with 30 strikes in the metropole. But this represents only 8% of the national total of 389, and the area is once again third behind the PWV and Durban respectively.

Given the high level of political strife in the region this is not unexpected, for community turmoil must inevitably affect relations at work.

Once again, however, detailed analysis of the 30 strikes in the metropole reveals some interesting trends.

Nine stoppages lasted less than a day, 12 were settled in one or two days, and the balance took three to six days to settle. Unlike 1983 and 1984, some large groups were involved, and the region also runs third in man-days lost (57 000, western Transvaal 195 000 and PWV 96 000).

But reasons for the stoppages in PE-Uitenhage are the most revealing. 12 strikes concerned wages and seven pensions.

Clearly, economic pressures were keenly felt by workers, and the trade unions were pressing hard in their traditional role.

Five strikes concerned discipline (such as unfair dismissals), and significantly only three were reported as "political" (release of detainees and the New Zealand rugby tour).

These figures, over the past three years, bear out a number of important issues about the region.

□ It is nowhere near the "strike centre" of SA, despite its high level of industrialisation and the predominance of the automotive industry, and

□ The turmoil of the years 1979-80 has been replaced by a far more orderly industrial relations climate. Both employers and employees have learned some of the hard lessons of industrial relations conflict, but have emerged more competent to handle their differences via constructive negotiation most of the time.

The words "most of the time" underline the fact that there will always be an inevitable level of conflict in labour relations on the factory floor.

Far from being a negative indicator, the level and outcome of strikes in 1985 points to the effectiveness of collective bargaining with free trade unions in containing shop-floor conflict under the near-catastrophic political and community conditions of the present time.

The reasons for strikes further indicate that economic and procedural agendas predominate, with little evidence of the political emphasis so often assumed to be a feature of trade union pressure. Such political agendas were increasingly addressed in stayaways, in which the trade union either responded to strong constituency political pressures, or was a reluctant partner, or was not involved at all.

PE-Uitenhage was described a few years ago as "the crucible of industrial relations" in SA.

The region has had its baptism of fire on the shopfloor and has emerged stronger and more competent to handle the future. Given support for its industrial base, and positive action to deal with the unemployment that now saps its vitality, its peoples could yet go forward to provide the lead in the political crucible as well.

LABOUR BRIEFS

THE Posts and Telecommunications Workers' Association holds its regional meeting in Soweto on Sunday.

The union's central committee will be elected

The meeting will be held at Methodist Youth Centre, White City Jabavu.

- The Transport and Allied Workers' Union has signed a recognition agreement with Kempton Park-based WTC Airfreight

- The Black General Workers' Union has been granted recognition at Johannesburg's Racec Industries, union official Mr Phosakuwa Mashahele said

- The National Automobile and Allied Workers' Union and Volkswagen are locked-in talks over the payment of full wages to detained workers.

A settlement is expected to be reached today.

Volkswagen has offered to pay 75 per cent of the detained workers' wages, while the union is pressing for full pay.

New union legislation planned for next year

New legislation to define an "unfair labour practice" more clearly was being planned for next year, the Minister of Manpower, Mr Pietie du Plessis, said in Pretoria at the weekend. He told the Transvaal National Party congress that draft legislation, based on investigations and the rulings of the industrial courts, would be published for comment within a month.

The Minister was reacting to two resolutions calling for a fuller definition of an unfair labour practice and to define the responsibilities and accountability of a union for actions of its members.

Referred to intimidation by certain unions he said that it appeared that union rights were being extended endlessly.

Black trade unions came into being as recently as 1979 and the concept of an unfair labour practice was a new one.

"The concepts of unfair labour practice and unfair dismissal have been used by the trade unions but they are meant for employers as well," he said.

"It is only recently that employers have started to take actions against the unions for unfair practices."

As far as holding unions accountable for actions of members, the applicable criteria was the established connection between individual and union. "If the individual and his actions cannot be connected to the union, then action will have to be taken against the individual alone," the Minister said — Sapa

Police to get baby Casspir

Political Correspondent

The police are developing a small new armoured vehicle similar to the Casspir to protect personnel from increasing attacks by small-arms fire, the Minister of Law and Order, Mr Louis le Grange, told the Transvaal National Party congress at the weekend.

He said the police had good access to overseas police forces and there was an exchange of ideas.

The force was now developing a small new vehicle based on the design of the Casspir "to protect our people from being fired upon."

He said it was not easy to suppress intimidation, especially as the most effective intimidation was a box of matches.

"I don't want to give an assurance that we have everything absolutely under control, but, in general, I think we are on top of intimidation."

Race spit 'endangers industry and unions'

By Sheryl Raime

Racial polarisation on the mines has to stop or the traditional white unions and the industry itself will be endangered.

This was the view of Mr Ike van der Watt, president of the South African Boilermakers' Society, speaking at the Gold 100 conference in Johannesburg yesterday.

Said Mr van der Watt "Traditional unions in the mining industry are often accused of being out of step with change.

"The position of these unions has been influenced by circumstances and structures introduced and upheld by the mining houses.

"Mining houses have restricted development. The industry has managed to withstand pressures and has protected unions from normal pressures of change.

"The schedule of occupations (which reserves 13 types of job for whites) has confined each union to a specific category of worker. Strict control of membership has had a major effect on the development of traditional unions.

"As a result, these unions are where they were 30 years ago."

He added: "We are heading for a situation in which the mining industry and its labour force have become polarised on the issue of race.

"Unless the traditional unions and the industry itself, in conjunction with the unions now representing the mass of lesser-skilled workers, can find some avenue out of this situation and stop the process of polarisation, the traditional unions and the m-

NEW UNIONS 'daunting challenges for mines'

By Sheryl Raime

There were 109 unlawful work stoppages at gold and coal mines belonging to the Chamber of Mines this year, according to the chamber's industrial relations adviser Mr Johann Liebenberg.

He told the Gold 100 conference in Johannesburg yesterday that coming to terms with emergent unions was one of the industry's most daunting challenges and was complicated by the general state of unrest during the past two years.

There were, he said, many unlawful strikes between January 1 and September 11 despite agreements with unions that industrial action would not be taken until agreed procedures were exhausted. "No less than 52 unlawful work stoppages have occurred on our gold mines. In the same period our collieries experienced 57 work stoppages," Mr Liebenberg said.

The stoppages caused minimal loss of man-hours and all occurred before dispute-setting procedures had been exhausted. In many cases managements did not know the causes.

"In most unlawful stoppages the union head office claimed no advance knowledge and in a number of cases publicly distanced itself from the action of employees," he said.

It was ironic that the strikes experienced in recent years had come after mines had done much to improve the working life of unskilled and semi-skilled employees and, through the chamber, had opened new avenues of advancement for black employees.

"The most important breakthrough has, however, eluded us — that is, to make it possible for all races to be trained for and appointed to all production jobs."

There were still 13 job categories reserved for whites but, despite Government promises that job reservation would be scrapped, Parliament adjourned before legislation could be

companies, agreements can often be renegotiated when export opportunities arise — usually with some benefit to the licence holder as well

There are no restrictions if the local manufacturer designed the component himself. This is more common in accessories than in mechanical components

The components industry is getting strong

support on exports from some motor companies, and Dorbyl's Harry Doeg for one has no complaints about the rebate system

Funding out of tax

"This funds the industry out of its own tax payments — which is a good thing," he says. Lucas's John Small warns that it takes time to build solid export markets and he adds

"The best export markets are built on a healthy, viable home market"

Meanwhile, breaking into markets abroad is not only bringing in foreign exchange, but helping the successful component exporters to stretch out their painfully short production runs and thereby improve their overall viability. And, it is creating badly needed job opportunities

The labour component

The dire straits in which SA's motor industry finds itself has created new industrial relations challenges

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Although Naacam is a trade association rather than an employers' organisation, labour matters are of great concern to its members. This is hardly surprising. Not only is it having to contend with a crippling economic recession, but it also has to face a growth in black unionisation and worker militancy.

Most Naacam members are also members of one of two employer organisations, all are covered by one of two industrial council agreements, and most have a direct relationship with one or more worker organisations in this relatively highly unionised industrial sector.

Companies involved in the manufacture of motor components fall under either (or both of) the National Industrial Council for the Motor Industry (NICMI) or the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry. At the latest count, NICMI was estimated to cover 14 709 components workers in 182 plants. Comparable statistics for the metal council are unavailable.

The reason for this overlap is the broad range of items produced by these companies, which range from small plastic products to heavy engineering. And many manufacture products for the motor industry as well as for

others.

This can obviously cause administrative and industrial relations difficulties. Minimum conditions differ, in some cases substantially, between the two agreements. This includes the vital aspect of minimum wage rates for the lowest-paid category of employee, who is almost always black.

The potential for conflict over differential wages where workers are doing similar work in the same company, merely in different departments, is high. So affected firms generally abide by, at least, the highest common factor of the two agreements. Generally, conditions laid down in the metal agreement are more favourable.

For example, the minimum rate in the section of the NICMI agreement applying to the components sector (NICMI also covers other parts of the motor industry, like petrol stations and motor repair shops) is due to be increased to R1,90 an hour as from September. But its equivalent in the metal industry attained that level in July last year and rose to R2,22 when the new agreement was gazetted in August this year.

Minimum wage rates prescribed for more highly skilled workers, particularly artisans, are less important. In both agreements, these minimums are unrealistically low and unre-

lated to market rates.

The major union party to the NICMI is the multiracial Motor Industry Combined Workers' Union (Micwu). According to general secretary Des East, about 20% of Micwu's 40 000 members are involved in the manufacture of components.

Both East and the chief spokesman for the SA Motor Industries Employer Association (SAMIEA) John Hurdman concur that the prescribed minimum rates are not applied in many parts of the industry, particularly in the larger companies.

Here in-plant bargaining is widespread, and wage settlements are invariably above the statutory minimums.

Hurdman expresses satisfaction with the general state of industrial relations between the association's members and unions. "Our relationship with Micwu is one of the better management-union relationships in industry. These are extremely trying times for the industry, but the union has behaved responsibly throughout," he says.

And the association and its members deserve some of the credit for this positive state of affairs, he believes. The association has held numerous seminars and discussions for members on how to handle sensitive matters like retrenchments and conversion to short-time work.

Hurdman says that every attempt has been made to maintain employment levels. But, where this has proved impossible, companies have worked in the closest co-operation with Micwu. Proper negotiations have been held over the details of necessary layoffs.

While SAMIEA has taken an easygoing approach to the question of in-plant bargaining, the Steel and Engineering Industries Federation (Seifsa) — the massive employer organisation party to the metal industrial council — has traditionally taken a hard line against it.

Recently, however, Seifsa has begun to

'In-plant bargaining is widespread and wage settlements invariably above the statutory minimum,'

Union members gain in wage negotiations

By Sheryl Raine

Trade unions have bolstered their members' pay packets by an average 15 percent so far this year and some unions have won increases as high as 26 percent, says a new survey of wage negotiations by a labour relations consultancy

Andrew Levy and Associates this week released their pilot survey of wage settlements gained through collective bargaining with unions

Among other things, the results of the survey indicate that, where unions negotiate wages, wage rates tend to differ considerably from predicted market rates or rates tagged to specific job categories. More companies are negotiating wages with unions, with at least 600 already involved in the collective bargaining process

Research by other organisations showed that the average black wage rate rose by 11,3 percent in the period 1985/86. The Levy survey, which concentrated on 88 bargaining units in 60 unionised companies across a broad spectrum of industries, showed that, in all cases, unions made a considerable difference to wage settlements which were generally higher than 11,3 percent

But unions were unable to compensate their members fully for the inflation rate

The Levy survey found that the Commercial, Catering and Allied Workers Union of SA (Ccawusa) achieved the highest average wage increase in the first half of 1986 (19,85 percent) followed by the Chemical Workers Industrial Union (19,5 percent) and the Food and Allied Workers Union (17 percent)

WIDE DISCREPANCIES

The survey also gives a breakdown of settlements by region and industry and compares union wage claims with final settlements

"One of the most notable features of bargaining with the new unions has been the extremeness of their opening position," says Mr Levy

"Wage claims of up to 100 percent have not been unknown and there is usually a wide discrepancy between claims and settlements

"This year, for example, Ccawusa's average claim was 66 percent compared with an average settlement of 19 percent. Fawu's average claim was 78 percent compared with an average settlement of 17 percent. The reason for these discrepancies is, probably linked to member mandates to union negotiators

"In the most extreme case we found the union

settled for nearly one seventh of its initial claim while, in most cases, the factor was in the region of one third to one quarter"

The negotiation process itself also came under the spotlight

"Despite the recession, increasing pressure is still being exerted on management. The recession has neither moderated wage demands nor resulted in lower levels of wage settlement"

The average wage negotiation this year lasted about 70 days and involved at least six meetings between the parties. Disputes were declared in 32 percent of all wage claims submitted

There did not appear to be any significant level of difference in wage settlement levels where disputes were declared

In about a third of all negotiations industrial action occurred. Closer analysis showed that the strike was no longer the most favoured form of industrial action. Overtime bans were most often used to put pressure on management

"Overtime bans have become a cost-effective means of putting maximum pressure on management while maintaining a livable level of worker earnings," said Mr Levy

INDUSTRIAL ACTION

Certain unions were found to be more likely to use industrial action than others. During 1986 the Chemical Workers Industrial Union, the National Union of Textile Workers and Fawu were the most likely to use industrial action

But, in terms of overall strike propensity during the period 1979 to March 1986, the Metal and Allied Workers Union, Ccawusa and the SA Allied Workers Union were most likely to strike

Some interesting statistics emerged concerning Sullivan Code, European Community (EC) and local companies

"The question is often asked whether there are significant differences in terms of industrial relations practice among wholly-owned South African companies and those with foreign ownership or interests which make them subject to codes of practice," said Mr Levy

In our sample there were 11 EC and eight Sullivan companies. It was found that, percentage-wise, there was little difference in wage increases. Average increases in 1986 showed an overall rise of 18 percent, a Sullivan rise of 17,5 percent and EC rise of 14 percent

"But, when it comes to average minimum wages before and after negotiations, the rates paid by the Sullivan and EC companies are higher"

New labour giant soon

A NEW labour giant will be launched this weekend with the merging of two black consciousness trade union federations.

SOWETAN Correspondent

Mr James Mndaweni, president of the Council of Unions of SA (Cusa) said that the long-awaited merger between his organisation and the Azanian Confederation of Trade Unions (Azactu) would go ahead this weekend

He said the name of the new organisation would be announced at

a launch on Saturday afternoon following Cusa's conference at Broederstroom

Talks

Talks between Azactu and Cusa have been underway for several months. Mr Mndaweni claimed the new federation would have a membership in the region of 350 000

The Black Allied Mining and Construction Workers' Union (Bamcwu) has given its blessing to the merger

Unity between Cusa and Azactu has been predicted since last year, when the two ceased to be party to talks which led to the formation of the Congress of SA Trade Unions (Cosatu). Cosatu claims a membership of up to 600 000

Escom,

unions

agree

JOHANNESBURG — Escom management and 11 trade unions yesterday reached agreement about how to deal with redundancy and retrenchment procedures

The 11 unions involved were the Amalgamated Engineering Union of SA, the Amalgamated Society of Woodworkers of SA, the Amalgamated Union of Building Trade Workers of SA, the SA Engine Drivers', Fireman's and Operators' Association, the SA Boilermakers', Iron and Steel Workers, Shipbuilders and Builders Society, the SA Electrical Workers' Association, the Mine Workers Union, the SA Iron, Steel and Allied Industries' Union, the Escom Employees Association, the Escom Workers Association and the Electricity Workers Union.

— Sapa

Giant new trade union federation is launched

A NEW CHAPTER OPENS

By LEN MASEKO

ANOTHER chapter was opened in the labour history when a new union federation was launched at the weekend.

The new giant, which claims a membership of 350 000, became a reality with the merging of the Azanian Confederation of Trade Unions (Azactu) and Council of Unions of SA (Cusa)

The name of the new federation had not been announced by late yesterday.

Talks

More than 500 delegates from all over the country converged on Alpha Training Centre in Broederstroom, to launch the federation.

Messages of support were read at the two-day congress, from — among other organisations — Pan Africanist Congress, African National Congress, International Confederation of Free Trade Unions and Britain's Trade Union Council.

The new federation symbolised workers' aspirations, through which the working class "will march towards total emancipation," Cusa president Mr James Mndaweni told the conference.

Delegates

Cusa-Azactu talks started after the two federations "were pushed out" of the unity talks which resulted in the formation of the Congress of SA Trade Unions, Mr Mndaweni said

"The federation is a democratic organisation which will not impose ideology upon any of our members," the Cusa official said



SOME of the delegates at the launch of the giant new trade union federation at the weekend.

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weather patterns... thoughts come in nine-

Significant drop in incidents of unrest

Pretoria Bureau

There was a marked drop in the number of unrest-related deaths last month compared with the earlier stages of the state of emergency, the Bureau for Information said yesterday.

While 161 people died in June this year, only 28 deaths occurred in September. This figure is the lowest monthly total since February 1985. The current state of emergency was declared on June 12.

Dr Kobus Neethling, director of the bureau's research unit, said that although unrest was quietening, the revolutionary climate had not yet abated and was still intense in some places.

He gave a breakdown of the various unrest-related incidents which had occurred since the start of the state of emergency.

- Unrest incidents. 38,2 percent stone-throwing, 18,4 percent petrol bomb attacks; 15,5 percent arson attacks, 5,1 percent robberies; 6,7 percent other incidents.

- Deaths: black agitators responsible for 68,4 percent, security forces responsible for 24,4 percent, and other unidentified individuals or organisations responsible for 7,2 percent.

- Injured or wounded black agitators 59,7 percent, security forces 33,4 percent, and other 6,8 percent. The number of people injured per month dropped by 417 between March and September this year.

- Attacks on security forces 180 attacks on security forces during the first week of the emergency and 32 in the 16th week — 64 percent of these attacks were stonethrowing, 23,1 petrol bombings, 8,3 shootings, 1,7 arson, 2,9 other.

Stayaway at Escom over home loss fears

By Mike Siluma

Scores of Escom workers who stayed away yesterday in protest over impending retrenchments returned to work today after talks between their representatives and management.

The Orange Vaal General Workers' Union (OVGWU) said that about 300 Escom employees in Sebokeng stayed away from work, demanding assurances that workers made redundant would not lose their homes. The houses were a condition of employment, and workers fear that they and their families will be thrown out if they are retrenched.

Escom said the retrenchments are necessitated by a cut-back in operations because of the economic downturn. At this stage it is not possible to say how many people will be made redundant.

OVGWU spokesman Mr Philip Masia said workers were not prepared to pay for alleged mismanagement at Escom with their jobs.

An Escom spokesman said about 150 workers who stayed away had agreed to return to work after management had given an undertaking that retrenched workers will not have to vacate their houses immediately.

Full details about redundancies will be made available later this week.

- About 200 striking members of the Metal and Allied Workers' Union (Mawu) slept in at Abkins Steel in Germiston to back a demand for the recognition of the union, a spokesman said.

He claimed that management had called in "scab" labour and permitted white employees to come to work armed.

The white employees were being abusive to the strikers, the spokesman claimed.

Heart baby is ailing after op

The Star Bureau

NEW YORK — The South African heart operation baby, Christopher Waters, has been re-admitted to Philadelphia Children's Hospital suffering from a bacteria infection.

Just over two months after his life-saving surgery in the United States to correct hypoplastic left heart syndrome, Christopher is still ailing.

Surgery has successfully corrected the congenital heart defect, and he

UNITY THE GOAL, SAYS CUSA-AZACTU

THE newly formed labour federation, Cusa-Azactu, will strive to unite the majority of organised workers in the country

The new Cusa-Azactu national executive council said in a statement yesterday that it believed in the principle of worker control based on non-racialism "to build a non-exploitative democratic society based on the leadership of the working class"

The executive members are Mr James Mndaweni (president), Mr Stewart Moletsane (vice-president), Mr Piroshaw Camay (general secretary), Mr Phandelani Nefolovhodwe (first assistant general secretary), Mr Mahlomola Skhosana (second assistant general secretary).

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Top church post for trade unionist

Religion Reporter

Prominent Johannesburg trade unionist Mrs Emma Mashinini has moved out of the labour arena to take up a top position in the Anglican Church.

Mrs Mashinini has been appointed director of the department of justice and reconciliation of the Church of the Province of Southern Africa, said the Anglican newspaper *Seek*.

Mrs Mashinini began her career as a garment worker and was a shop steward in the Clothing Workers' Union for 12 years.

In 1975, she set up the Commercial Catering and Allied Workers Union and played a major role in building it into an organisation representing 40 000 people. She resigned as general secretary earlier this year.

Years after, a union

Weekly Mail

By SEFAKO NYAKA

THE launch in Port Elizabeth tomorrow of the South African Railways and Harbours Workers Union (Sarhwu) is the culmination of years of painstaking plans to organise workers in the South African Transport Services (Sats)

According to the acting organising secretary of the union, Joe Ngcobo, the task of organising Sats workers has been made difficult by legislation and victimisation of workers who join the union.

"Railway and harbour workers are not covered under the provisions of the Labour Relations Act, which regulates labour relations generally.

"Sats, as part of the State sector, has its own labour relations system which

governs the lives of its workers.

"According to Sats' labour relations system, a strike is an illegal activity, meaning that workers are not allowed to strike over the bad conditions of employment," Ngcobo said.

The Sats has three categories for its employers permanent, temporary and casual. Most blacks are employed as temporary employees, despite the number of years worked

The state's clampdown in the Sixties seriously crippled the union Curmuck Ndlovu, secretary of the Durban branch, was sentenced to 20 years on sabotage charges

for state employees

Elizabeth branch, died in detention of "natural causes"

By 1964 Sarhwu was leaderless and could no longer operate. It was revived in 1976, but state repression followed. Organiser Lawrence Ndzanga was detained and died in detention

After the findings of the Wiehahn Commission were published in 1980, labour legislation was amended, allowing black workers to be organised in trade unions

But this dispensation did not apply to workers in the public transport sector. A few years ago the General and Allied Workers Union and the

Port Elizabeth Municipal and General Workers Union seconded members to a committee that was mandated to revive Sarhwu

In September 1983 the union was officially revived and presently boasts membership throughout the country.

"Organising on the railways was never an easy task. Organisers were often forced to dress up as railway workers in order to gain access to railway property," Ngcobo said

He said this weekend's launch does not mean that Sarhwu's activities are progressing unhindered

"Regardless of the legal nature of Sarhwu's activities, the state continues its attack on the union," Ngcobo added.

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PO recognises first black workers union

Dispatch Correspondent

JOHANNESBURG — The first fully-fledged trade union for black post and telecommunication workers has been officially recognised by the Post Office, the acting Post Master General, Mr Johan van Rensburg, announced yesterday

The new union, the Post and Telecommunication Workers Association (Potwa), brings to seven the number of organisations representing Post Office employees.

The other employee bodies are segregated according to the race and occupation of their members, but none are open to blacks

Black postal workers were previously represented by a liaison committee — which did not have the same powers as the new union.

According to a press statement from the Post Office, the national president of Potwa, Mr V. A. Khumalo, expects membership of the new association to grow to 24 000.

The association is open to black post office workers of all ranks and in all work spheres, the statement said.

Mr Van Rensburg said "the door of top Post Office management will be open to Potwa" and described the establishment of the new association as "a step in the right direction".



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Sasol chief gives unions blessing

Sasol fully endorsed the right of its workers to belong to trade unions, Sasol chairman Mr D P de Villiers said yesterday.

"It is our sincere wish that such membership be to their advantage," Mr de Villiers said in his chairman's review. Sasol was experiencing relative labour stability and increasing trade union activities, he said.

and
Chris
Ext.

S

Their dream comes true

By MONO BADELA



NDZANGA



MABHIDA

If all systems go in Port Elizabeth for tomorrow's launch of the SA Railways and Harbour Workers' Union and its three-day congress.

And yesterday, SARHWU's acting secretary Catherine Mavi told *City Press* that besides establishing a union for the workers, the congress will honour posthumously two labour movement stalwarts, Moses Mabhida and Lawrence Ndzanga.

Both men, she said, helped to start the union in 1936.

Others who will be honoured are the late Archie Sibeko and United Demo-

cratic Front executive chairman Curnick Ndlovu.

Hundreds of delegates, representing the different regions, are expected at the congress.

New officials will be elected to replace the interim committee, now headed by Sam Pholotho.

A rally to celebrate the launch will climax the three-day proceedings.

Top officials of the UDF and the Congress of SA Trade Unions - to which SARHWU is affiliated - will address the rally.

The union has about 15 000 members.

Mavi said they aim to

double their membership by the end of 1987.

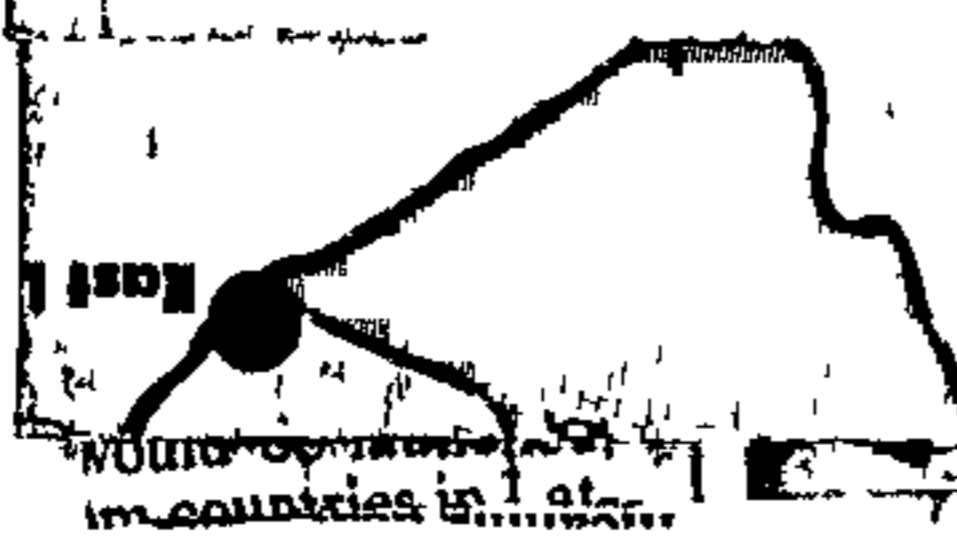
Branches have been established in East London, Port Elizabeth, Bloemfontein, Johannesburg, Pretoria and Cape Town.

The railways and harbours are among the biggest employers of black people in the country, Mavi said.

● Mavi is the widow of leading unionist Joseph "Joe" Mavi, who was killed in a car crash on June 8, 1982.

At the time of his death, Mavi was president of the Black Municipal Workers' Union, which he helped to form in 1980.

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Charles Sebe was able to escape from Ciskei Central Prison at Middelburg Prime Minister George Matanzima told the rally his police had information that a Ciskeian "hit squad" had been ordered to kill the Sebes in the Transkei.



New legislation becomes law

LEGISLATION passed during Parliament's second session to temporarily deregulate certain economic activities has become law.

A series of *Government Gazettes* published yesterday report The Temporary Removal of Restrictions on Economic Activities Act and a number of other Acts were assented to by State President P W Botha on September 3.

The other Acts were the Motor Vehicle Accidents Act, the South African Certification Council Act, the Universities Amendment Act, the Certification Council for Technikon Education Act, the Technikon Education Act, the Technikon Education (National Education) Amendment Act, the Sheriffs Act, the Matrimonial Property Amendment Act, and the Small Claims Courts Amendment Act — Sapa.

New SA Transport union sets stage for 3-way tussle

ANOTHER union is soon to be launched by railway workers, setting the stage for a three-pronged tussle for membership in this sector.

The new union, National Union of Railway Workers (NURW), is to be launched in November — a month after the inaugural congress of the revived SA Railways and Harbours Union (Sarhu). The two unions, together with the African Railways Harbours and Allied Workers Union (Ar-

By **LEN MASEKO**

hawu) organise in the SA Transport Services.

NURW has accused Cosatu-affiliated Sarhu of having no mandate from railway workers to speak on their behalf as well as represent them on labour matters.

NURW said in a statement "We decided to form the union because unions like Sarhu and Arhawu were not elected and formed by railway workers, and their so-called existing executive committees consist of people who never worked for railways"

NURW spokesman Mr Luvuyo Dutywa said his union had tried to resolve its differences with

Sarhu without success. Talks between Cosatu, Sarhu's mother body, had reached a deadlock, he said.

NURW has established regional interim committees throughout the country in preparation for the launch of the union.

Sarhu official Mr Victor Skosana said NURW was trying to have his union and Arhawu disbanded "Cosatu has repeatedly told them to consult us on this matter, but they (NURW) are afraid to come to us"

Sarhu was revived at a congress held in Grahamstown a fortnight ago, after its activities were disrupted by the state of emergency in 1960. It was formed in 1936

Christmas Bible camp

THE Mission to African Scholars — an interdenominational body — has organised a Bible camp holiday-trip to Durban during the festive season.

Mrs Mavis Maleka, the mission director,



(134) Sawefan 15/10/86

THE creation of a new federation of unions in the clothing, textile and allied industries is moving rapidly towards completion.

At a meeting in Durban over the weekend a draft constitution was formulated and it is hoped that this will be ratified at the unions' next meeting, probably the last before the federation is launched.

Negotiations, which revived a long-dormant consultative body for the unions, started in Cape

Unions' merger on line

Town in late September and involved all the South African affiliates of the International Textile, Garment and Leather Workers' Federation representing about 200 000 members.

A spokesman for one of the unions involved

said there was deep concern about the threat to jobs and salaries from companies moving to homeland areas.

"They get huge subsidies and other incentives to do this and then union organisation is restricted," he said.

"Wages are far lower and we see it as a move to maintain the status quo, keeping black workers in a Third World situation at low wages and whites in their First World position with high salaries".

15/10/76
SIR

Federation near completion

CAPE TOWN — The creation of a new federation of unions in the clothing, textile and allied industries is moving rapidly towards completion.

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Negotiations started in Cape Town in late September.

A spokesman for one union said there was deep concern about the threat to jobs and salaries from companies moving to homeland areas.

"Companies get huge subsidies and other incentives to do this and then union organisation is restricted and wages are low," he said. — Own Correspondent.

AGS 15/10/86 (134)

Many unions 'fear impact of sanctions'

Labour Reporter

MANY "workerist" unions are privately terrified by the possible impact of sanctions on their membership, says Mrs Kate Jowell, senior lecturer at UCT's Graduate School of Business (GSB)

Speaking at a GSB Association lunch yesterday, Mrs Jowell said they were also at their wits end about violence and wondering how to meet demands for job security and increased wages in a risky economy

The labour movement was divided into "workerist and populist" camps over a union's political role

Workerists tended to restrict themselves to traditional shop-floor issues, while for populists the workers formed part of a wider political struggle.

BUILT SECURE BASE

Proper trade unions had to look after their members or fold. But this made them vulnerable to attack by radicals for "selling out the majority for the sake of a privileged minority"

Radicals also disliked unions because they built a secure base for their membership and a negotiating base with the management, which made the revolution more difficult to accomplish

The workerist element had shown its willingness to play to the rules of collective bargaining

Even support for stayaways, which was connected with exercising political muscle more than the management/labour relationship, was the "least-risk pragmatic response by a non-racial union movement under severe pressure"

The workerist unions — trying to balance the conflicting demands of a polarised society — needed help

"They don't need, or want, a paternalistic embrace by management or the State

"They need a management group that looks beyond the conventional wisdom that all black unions are political

New union federation comes closer

Argus 15/10/86 (134)
Labour Reporter

THE creation of a new federation of unions in the clothing, textile and allied industries is moving rapidly towards completion.

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Negotiations, which revived a long-dormant consultative body for the unions, started in Cape Town in late September and involved all the South African affiliates of the International Textile, Garment and Leather Workers' Federation representing about 200 000 members.

A spokesman for one of the unions involved said there was concern about the threat to jobs and salaries from companies moving to homelands.

"They get huge subsidies and other incentives and then union organisation is restricted," he said.

"Wages are far lower and we see it as a move to maintain the status quo, keeping black workers in a third world situation at low wages and whites in their first world position with high salaries."

(134) P.O. 16/10/86

First official meeting for Potwa

PRETORIA — About 30 000 black Post Office workers will have official representation for the first time at today's annual meeting of Post Office management and its staff associations, the Department of Post and Telegraphs said in a statement yesterday.

The president of the Post and Telecommunication Workers' Association (Potwa), Mr Alpheus Khumalo, will attend the meeting with the heads of the other six staff associations

Matters of common interest will be discussed, said the statement — Sapa



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METROPOLITAN

Employers, unions want decision on May Day

By DICK USHER, Labour Reporter

GOVERNMENT foot-dragging on the emotive May Day holiday issue is causing increasing concern among employers who want to avoid disruptions to business and the community.

They can see only increasing pressure from labour for an official May Day holiday and predict that this year's mass stayaways — forcing a *de facto* holiday — will be repeated next year. They have accused the Government of being "stiff-necked".

One employer said "They claim to be willing to negotiate with representative organisations on issues of common concern.

"Who is more representative than trade unions and employer bodies, and what greater issue of concern is there than maintaining industrial peace?"

Major employer bodies — the Steel and Engineering Industries Federation (Seifsa), the Federated Chamber of Industries (FCI) and the Associated Chambers of Commerce (Assocom) — all voiced concern about the lack of Government action.

Mr R Mason, the president of Seifsa, said in his address to this week's Seifsa annual meeting "In view of the importance and disruptive nature of the issue it is regretted that the Government has not yet addressed this problem."

The FCI was "certainly concerned" about the lack of active response to contacts with the Government on the May Day question, said Mr Bokkie Botha, vice-chairman of the organisation's manpower committee.

And Assocom is to debate a motion at its conference next week that "urges the Government to convene as a matter of urgency a commission of inquiry into public holidays with a view to establishing appropriate public holidays for 1987".

2,5-m stayaway

Although many employers and unions have agreements giving some form of recognition to the day, employers have called this informal situation "a recipe for disaster" in the absence of a clear commitment from the Government.

"There is strong pressure from unions for a May Day holiday. The issue has aroused intense emotions — when you have some firms trying to coerce employees to work, others giving the day off, some people going to work and many others staying away, the possibilities for tension and conflict are immense," said one employer.

May Day this year was marked by a stayaway of about 2,5-million workers and pupils at a cost of millions of rands to industry and commerce.

A spokesman for the Western Cape region of the Congress of South African Trade Unions (Cosatu) — a leader in the call for a May Day holiday — said it had become a mass issue about who determined what should be public holidays.

"To a large extent a momentum has been created by previous stayaways so that May Day has become accepted as a public holiday by organised workers," he said.

"But Government delays are forcing it to become a political issue, which the employers would rather have avoided. Under circumstances where workers are denied democratic rights they are demanding that their lives and struggles be formally recognised."

MATTHEW COBBETT

IN MY
OPINION

The economy after apartheid



Matthew Cobbett, a senior researcher at the Development Bank of Southern Africa, attended the recent York University conference on "The southern African economy after apartheid," where he presented a paper on the Land Question in SA. This is a summary of the proceedings.

Will post-apartheid SA be Socialist, Capitalist or have a mixed economy? What role should the Congress of South African Trade Unions (Cosatu) play in ensuring that workers' interests are not subsumed in post-apartheid SA? These were the two main themes debated and contested at York University's Centre for Southern African Studies held at the end of September.

About 120 "leftish" academics converged on York, the majority from SA. Despite persistent rumours that the African National Congress (ANC) would shun the conference in support of the academic boycott, it was present although its representatives were only observers. Striking omissions included the absence of government representatives from the majority-ruled southern African states, and there was no Southern African Development Co-ordinating Conference (SADCC) representation, for clearly the SADCC itself will be greatly affected and transformed after liberation in SA. Equally worrying was the absence of representatives from the South African business community.

The conference focused almost exclusively on SA — almost all papers presented related to this country. Accumulated evidence from the conference suggests that no one knew, or was prepared to state how a post-apartheid society would be structured. While there was general consensus that the objective was a Socialist state, there were conflicting viewpoints as to how this would be achieved (Those of us who doubted whether Socialism was on the agenda at all were a clear minority.)

The central role and importance of the trade union movement was acknowledged, although heated debates took place between the ANC and Cosatu-supportive academics over the critical issue of whether organised labour had complementary but distinct interests to those of the ANC, or whether they were inseparable.

Clearly, the ANC was concerned that any independent "workerist" position might reduce its control of the liberation struggle and its objective of securing a broad front against apartheid. I came away from the trade union debate with a strong impression that many strategic political questions remained unresolved and that the relationship between the ANC and Cosatu appears to be one of cohabitation.

The stronger organised labour becomes, the more difficult this cohabitation will be. Its uneasiness was clear as the important issue of economic sanctions was left undebated. Clearly, mandatory sanctions are unlikely to be in the economic interests of workers. To what extent are workers prepared to endure economic deprivation so as to secure political objectives? This question was raised, but not fully discussed.

A thought-provoking session on the limits to redistribution of wealth was tempered by the sombre fact that the economy would need to grow by at least 5% a year to finance redistributive growth. (The term reconstruction was favoured by those who emphasised the production component in welfarist economics.) Required growth rates would be extremely difficult to attain under any economic system — particularly one hostile to capitalism.

While some attributed the decline in SA's economic growth to the skills shortage, rapid population growth and the world economic slump, others emphasised the burdensome cost of apartheid and the high military expenditure. Some redistributive growth could be possible, they argued, by redirecting capital away from military and other capital intensive expenditures.

It was also argued that SA's stagnant economy was attributable to the relatively low demand for consumer goods and by our

continued dependence on the export of primary commodities. The latter characteristic distinguished SA from other newly industrialised countries such as South Korea and Brazil. Finally, many speakers identified the monopolisation of the South African economy as itself a factor retarding growth.

The conference debated at length the need for land redistribution in post-apartheid SA. The debate was prompted in part by a paper which suggested that as the homeland population was already highly dependent on migrant and non-agricultural earnings, it could be regarded as functionally urbanised. As a consequence, the majority of homeland people are likely to give preference to strengthening their ties with metropolitan areas, rather than remaining on the land.

The issue of whether the white farming sector should be restructured on a more equitable — and efficient — basis to relieve black unemployment and satisfy political aspirations was less contentious, with clear support for this stance. The mechanics of redistribution were, however, not discussed.

As the conference drew to a close, it became clear that more questions were being raised than were being answered. Given that a "liberated" SA remains years away, the question to be posed is: what actions should be taken in the interim to facilitate the demise of apartheid? In particular, what new institutions will be required and how can the existing ones be restructured? A great deal of research into these and other questions is called for.

Politics should be concerned with the art of the possible and in this regard there was a clear message from the ANC that a mixed economy will prevail in post-apartheid SA in the short term at least. While there will be a continuing struggle for Socialism, it is debatable whether this will materialise, given SA's dependent status within the world Capitalist economy.

At the end, I shared the feeling articulated by other commentators that the interests of Capitalism and the present mixed economy can be best served by striking a deal with the ANC today. The option may not exist tomorrow.

Executive to meet on Tucsa's future

Own Correspondent

JOHANNESBURG. — A press conference called by the Trade Union Council of SA (Tucsa) for next Monday may well be its last.

The conference is scheduled to follow a special meeting of Tucsa's national executive committee (NEC) to consider the 32-year-old organization's future

Since its 1983 heyday as a 495 000-strong labour federation, Tucsa has lost nearly half its affiliates and more than 70 percent of its total membership, and speculation has been rife that its days are numbered.

Tucsa president Mr Robbie Botha has declined to talk to the press this week.

But another source says a decision to disband is a racing certainty

In terms of Tucsa's constitution, only a national conference can formally dissolve the organization. But, says the source, this will be a mere formality should the NEC make such a recommendation.

A question that would arise if Tucsa disbanded is whether its former affiliates would seek to form a new federation, or join an existing one.

It would seem pointless to form another organization in the Tucsa mould, and none of those unions which disaffiliated have joined another grouping.

One possibility, though, would be participation in a "Labour Forum," an idea initiated by the SA Boilermakers' Society — the union which began the flood of disaffiliations in 1983.

The Labour Forum would not be a union federation, but rather a loose-knit body through which unions could exchange information and co-operate and conduct research on specific issues

Another development — which may in future include those unions in at Tucsa's death — would be the formation of alliances within particular industrial sectors.

Such moves are presently occurring in the clothing and textile industry involving seven former Tucsa unions and the textile union affiliated to the Congress of SA Trade Unions. Initially, at least, they are aimed at co-operation on industrial issues

None of these options would be likely to develop into a political pressure group.

Engineering union to take Escom job dispute to Supreme Court

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Own Correspondent

CAPE TOWN — A long fight to save a man's job is to go to the Supreme Court.

A final appeal to Escom by the Engineering Industrial Workers' Union (EIWU) for the reinstatement of Mr Esau Hoorn, who lost his job in February, has been turned down and the union will take the issue to court.

Mr Hoorn who, Escom has admitted, had a clean record with them, lost his job as a security guard after his certificate of

competency was withdrawn in January by the National Key Points Secretariate

Escom, which had started a staff reduction programme, told him they did not have another position for him and he was given the option of being dismissed or resigning

Mr Leslie Davadoss, regional secretary of the union, said the Key Points Secretariate would not give reasons for the withdrawal of Mr Hoorn's certificate but it came after several confrontations last year with the head of security at Koeberg

power station about his union activities

At that time Mr Hoorn was chairman of the Escom Security Personnel Union which wanted to join EIWU

Appeals were made against Mr Hoorn's dismissal but Escom last week told the union that a committee which investigated the complaint could not find any evidence of his alleged victimisation. Re-employment could not be considered

Mr Davadoss said that, when a security guard was at the mercy of faceless people who could take his job away without having to disclose reasons, it made a mockery of Escom's industrial relations procedures

"There must be valid and substantial reasons for the dismissal or withdrawal of a certificate of competency and proper procedures followed where the accused is given ample opportunity to defend himself

"If he were found guilty others would know why and only then should a dismissal take place

"It should not be left, as is the case now, to one or two people acting independently of any processes"

Policeman accused of rape

A policeman allegedly raped a 19-year-old suspected prostitute he had arrested in Joubert Park, Johannesburg, on Saturday night, according to police

The police PRO for the Witwatersrand, Lieutenant-Colonel Frans Malherbe, said the woman had been standing on the corner of Bok and Quartz streets when she was arrested

The policeman then took her to the Hillbrow police station and allegedly raped her in one of the offices there.

Journalists held on drugs count

The Star's Africa News Service WINDHOEK — Two journalists from an anti-government newspaper in Windhoek were arrested by police at the weekend after drugs were allegedly found in the vehicle in which they were travelling

The two men are expected to appear in court either today or tomorrow in the northern farming town of Ojtiwarongo in connection with charges of illegal possession of habit-forming drugs

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Mwasa to fight for recognition at Perskor

By Michael Tissong

The Media Workers' Association of South Africa (Mwasa) was given a mandate by members at a national congress in Soweto yesterday to declare a dispute with Perskor.

The union said the majority of workers at the company's plants were members of the union, but Mwasa was denied recognition.

Mwasa also endorsed a constitution entrenching clauses that Mwasa was a trade union for black media workers and would not affiliate to political organisations.

The 1984 congress split the union when the Cape regions wanted to open membership to whites and affiliate to the United Democratic Front. Unity talks lead to a reconciliation

The union agreed to retain a reconciliation committee to run the union instead of electing a national executive. The committee, chosen last year to heal the rift, will continue to be headed jointly by Mr Joe Thlooe and Ms Sandra Nagfaal.

Father Buti Tlhagale, a labour affairs specialist at the South African Council of Churches, was the guest speaker

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Groups agree to see Heunis over Brits

SOPHIE TEMA

SEVERAL labour unions, industrialists and employers have agreed to meet Constitutional Development and Planning Minister Chris Heunis to protest against the forced removal of the old black township in Brits.

This decision was taken at a meeting of the groups after government declared "Oukasie" in Brits non-existent, saying its 10 000 inhabitants would be moved to Letlhabile, about 25km away.

The delegates are still to be appointed.

Success for trade unions reported

By KIN BENTLEY

DESPITE the economic recession, fear of unemployment and political disruption, trade unions in the Eastern Cape had been fairly successful in maintaining the earning levels of their workers

This was said today by Mr Pat Stone, an industrial relations consultant for a Johannesburg company, who was in Port Elizabeth to promote a survey on company wage settlements involving unions, which the firm carries out twice-yearly

He briefed representatives from about 15 companies on the significance of the surveys today.

One of the recent survey findings, he said, was that collective bargaining throughout the country, including the Eastern Cape, had "come up with a fair measure of success" in keeping workers' wages in pace with inflation

Mr Stone said the survey provided information on company wage settlements involving unions, which could be of use to managers prior to bargaining. This included an insight into their "realistic expectations and likely behaviour"

He said unlike other surveys which provided statistics like rates for particular jobs, this survey covered a range of claims and settlements through negotiations, obtained from data provided by participating organisations

Other factors of value to managers involved in negotiation included types of industrial action unions tended to take, the likely duration of negotiations and which unions were more prone to take strike or industrial action.

Emphasising the importance of such information, Mr Stone said "some two million people are affected by collective bargaining agreements throughout the country"

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Jobs must not suffer, say unions

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PORT ELIZABETH—Three major motor industry unions said yesterday that job tenure should not suffer when multinationals withdraw from South Africa, but rather the companies' profits should 'bear the brunt of the results of apartheid'

en over their heads by capitalists'

The statement said the pressure for sanctions and disinvestment was a result of apartheid. Jobs and the safety of workers should not suffer.

In a joint statement, the National Automobile and Allied Workers' Union, the Metal and Allied Workers' Union and the Motor Industry Combined Workers' Union said they condemned General Motors' 'high-handed decision' to refuse to negotiate with GM workers about their future.

The statement demanded that all multinational companies in which the unions organised workers and which pulled out or sold out to South African businesses should

GM had drawn profits for 60 years from South Africa and now wanted to pull out with no cost to itself, making no provision for the future of workers.

Give timeous notice to the unions and workers; Provide full details of their plans,

Provide adequate information to allow workers and their organisations to make decisions about their future, and

Negotiate the terms of the withdrawal

The pull-out was of benefit only to the management, the statement said.

The departing companies must guarantee that no retrenchment or redundancies would follow from the withdrawal or sale — (Sapa)

'Workers are no longer prepared to be the victims of unilateral decisions tak-

n, Mr King argued treat- es. At police

Man shot Claim to

'Higher wages pricing SA out of export market'

Unions 'must take part in Wesplan'

By AUDREY D'ANGELO
Assistant Financial Editor

THE trade unions must be involved in Wesplan — the campaign to create more jobs in the greater Cape Town area which was launched this week — if it is to have any hope of success, Plessey (SA) MD John Temple said yesterday

Warning that the unions' co-operation was vital, Temple said that export orders and therefore jobs were already being lost because wage rises were pricing SA out of the market

'Special export projects'

He suggested that, purely to provide jobs, there should be special export projects making little or no profit, with union representatives on teams going overseas to secure orders and helping in the costing to keep prices competitive

These should be quite separate from the normal profitable business of the company, for which higher wages and salaries would be paid

Temple emphasized, in an interview, that he was in favour of higher wages and living stan-

dards for SA workers and sought no confrontation with the unions in their efforts to secure this

"I take the view of Henry Ford, who said he wanted the workers to earn enough to be able to afford to buy Ford cars

"SA must pay people more so that they can spend more and pull the economy up by its bootlaces — but only if they are giving value for money on the export markets."

Temple said pressures in this country were pushing up labour costs, and it was not always possible to pass these on to the customer

"We used to do a lot of exporting but next year we have budgeted to do none. We have been priced out of the export market

"If a firm makes no profit on a product it drops it and if a product is dropped, job opportunities are lost"

Temple said it was cheaper to import a PABX switchboard than to make it in this country

This was not necessarily due to SA levels of productivity

"At Plessey, SA, people are as productive as at Plessey anywhere in the world, as far as out-

put per person goes, for the level of automation we have

"But we cannot compete with the British level of automation so we cannot produce as cheaply"

This situation would change, he said, if export markets were sufficiently large to make more automation worth while

To achieve this, unions and manufacturers must get together round a table and achieve a balance

'More jobs'

There should be a two-tier structure. There should be a normal programme of giving people good wages for products which could be sold profitably when these were costed in, and there should be special projects when there was an opportunity to get a large export order providing work for less skilled people who would otherwise be without it

"We can get large export orders for work that can be done by less skilled people, such as making cords. And if we can sit with the unions and agree to do it as a special project, telling them the price the market can stand, more jobs can be provided."

Business should join workers

6/11/86 Bus. Day
BUSINESS should join workers in refusing to take part on the boards of State institutions like the Unemployment Insurance Fund (UIF) and Workers' Compensation Board (WCB), says outgoing FCI president John Wilson.

He said employers should work more closely with workers where there was a shared purpose and where conflict would not arise.

He added: "Workers' bodies refuse to participate on the boards of

Industrial Staff

the UIF and the WCB because they are denied a voice in the government of the country.

"It would be a truly meaningful act of solidarity if business, too, stepped down from these boards and instead negotiated with unions on such real, practical issues."

Business would then act as an "honest broker" in transmitting the concerns of labour to the State.

Hard year ahead for bosses

By Sheryl Raine

Wage bargaining next year is likely to be the toughest yet experienced by management, leading industrial relations consultant Mr Andrew Levy says.

Speaking at a conference in Johannesburg yesterday, Mr Levy said workers were looking to their unions to make good the ravages which inflation had inflicted on their earnings

He predicted that:

- Pressure would be exerted on employers by unions seeking national wage rates and enterprise-level bargaining. He believed the Congress of SA Trade Unions had set a minimum wage objective of about R3,50 an hour.

- There would be increased industrial action related to wage talks, which would take the form of go-slows or overtime bans

"With any wage claim there is now a bigger chance that industrial action of some sort will follow," he said

- May Day would be a public holiday, but demands that June 16 be declared a holiday were not as well-supported

He believed demands for improved leave would be an important item on the bargaining agenda next year but that requests for a reduced working week would not be supported as strongly by unions

● See Page 9.

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Edgars five refused leave to appeal

BLOEMFONTEIN —
Five men, who were employed by Edgars in Johannesburg and were members of the Federal Council of Retail and Allied Workers Union, have been refused leave by the Appeal Court in Bloemfontein to appeal against their convictions and sentences for intimidation.

The convictions arose from the assault of a fellow worker who had returned to work during a strike in September 1985.

Ben Twala, Jeffrey Mkhize, Vincent Mkhize, Sazengani Chiyi and Lenox Ngobo were convicted in the Johannesburg Regional Court on November 12 1985.

They were sentenced to imprisonment of five years, of which two years was conditionally suspended.

On appeal to the Witwatersrand Local Supreme Court the convictions were confirmed, but the sentences altered to fines of R450 or three months, plus three months conditionally suspended. — Sapa.

Fidelity assets top R1-bn

Assistant Financial Editor

THE Cape Town-based Fidelity group, including the Board of Executors, now has assets of R1.1-billion under administration

Announcing this with the results of the 18 months to September, chairman Stanley Lewis says it "not only reflects the drive for new business but also the growing acceptance of the broad range of services offered by the group"

The group, which has changed its financial year, achieved a net operating income of R6,8m for the 18 months to September

On an annualized basis this is R4,5m compared with R4,2m for the 12 months of 1985. The final dividend is 45c a share

Group income after an increased tax bill of R2,8m (R1,9m) rose to R3,9m compared with R2,1m in 1985, and R2,6m on an annualized basis, and dividends rose to R1,7m (R1,1m)

Earnings rose by 14% to 281c compared with 164c in 1985 and 187c on an annualized basis and the dividend by 13% to 127c (75c) a share

Lewis reports that "both the Board of Executors and Fidelity Bank performed well, with assets under administration increasing from R700m to R1.1 billion"

He says it is "pleasing to report a 19% growth in after-tax profits

"This result was achieved against a backdrop of heightened political uncertainty, volatile financial markets and after making prudent increases in provisions."

Hostile reaction to export drive plan

Assistant Financial Editor

GETTING trade unions to help secure export orders for goods produced at competitive prices, in order to provide more jobs, is theoretically possible, says Cape Chamber of Industries industrial relations adviser Ian Newall

But he warned that in practice it might be possible only after a lengthy period to build up trust between the unions and management

'Information'

"It is not something that will happen tomorrow"

And any chance that unions might agree to a special export project with workers temporarily accepting less than the normal rate of pay would depend on how much information they were given about a firm's profits and how much they trusted this

Newall was commenting on a suggestion by the MD of Plessey (SA), John Temple, that the unions could help SA firms to avoid being priced out of the export market through wage rises. Temple suggested that there should

be a two-tier system. Firms should pay normal rates for work done for the domestic market.

But, in order to secure export orders to provide work for the unemployed, there should be special projects with lower rates of pay in which union representatives should be told "how much the market will stand" and help with the costing

● Reaction from at least one union — Cosatu — is already hostile. Regional general secretary Nic Henwood has warned that the unions are unlikely to participate in Wesplan — the campaign to create more jobs in greater Cape Town — if it undermines their attempts to secure a living wage for their members

'Cheap labour'

Labour Reporter Hilary Venables writes that Henwood said unions were "not going to help provide cheap labour for bosses who were worried about their export markets"

"Jobs are not lost because of higher wages. They are lost because the bosses want to maintain their high profits", he said

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Employers face labour relations challenge

By Sheryl Raine

About 200 delegates who attended a labour relations conference in Johannesburg yesterday were left in no doubt as to the magnitude of the challenges which the state of emergency had presented to employers

The conference, sponsored by Andrew Levy and Associates and entitled "Labour Horizons", took human resources managers on a somewhat frightening tour of the future of industrial relations

Dr Tom Lodge, senior politics lecturer at the University of the Witwatersrand, sketched the context in which labour relations existed today.

He said there had been a dramatic political mobilisation of blacks in recent months

Tremendous impact

The second state of emergency had had a tremendous impact on community organisation. The scope of emergency detentions was much wider, the number of detainees much greater and the geographic areas affected far bigger than in the past, Dr Lodge said. The disruption of political organisations and slackening

Quotes from the labour conference

- "I hope you enjoy May 1 because we will all be having a holiday. That's a fait accompli" — Mr Andrew Levy on demands for revised public holidays
- "Repressing democratically-structured political movements and cutting short grassroots-initiated processes of radical reforms seems to me a recipe for ensuring that the process of transition (in SA) is as painful and lengthy as possible." — Dr Tom Lodge, senior lecturer in politics at Wits
- "Business must take the country in its hands and save it from the fate which otherwise awaits

levels of violence due to the state of emergency did not necessarily indicate a reduction of political commitment in black communities. This commitment had assumed a different form — such as the widespread and effective rent boycotts mounted in many townships

While guerrilla activity on the part of the ANC had been stepped up, there was no speedy end in sight to the power struggle

Dr Lodge believed the perpetuation of white economic and political privileges was ultimately untenable. But still in question was how long and through what means those privileges were to be ended and what kind of social order

- it. In my view, there is no-one else." — Mr Rob Childs, SA Breweries.
- "I would urge any companies who may believe they cannot tolerate political stayaways to consider very carefully the risks and benefits of adopting a more aggressive attitude which may place them on a collision course in a vehicle which will not survive the impact." — Mr Gavin Brown, industrial relations consultant.
- "Strikes of the type which we have seen are generically incapable of lasting for any great period of time." — Mr Gavin Brown.

would replace them

Professor Johan Prion, of Unisa, advised delegates on coping with disciplinary problems on the shop floor arising out of the state of emergency.

Employers had had some tough decisions to take in the industrial relations field since workers were detained under emergency regulations and strikes called to protest against the emergency

Payment of detainees presented many problems and considerations which required sensitive handling

"Employers often say they adopt the principle of no work no pay but, at the same time, are prepared to make up the balance between a man's army

pay and his monthly salary when he is called up for military duty

"Unions claim that the no work no pay principle should be applied equally. While employers argue there is no comparison between a detainee and a man doing military service, unions refuse to debate the merits of which side of the struggle an employee happens to be on"

Industrial relations consultant Mr Gavin Brown warned employers that they would all have to cope with more strikes in the form of mass political protests

"Despite their quite correct and justified reluctance to resort to police involvement or any activity which involves

physical coercion, companies must anticipate and be prepared to cope with situations in which thuggery, arson and attacks on their physical and human assets are met head on and defeated with no apology," he said

There were times when police action was necessary and company disciplinary action against perpetrators of violence required

Violence

Mr Rob Childs, former human resources director of the Premier Group and now with SA Breweries, addressed the issue of intimidation and violence on the shop floor.

"Management must recognise and accept that the dynamics of South African society will generate more industrial conflict and violence," said Mr Childs

"In my view it must also accept that the present government in Pretoria is going to institute very little real reform. Whether businessmen like it or not, they are going to be the people best positioned to bring about change.

"Management must maintain discipline but to do so, they will need to be fair, firm and flexible."

FCI to press for workers' rights

THE Federated Chamber of Industries plans to ensure that its Business Charter of social, economic and political rights is implemented in member companies and intends to "work very closely with government" to minimise sanctions damage.

The chamber held a two-day conference on sanctions this week.

The FCI's Business Charter says "everyone, without discrimination, has the right to equal pay for equal work" and "everyone who works has the right to fair remuneration".

The FCI undertakes to "abolish injustice within business organisations".

Christo Nel, newly appointed assistant to the FCI Chief Executive, said business was frequently criticised by workers for making "meaningless" political gestures while not implementing their publicly announced principles in the workplace.

He said business had to get its own house in order, and stop its pre-occupation with the issues of broader politics.

"Business must look beyond politics, at the sociological processes which can be established, from which solutions to the country's political problems may later flow.

"Only within business is there is grassroots contact between the African National Congress and the Afrikaner Weerstandsbeweging. Only business has the experience of negotiation necessary to build new alliances and a new sociological order," he said.

FCI President John Wilson said: "A lot of time and effort has been devoted to introducing the Business Charter within companies to ensure that businessmen support its concept."

He said the charter campaign had been clouded, however, by the enforcement of economic sanctions.

"Business has got to be able to work effectively against sanctions with government. Otherwise, the effects could be enormous. As boycotts bite, export earnings will decrease and our balance of payments will be affected. There will be much less ready cash.

"It's imperative to determine priorities for that cash, and business hopes to work in very close consultation

with government.

"Change in SA is necessary, but business needs an extremely close and fruitful association with government to minimise the effects of sanctions.

"There's no way business in South Africa is going to go down the tube. We have to survive," he said.

FCI executive director Johan van Zyl said the federation has completed computer-aided forecasts of the economic effects of sanctions, and the results are frightening.



Federated Union of Black Artists director Sipho Sepamla receives a cheque for R6 000 from South African Breweries Community Affairs Manager Windsor Shuenyane for the establishment of a special school of arts.

According to Sepamla the project will enable senior school students to sit for recognised art examinations.

They will enrol for a five-year course which will consist of nine subjects: Arts (music, drama and fine arts), English, an African language, History of Arts, Mathematics, History, Biology, Business Economics and Afrikaans. The first three subjects are compulsory subjects to obtain a diploma.

Sepamla said that Fuba was encouraging students to study on a part-time basis "so we can start on at least a Grade Three level in 1987".

Shuenyane said the donation had been made as "the community has needed this facility for a long time".

Students should apply to Fuba Centre in Newtown, Johannesburg.

British companies in SA accused of union-bashing

The Star Bureau

LONDON — British companies in South Africa come under fire for their anti-union policies in a new, unpublished survey

The Geneva-based Institute for Research and Information on Multinationals says too that investment by United Kingdom corporations is showing "continuing resilience" in the face of political unrest

It suggests British companies are ready to step into the vacuum left by those American companies now pulling out of South

Africa

UK-based companies in South Africa were more anti-union than those of other countries, were less active in opposing apartheid and, unlike the Americans, showed no sign of leaving

The report gives four reasons American companies have opposed apartheid more actively than their European counterparts

● They are under much greater pressure from shareholders and anti-apartheid groups,

● The principles formulated by

the Rev Leon Sullivan for multi-racial employment have influenced them, more so than the EEC code has in relation to European companies; :

● Most have American managers while the European companies are often run as joint ventures by locally recruited managers, and

● Unlike the Americans, European multinationals believe too rapid transition from apartheid would "unleash tribal antagonisms and eventually sweep away existing democracy"

ALAN FINE

ABOUT 8 000 workers employed by three companies have returned to work after spending up to four days on strike.

Gencor said at the weekend the situation at the Kinross gold mine was "returning to normal" after a two-day stoppage by 6 000 miners over the dismissal of National Union of Mineworkers regional secretary Eric Vala.

The firm said about 70% of the mine's day shift reported for work on Saturday. Talks on Vala's dismissal were continuing.

At Sappi plants in Springs and Port Elizabeth, 1 600 workers returned to work on Friday after a four-day strike involving the Paper, Wood and Allied Workers' Union, over the question of plant versus company level bargaining.

SA Breweries' Rosslyn plant also resumed production on Friday after 350 workers — who had struck over an alleged unfair dismissal — returned to work.

Strikes:

8 000

return

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Big business a force or a paper tiger?

THE RELEASE from emergency detention last Thursday of Paper, Wood and Allied Workers' Union (Pwawu) branch secretary Siphon Kubheka again raises the question of how influential big business actually is in the political arena.

Pwawu launched a campaign aimed at his release eight days previously (Wednesday, October 29), calling on the giants of the industry — Mondi, Sappi, Nampak and Carlton Paper among them — to intercede with government on Kubheka's behalf. Pwawu set November 12 as a deadline. If Kubheka was still in custody by that date it would take "appropriate action".

The 16 000-strong union had apparently been canvassing the idea of a work stoppage among its members, which would have brought the operations of almost every paper and board mill in SA to a halt.

Nampak reacted to the call promptly by sending a fairly strongly-worded telex to the Law and Order minister calling for Kubheka to be freed, praising his conduct as a union-

ALAN FINE

ist and warning that his detention had already harmed industrial relations in the industry

A number of the other companies took a lower key approach. Upon inquiry, they were told that Kubheka's release was imminent. By the nature of these events it is impossible to tell precisely why he was freed. The SAP refuses to discuss the matter. Kubheka attributes his release directly to the union campaign.

The companies are not so sure. One management man argues that it occurred so soon after the representations that it must have been under consideration prior to that.

Apart from the Nampak telex, government was not actually "pressurised". The question is whether mere inquiries could have had the desired effect? Strange as it may seem, it is not impossible. After all, a large number of emergency detainees have been released as soon as lawyers lodged papers for a court application.

And back in June, it will be recalled, there were a number of strikes over detentions and subsequent approaches by employers to government. No employers actually took credit for the release thereafter of a number of unionists.

Indeed, they were told politely but firmly, that for government the priority was the security of the State. But there were indications that their approaches at least had the effect of expediting the release of some detainees apprehended in the massive June 12 swoop whose release depended merely on a sorting-out process.

But whatever the actual circumstances of Kubheka's release, one thing is certain — the union movement will see it as further evidence of their contention that business is politically more powerful than it is prepared to acknowledge, and similar demands will spread.

As one paper industry source worriedly says: "They will think we can just pull the strings — to get people out or in."

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BUDAY 11/11/86

Wage-bargaining set to hot up in '87

WAGE increases determined through collective bargaining in the past two years have outstripped those set unilaterally by employers

But they are, nevertheless, dismal when compared with consumer price index increases, and employers can, thus, expect 1987 to be the toughest year yet for wage-bargaining.

This was the message delivered by Andrew Levy at a conference hosted by his industrial relations consultancy last week.

While average wage increases for 1985 and 1986 were 12,3% and 11,3% respectively, average settlements obtained by unions were 13,69% and 15,47%, according to a survey he conducted recently.

Nevertheless, he says, workers will be looking to their organisations next year to make good the ravages of what they regard as mismanagement of the economy. At the same time, employers have failed to prepare themselves adequately for the revolution in collective bargaining this decade.

While actual wages will remain the priority, and will continue as the most regular trigger of strike action, unions are also beginning to give greater priority to other issues.

One which should not be underestimated, he says, is the Congress of SA Trade Unions' (Cosatu) drive towards enterprise-level, as opposed to plant-level, bargaining — a prediction borne out by last week's strike at Sappi's Springs and Port Elizabeth plants

Cosatu is aiming at even broader targets, as evidenced by the establishment of shop stewards councils within groups such as Barlow Rand and Premier.

Demands for more leave and fewer hours of work will continue to be part of union demands. Demands regarding ordinary annual leave, working hours, and premium rates for shift and overtime work will probably not be pursued with much vigour, leaving previous trends

ALAN FINE

undisturbed

But there will be intense pressure over holidays with ideological significance — particularly May Day and June 16 — and the extension of already established practices such as maternity leave and time off for union duties

Man-days lost through strike action related to wage claims will continue to rise. Tactics such as overtime bans and working to rule are spreading. So are the newer phenomena of national company strikes and sympathy strikes.

Levy also predicts, perhaps a little prematurely, that the dissolution of the Trade Union Council of SA will result in a number of unions, such as those in the textile, transport, furniture and leather industries, looking for new homes where "a far more robust view of wage-bargaining" pertains

Employers, meanwhile, have rarely used these negotiations to demand changes of their own. In only a quarter of the settlements surveyed did employers make any counter-demands, and in only 15,8% of cases were they met

And none came anywhere close to productivity bargaining which, in Levy's view, is an area employers must begin to address soon

He concludes "The ability to sustain wage increases at all, let alone at the level demanded by trade unions, will be determined by the level of mutual co-operation achieved. Currently there is no evidence of such co-operation. There can be few still so naive as to doubt the conflict between labour and capital, or to believe that such co-operation would be freely given or easily forthcoming, particularly in our divided society

"Nevertheless . . . much as the parties may deplore one another, and yearn for the freedom from their respectively perceived millstones, this cannot be. The ideology is simplistic, the reality is not"

Management and unions: why the wires are crossed

STAR 13/11/86

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By Sheryl Raine

New subsistence level established

Two states of emergency, rampant inflation, economic sanctions and major shifts in alliances in the trade union movement are just some of the factors which turned 1986 into a tumultuous year for industrial relations

In their annual "Wage Negotiations Pack", Stuart Pennington and Associates highlight the key labour developments this year and give their reading of trends for the future

"By far the most serious threat to the economy is the stark reality of sanctions," these leading industrial relations (IR) consultants note

They believe unemployment is probably the country's most serious economic ill, closely linked with the lack of consumer spending.

"Many unionists believe the economic situation is directly linked to politics, and without political change the economy will continue to slide, or at least not improve to any marked degree," they say.

"This may explain why union federations support seemingly self-destructive measures such as sanctions

"The unions themselves face a dilemma do they do their best for working members by bargaining for higher wages, or do they ally themselves with community and political organisations to help the general black population, which includes many thousands of unemployed?"

Managers must become adept at dealing with the IR/political interface as the two aspects become inseparable, say the consultants

Union alliances

Examining the major shifts in trade union alliances, they focus on

- The December 1985 launch of the Congress of SA Trade Unions (claimed membership 650 000)
- The May 1 launch of the Inkatha-backed United Workers' Union (claimed membership 80 000).
- The dwindling leadership of the Trade Union Council (Tucsa) and its decision to disband next month
- The recent merger of the Council of Unions (Cusa) and the Azanian Confederation of Trade Unions (Azactu)
- The emergence of two giant industrial unions under Cosatu, namely the amalgamation of two unions into the Transport and General Workers' Union and the emergence of the Food and Allied Workers' Union from three unions in this sector.

More than ever, major union federations reflect, and are divided on, political and economic differences, say Stuart Pennington.

Members of several major unions have used strikes to protest detentions, bringing politics onto the shop floor. Many businessmen are compelled to take a po-

There has been considerable argument concerning the much-quoted concept of a "living wage" since major black unions made their presence felt in South Africa.

There are many household subsistence levels, breadlines and cost of living surveys available to employers and unions which add fire to the argument.

Stuart Pennington and Associates noted that these figures were somewhat controversial and did not enjoy universal acceptance.

The figures differ considerably depending on what survey is consulted.

For instance the Unisa Bureau of Market Research produces a minimum living level for households. Their latest figures for a black household of five

show that it costs R417 a month to survive in Johannesburg, R352 in Cape Town and R414 in Durban.

To illustrate these differences Stuart Pennington and Associates interviewed 100 black housewives in Katlehong who responded by submitting a basic shopping list. They then surveyed 13 shops in the district to ascertain prices of these goods and also selected representative figures for rent and medical expenses

The final result showed that the average family of five spent between R565 and R712 a month with a mean of R641.

Groceries constituted by far the biggest expense — ranging from R280 to R408, followed by transport (R49) and clothing (R48)

litical stand and sometimes find it necessary to make representations to the Government about their situation

Examining trends more specific to the nuts and bolts of industrial relations Stuart Pennington detects a reluctance on the part of Cosatu unions to sign recognition agreements because Cosatu believes such agreements have no legal standing and tie the parties down too severely, and that negotiating such agreements takes too much time

It is critical to establish recognition agreements prior to collective bargaining, the consultants say

They advise that due to a rash of sit-ins and sleep-ins this year, it is important to include a "conduct during industrial action" clause in recognition agreements in future

"Sit-ins, sleep-ins and boycotts are a legitimate form of industrial action and must be seen in the overall context of industrial democracy," they say

However, they recommend that companies and unions should record in their recognition agreements that they regard certain types of activities as unfair

In a comprehensive section on wage negotiations and union demands, the consultants give managers rare insight into the current cost of living in black areas

They warn that the various indexes of household subsistence levels do not enjoy much credibility among newly established trade unions "While they provide a useful guide to management in establishing a minimum wage, it is inadvisable to produce the figures at the bargaining table in vindication of management's remuneration practices"

Family expenses

Apart from quoting recognised subsistence levels, the consultants also publish an abridged version of a survey on family expenses in Katlehong on the East Rand (see table)

Finally they conclude their pack with guidelines to managers preparing for negotiations, noting that the days of "if you don't like it, lump it" negotiation are over

ALAN FINE

AS Hendrik Schoeman steps down as Minister of Transport and the man in charge of the massive SA Transport Services (Sats) operation, he leaves no fewer than four trade unions fighting for the hearts and minds of Sats' black employees.

As reported on Tuesday, the official formation of the newest Sats union — the National Union of Railway Workers (NURW) — is scheduled for November 29

It follows hot on the heels of the formal launch last month of the SA Railways and Harbours Workers' Union (Sarhwu) and the African Railways, Harbours and Allied Workers' Union (Arhawu)

The fourth is the four-year-old Black Trade Union of Sats (BTUS).

Each contender has its own peculiar background, and each believes it deserves the loyalty of the 100 000 potential members. But while the market is a large one, no more than one or two are likely to emerge as viable entities.

This is particularly the case given Sats' reputation for being one of the toughest industrial relations adversaries in the country

Four unions vying for Sats' 100 000 workers

Few will forget how Sats gained notoriety in 1982 by firing members of the General Workers' Union (GWU) in Port Elizabeth, who had embarked on a go-

slow after appeals for recognition went ignored for nearly a year. The irony was that government was still milking applause for its labour reforms based on the findings of the Wiehahn Commission. Right now, Sats is non-committal about the mushrooming unions.

Sarhwu was formed in 1936. However, it had been dormant for more than two decades until its revival by officials of the General and Allied Workers' Union. Sarhwu now claims a membership of 16 000 and is the vehicle chosen by the Congress of SA Trade Unions (Cosatu) for the organisation of Sats workers.

The interim committee of the NURW, however, disputes Sarhwu's membership claims and also its right to represent Sats workers.

Committee member Luvuyo Dutywa says Sarhwu is being organised only regionally and by people with no knowledge of the problems of railway workers. The NURW, he says, is being organised by Sats workers all over SA. He is, nevertheless, modest about its achievements, say-



□ SCHOEMAN

ing the local branch has signed up 500 workers.

NURW documents appear to reflect a Cosatu-type approach. And it has, in fact, appealed to the Congress of SA Trade Unions (Cosatu) for support, but without success. Cosatu advised it to merge with Sarhwu.

Arhawu claims 2 000 members and has applied to the black consciousness-leaning Cusa/Azactu for affiliation.

BTUS is the one Sats union discounted by all the others. It was established — many believe with the assistance of management — after the GWU rout, and is hence tarnished with the image of being a "sweet-heart" union.

It is the only black union recognised by Sats. But it has made little impression as a union thus far, lending credence to its reputation.

Internal conflict

On the other hand, it has by far the largest membership — said to be about 60 000. And, more importantly, a Supreme Court case a few weeks ago, where the election of BTUS's incumbent president was declared invalid, was the tip of an iceberg of internal conflict within the union between the old guard and a newer and "more progressive" leadership based in the larger Natal and Southern Transvaal regions of the union.

BTUS may well turn out to be the outsider a wise punter would put his money on.

Unions will become homeless

By Sheryl Raine

The dissolution of the Trade Union Council of SA (Tucsa), scheduled for December 2, will leave a number of unions with no natural home to go to on the left or right.

Most of the remaining 32 affiliates of Tucsa, representing about 170 000 individual members, and most of the unions which disaffiliated before the announcement to disband came last month, are likely to remain unaffiliated to any of the existing union federations for the time being.

The passing of Tucsa will leave a gap in the ideological spectrum of union federations.

Tough choices await middle-of-the-road unions which may feel the need for affiliation to strengthen their position.

On the left the predominantly black workers' struggle for the abolition of apartheid is being waged. On the right the preservation of apartheid and white worker dominance is the battle-cry

In the middle there is now nothing apart from the Inkatha-sponsored United Workers' Union of SA (Uwusa) which has dubious political credentials and few, if any, recognition agreements.

Even though Uwusa's stand against disinvestment and its support for capitalism may sound like music to the ears of moderates, its ability to establish a proper industrial foothold, especially outside Natal, is doubtful.

Declining

On the right there is the declining SA Confederation of Labour (Sacla), which, according to the University of Cape Town's SA Labour Development Research Unit (Saldru), still has about 120 800 members in 10 affiliated unions.

Sacla, the home of all-white unions, has lost membership in the post-Wiehahn era. Since the late '70s more and more unions have become multiracial in order to survive, most job categories have been opened to all and the organising

drives of the largely black emergent unions has swung the focus sharply away from the previously dominant white unions.

Once able to exert major influence on the Government, Sacla is now known as South Africa's most conservative trade union federation and its access to the corridors of power has been considerably curtailed.

While there have been persistent rumours of a new and mighty right-wing labour organisation emerging with links with the Afrikaner Weerstandsbeweging, Herstigle Nasionale Party or Conservative Party, such an organisation has yet to materialise.

Even if it became a reality, its chances of succeeding in establishing strong industry-based unions are doubtful, given the realities of the South African work place in the '80s.

On the left, unions at a loose end have slightly more choice in terms of the number of federations available, but not much choice in the way of ideology.

The Congress of SA Trade Unions (Cosatu), a predominantly black, non-racial federation, has a claimed membership of about 650 000.

Basically socialist, Cosatu supports all forms of international pressure to force the South African Government to change.

Struggles

It is intent on fighting for a 'living wage', organising industry-based unions and taking part in community struggles in the townships.

The newly formed Council of SA Unions-Azaman Confederation of Trade Unions (Cusa-Azactu) alliance has Black Consciousness leanings.

The alliance claims a paid-up membership of 248 010 and a signed-up membership of 420 156. It is committed to "a full sanctions programme for as long as the racist capitalist minority regime exists" and believes in worker control and black working class leadership. It is highly unlikely that former Tucsa affiliates would be

comfortable (or welcome?) in the Cusa-Azactu camp.

Virtually the only options left to former Tucsa-ites are alliances within particular industrial sectors.

In recent weeks loose alliances have been formed between unions in the clothing and textile industry. Seven former Tucsa unions have agreed to co-operate with the Cosatu textile union on specific industrial issues.

Another option, which has yet to materialise, is the idea of the Labour Forum. A loose-knit body which would not take any ideological stands, the Forum would provide unions with the opportunity to exchange information and research issues germane to the labour movement generally.

Although several unions from different positions on the political spectrum have expressed interest in the Forum, financial commitment has been slow and its planned birthday in January next year is still not a certainty.

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Anglo expert tells of workplace experiment

14/11/86 By Sheryl Raine

Employers and unions are engaged in a vital experiment in non-racial democracy in the workplace, says an industrial relations expert.

Mr Bobby Godsell, Anglo American's head of group industrial relations, told the *Financial Mail* investment conference in Johannesburg today that all evidence to date indicated the result could well be power sharing and responsible decision-making.

"In the community increasingly employers and unions are addressing jointly issues such as housing, rents, consumer boycotts, influx control and bus fares," Mr Godsell said. "A track record of successful negotiation is being created."

"In society, ever so tentatively, a debate is beginning about the process of political change."

"In the areas of civil liberties, education and law and order, employers and unions are at least debating their respective concerns."

"This year's joint statement by the Federated Chamber of Industries, the Association of Chambers of Commerce and the Council of Unions of SA (on common concerns following the declaration of the state of emergency) is an important indicator of areas of agreement."

"Much depends on whether this activity can be successfully extended."

"These two actors (employers and unions) can demonstrate to the politicians that the politics of negotiation can render mutually acceptable results."

"We live in turbulent times. An old feudal order is crumbling. Few here should be sorry to see it go. In its place a new modern society is emerging."

FIN MML 14/11/76 (134)
COLLECTIVE BARGAINING 210

Sats shows the way

A commission of inquiry which could lead to radical changes in the way salaries and service conditions are structured in the civil service has completed its report

The commission, chaired by Professor Nic Wiehahn, father of SA's more enlightened labour laws, examined the viability of establishing a single collective bargaining body to negotiate with Sats on staff salaries and conditions of service. The hope is that if the new system works for Sats, it will be extended to the rest of the government service. Copies of the report have already gone to

outgoing Minister of Transport Affairs Hendrik Schoeman, who commissioned it, and to his successor Eli Louw

At present, salaries and conditions of service are laid down by Sats management in consultation with the trade unions it recognises. Negotiated terms then have to be approved by parliament.

Schoeman is not prepared to comment on the report, as he has not yet studied it. He is, however, known to be an outspoken supporter of the free market system and of collective bargaining.

Wiehahn and the other two members of his commission, Sats officials Jimmy Zurich (who represented Sats trade unions) and Dr Willie Coetzee, who represented Sats management, worked on the report from April to the end of October. They took into account international standards and systems operating in the UK and western Europe. Evidence was also collected in SA. ■

Unionists disappear on Mdantsane trip

Dispatch Reporter

EAST LONDON — Four members of the African Allied Workers' Union (AAWU), including the national general secretary, Mr Cunningham Ngcukana, have gone missing in Mdantsane since Tuesday night

Yesterday the union's vice president, Mr Malusi Mpondo, said that Mr Ngcukana had travelled down to East London from Johannesburg on Tuesday morning on "union business".

Those missing with Mr Ngcukana were AAWU's national organiser, Mr

Reggie Nikiwe, and Mr Vuyani Mbinda and Mr Molefe Modige, both local members of the union.

Mr Mpondo said that the last time the four men had been seen was earlier on Tuesday night when they had visited friends in NU 15, Mdantsane

He said they had planned to travel on to NU 13, but never reached their destination

The Ciskei police liaison officer, Lieutenant Mavuso Ngwendu, could not be reached for comment yesterday.

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Railway workers join hands

By SELLO SERIPE

A NEW trade union for railway workers will be launched at a two-day conference at the Ipelegeng community centre in White City Jabavu on November 29 and 30.

The union, National Union of Railway Workers, aims to organise railway workers countrywide.

The decision to form the NURM follows after several meetings

Spokesman Barnabas Wondo said it was decided at a conference in September that a giant union should be formed.

"We appeal to democratic individual trade unions and the Congress of SA Trade Unions for support

● Cosatu already has its own railway workers' affiliate - the SA Railway and Harbour Workers' Union. It's not clear what the relationship will be between this union and the NURW

Edited by Peter Wallington

Guidelines to industrial disputes and strikes

BUS DAY
18/11/86
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ALAN FINE

A *Wage Negotiations Pack* published recently by industrial relations consultants Stuart Pennington and Associates raises a number of topical issues for industrial relations managers.

Pennington suggests the implementation of preemptive measures designed to regulate the spread of various forms of action being used by unions to supplement strikes. This, he says, may be achieved through the inclusion in recognition agreements of groundrules on legitimate and illegitimate forms of industrial action.

Should the outlawed activities occur, the agreement must provide that union officials and shop stewards must take "all reasonable steps" to persuade members to desist from those activities. The penalty for shop stewards failing to do so would be their disqualification as shop stewards.

Pennington's list of "unfair" activities includes sit-ins, sleep-ins, canteen boycotts, interference with company products and manufacturing processes, meetings unauthorised or illegal in terms of the recognition agreement, unilateral changes of agreements on normal and overtime working hours (presumably aimed at overtime bans), any form of intimidation of employees, and interference with the right of management to communicate with employees during industrial action.

Some of these, though, are not unfair in themselves, he says. He argues the dividing line between legitimate and illegitimate action must be seen in the "overall context of industrial democracy" — to that the right to strike includes the right to *try* and stop production, but not the right to *prevent* production.

He goes on to analyse sit-ins, sleep-ins and boycott in greater depth and concludes that, within certain limits, they are legitimate forms of industrial action. But disregard for property rights, sabotage and intimidation should be mutually agreed to be unacceptable.

Another area Pennington addresses is the question of majority unionism versus the "all-comers" approach.

The emergent unions, particularly those in the metal and paper industries, have begun to insist on the principle that the union representing the majority of workers in particular grades should have sole bargaining rights. This arises largely among the unskilled and semi-skilled sections of the workforce.

Many of the craft unions began organising those workers a few years ago, but they have clearly lost the race.

Pennington argues that employers who try the all-comers approach — giving equal rights to all unions — will find themselves faced with inter-union rivalry.

Textile union recognised by Aranda Mills

19/11/86
SOWETAW

THE Textile Workers' Industrial Union has signed a recognition agreement with Randfontein-based Aranda Textile Mills.

In terms of the agreement, TWIU is

now the sole bargaining representative at the company.

The agreement includes disciplinary, grievance, retrenchment and maternity procedures

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Other packages successfully negotiated by the union are housing loans for union members, a programme for employee advancement, sponsorship for a Mohlakeng primary school

BER 22, 1986

Progress in labour talks says Seifsa

Dispatch Reporter

EAST LONDON — The Steel and Engineering Industries Federation of South Africa (Seifsa) had made some progress in their negotiations with trade unions during the past year, the federation's director of labour, Mr Derek Harris, said here this week.

Speaking at the annual meeting of the Border Engineering Industries Association, Mr Harris said the federation was trying to establish what was expected of industrial agreements.

The federation's present negotiations with trade unions concerned maternity leave, wages, levels of bargaining and job structures.

Seifsa was trying to define which areas should be used for bargaining at company level and which should be bargained for at national level, he said.

The outgoing chairman of the Border Engineering Industries Association, Mr Stan Smith, said in his chair-

man's report that wage negotiations had been "extremely" difficult this year.

"It was quite a relief when agreement was reached in July and, although the new rates were published in the August gazette, all employers were urged to implement the new rates from July 1," Mr Smith said.

He said the Border area had endured stiff opposition from trade unions as delegates here had held out for lower wage rates for the area.

Although this was not achieved, exemption was obtained to pay lower rates to all new employees.

Mr Smith said another issue this year had been that of the various levels of collective bargaining.

A suitable area in East London was being sought to enable apprentices to participate in institutionalised training, he said.

Mr John Saunders was elected chairman for 1987 at the meeting.

'Two made ANC flags'

30/1/86

CITY PRESS

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CP Correspondent

TWO Cape Town people, including a prominent trade unionist, have appeared in the Wynberg Regional Court this week charged with furthering the aims of the ANC by allegedly manufacturing black, green, and gold ANC flags.

Clothing Workers' Union official Elizabeth Erasmus, 26, and Fuad Carlie, 45, were arrested at a clothing factory in Simons Road, Athlone Industria on the night of December 9 last year.

Police evidence was that pieces of black, green and yellow cloth were being

sewn together by four women, allegedly to make ANC flags.

Carlie told a policeman that the flags were for a sports club, the court heard.

Giving evidence for the State, Warrant Officer Sanetta Hester Meyer, a librarian at the Pretoria headquarters of the security branch, said the ANC aimed to overthrow the South African government by violent means.

She read extracts from various issues of *Sechaba*, the ANC's glossy monthly publication.

Because of her job, she said, she had access to banned documents and publications confiscated by the police.

She said the flags of the ANC and Inkatha consisted of the same colours - black, green and yellow.

"In the ANC flag the black is at the top, green in the middle and yellow at the bottom, but the Inkatha flag has yellow at the top, black in the middle and green at the bottom.

"The black section on the ANC flag represents *The Man*, the green *The rolling fields* and the yellow *The gleaming wealth of the country*.

Magistrate M Marais was on the bench.

Black

hour

Supplement to City Press

November 27, 1979

12th City Press 30/11/79

FAR-REACHING amendments to SA's labour laws to reduce State intervention in labour disputes and force trade unions and employers to resolve their differences is being planned for Parliament next year.

Manpower Director-General Dr CJ van der Merwe describes them as "privatising" the labour situation.

Van der Merwe told the SA-German Chamber of Trade that the Labour Relations Act would be amended to increase the status and broaden the functions of the Industrial Court - adding a right of appeal to the Supreme

NEW LAWS TO 'PRIVATISE' LABOUR

Court against its decisions.

Another amendment concerns the contentious issue of deciding what constitutes an unfair labour practice and unfair dismissal - both of which, it was felt, were on occasion arbitrarily decided by the Industrial Court.

Industry would also be given greater responsibility for training and setting the standards for qualification

in the industry.

A major amendment will eliminate the Manpower Minister's discretion on how labour disputes should be dealt with.

Methods of settling disputes would be decided by the two sides involved with reference to the Industrial Court if they failed.

Another amendment would enable disputing parties to take Industrial Court

decisions to the Supreme Court.

Van der Merwe said the labour scene could be a model for the country. "This area, despite all the defects, is one of relative stability and peace in a sea of unrest and turmoil."

Structures had emerged freely from the trade unions and the worker movements and had not been designed by the government, and this

was the strength of the labour sphere, he said.

"These structures have credibility because the important fundamental principle of freedom of association is involved. Leadership with credibility has emerged from the people themselves, the grassroots worker movements," he said. "The leadership has 'clout' and could exercise bargaining power. The

leaders are not 'puppets'."

He said effective channels of communication had also been set up partly due to major companies, in particular the multinationals.

"There has been the absolute minimum amount of government involvement between employers and employees. We purposely withdrew - and we will continue to do so," said Van der Merwe.

In 1979, when the new labour legislation was enacted, there were 164 trade unions; today there are 267.

The Industrial Court heard four cases in 1979. This year just under 2 000 were expected and over 75% of cases were settled before coming before the court.

Conflict was unavoidable between trade unions and employers, said Van der Merwe, but it had to be

managed and resolved and this was being done. The conciliation machinery had credibility and was being used.

He felt there was a danger that the trade union movement would become increasingly politicised. Union leadership would look for political goals unless developments in other fields such as politics were also allowed to take place.

1/2/86

'No place for amateurs in industrial relations'

By Claire Robertson

In the first three-quarters of 1986, 858 000 working days were lost because of strikes, according to the director-general of manpower, Dr PJ van der Merwe

This was an increase of more than 30 percent over the similar period last year when 649 000 "man-days" were lost

Dr van der Merwe told a conference on Human Resources Management held in Sandton that the number of workers involved in strikes showed "a similar increase", with 237 000 for the first nine months of 1986 compared with 229 000 in the similar period last year

"I must stress that experience in many countries, including South Africa, has proved that it is impossible to legislate industrial peace," he said

"Responsible and sound relationships between labour and management develop only from extensive experience in dealing with one another with a minimum of outside intervention"

Amateurs had no place in today's industrial relations, he said

"No longer can industrial relations issues, as a rule, be handled satisfactorily by untrained management representatives or by union leaders without adequate training

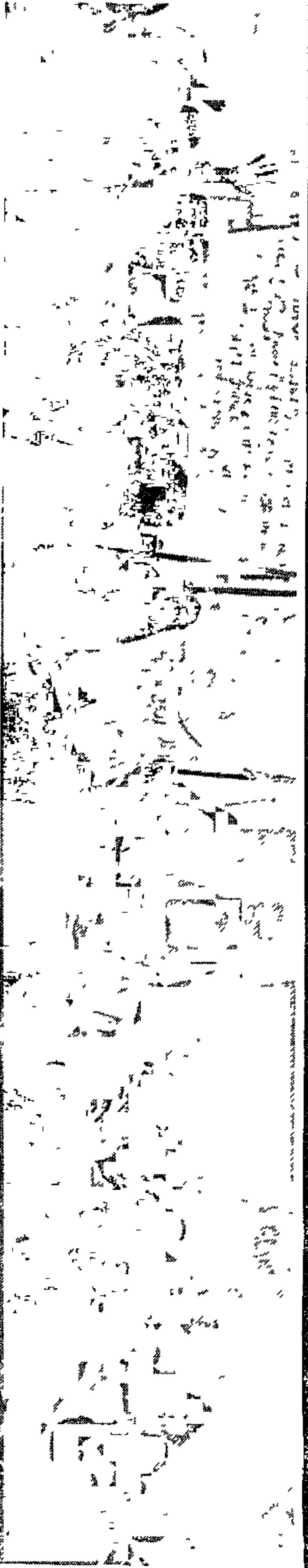
"In fact, no one can do a competent job these days for either an employer or a union unless he is up to date with the legal framework and with collective bargaining and negotiating techniques and strategies"

A recent report on the training and development of managers by the National Manpower Commission and the National Training Board concluded that one of the major causes of poor productivity in South Africa was the lack of management training, he said

Things may get worse before they get better

It was clear that industry was in for a rough ride

Worsening race relations are only one aspect of South Africa's traumatic year. The latest cloud on the horizon is disinvestment. SHERYL RAINE reports.



2/12/86 S.M.R.

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It has been a tumultuous year for industrial relations in South Africa, with two states of emergency, persistent inflation, sanctions, the biggest stayaways yet recorded and major shifts in trade union alliances

And the year isn't over yet. Unfinished business abounds. The wage dispute between the National Union of Mineworkers (NUM) and Gold Fields SA is far from over, and strike clouds are gathering on a stormy horizon

Labourites should have known the year would produce a bumpy ride for both unions and management when on January 1 the biggest labour clean-out in the country's history took place

About 20 000 black mineworkers were fired by Gencor's Impala Platinum mine in Bophuthatswana for taking part in an illegal strike. Many were later re-employed, but it started what was to be a tough year for Gencor in the field of labour relations

An ever-present factor in wage negotiations was the recession. Accurate unemployment figures are still a rarity but at the top end of the estimates was

a figure of 6 million jobless (including homelands) produced by Professor Jeremy Keenan of the Sociology Department of the University of the Witwatersrand

If any one sector stood out as a "war zone", it was mining. No other industry was as fraught with tension. Analysts pinpointed as reasons spillovers of violence and grievances from broader black communities, delays in scrapping job reservation, years of frustration on the part of migrant workers, increased unionisation, and the devastating impact of the states of emergency

Fights and murders
Events included strikes, fights and murders

But it was not all bad news. In many cases, sound labour relations prevailed. Many issues were negotiated peacefully and successfully even though these triumphs did not make headlines

In January hundreds of black miners were fired from Randfontein Estates gold mine after a bloody clash between workers and police left 10 dead, including two white policemen.

Racial tension escalated on the mines this year, white resentment at having to do "black" jobs during wildcat strikes was just one flashpoint

In March, white miners in Witbank vowed to arm themselves for protection. After a white miner was allegedly found carrying a gun at Wolwekrans colliery, 900 black NUM members went on strike for two days

Job reservation is still on the statute book, preserving 13 job categories for whites

It was a year in which sit-in and sleep-in strikes became popular and caused employers to go scurrying to the Supreme Court for interdicts

No sit-in was as extraordinary as the one at Blyvooruitzicht gold mine where 1 200 black mineworkers went without food for 36 hours underground

The single biggest tragedy in the industry was the fire which claimed 177 lives at Kinross gold mine in the eastern Transvaal. Attacks were launched by NUM on the industry's safety record. International attention was focused on the fact that about 800 people die each year in South African mines. The industry strongly defended its safety standards

NUM declared October 1 a day of mourning for the Kinross victims, sparking the biggest mine stayaway recorded, with the independent Labour Monitoring Group (LMG) estimating between 250 000 and 270 000 miners absent from work.

Gencor lost its appeal in the landmark Marnevale case to NUM and had to reinstatement about 500 mineworkers, fired during a legal wage strike last year

1986 will go down in history as the year of the stayaway

The biggest May Day (May 1) celebrations came sandwiched between two states of emergency and at a time of great tension. The LMG found at least 1.5 million workers took part in what became a *de facto* public holiday. Mass rallies were organised all over the country. In Soweto, Mrs Winnie Mandela shared a platform with Cosatu president Mr Elijah Barayi

In Durban, Chief Mangosuthu Buthe lezi launched Uwusa in front of a massive crowd at the Kings Park Stadium

Before June 16 came around, the second state of emergency was in force. Nevertheless the June 16 stayaway was as big as that of May 1

With few exceptions, employers responded to these stayaways with a "no work, no pay" policy and asked the Federated Chamber of Industries and other bodies to call for a Government investigation into public holidays

The public holiday issue
No inquiry has been set up. It looks as though business will once again have to deal piecemeal with the public holiday issue

The major threat to the labour movement is disinvestment.

2/12/86 STB

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tors, 600 000 workers observed the day in various ways.

Although there was no general wage strike, the industry suffered considerable disruption. The Chamber revealed that by September 11 there had been 109 unlawful stoppages on its gold and coal mines.

Turning to macro issues, it was also the first year of the Congress of SA Trade Unions (Cosatu). In keeping with its "one industry, one union" motto the growing infant, with a claimed 600 000 members, pulled off two major mergers. The Food and Allied Workers Union was born from combining the Sweet, Food and Allied Workers Union and Food and Canning Workers Union, while the Transport and General Workers Union incorporated the General Workers Union.

Tough and violent

The second important shift in union alliances concerned the merging of the Council of Unions (Cusa) and the Azanian Confederation of Trade Unions (Azactu) on October 6. Cusa/Azactu, which has black consciousness leanings, claimed membership over 300 000.

Another important event was the launch of the Inkatha-sponsored United Workers Union (Uwusa) on May 1. Since then, tough and at times violent competition has ensued between Cosatu and Uwusa for membership.

The death of the Trade Union Council, once a central pillar in the local labour scenario, left 32 affiliates with 170 000 members homeless.

Initiatives got under way, however, for the formation of a loosely-structured Labour Forum. Whether unions backing the idea will put their money where it's needed to make the forum a reality, remains to be seen.

It was an absorbing year in the Industrial Court.

BTR Sarmcol vs the Metal and Allied Workers Union (Mawu), the longest labour dispute to date in South Africa, is still before the court following the dismissal in Howick, Natal, of 1 000 workers in April 1985.

which thrust broad security issues and community concerns onto union agendas.

In the first three weeks of the emergency 923 union leaders and members were detained. That number subsequently rose to thousands. Although many have been released some, like Mawu's national secretary Mr Moses Mayekiso, will probably spend Christmas behind bars.

Union activities, wages talks and report-back meetings remain seriously hampered by emergency regulations.

Strikes and stoppages over emergency detentions erupted in several areas. Most deeply affected was the retail industry which, in the first two weeks after the emergency was declared, suffered more than 60 strikes co-ordinated by the Commercial Catering and Allied Workers Union (Ccawusa).

In July, 10 000 miners staged go-slows and strikes in protest against emergency detentions and on July 14 Cosatu staged a national day of action.

The state of emergency strengthened the resolve of trade unionists in favour of pressure, including sanctions, on South Africa to dismantle apartheid. What backlash will be experienced by these unionists when their members start to lose jobs, remains to be seen.

The disinvestment debate was spiced with trouble when General Motors SA faced a three-week strike over selling out to local owners. Workers demanding severance pay, pension fund guarantees and a voice on the new board of the company, will have their day in the industrial court on December 3.

New areas of labour organisation included local black council workers, black civil servants and domestic workers.

The Government, in retaliation against alleged terrorist infiltration and attacks from Mozambique, decided to expel all Mozambican contract workers — 30 000 in agriculture, more than 66 000 on the mines and 170 000 illegals.

For these people, next year will not be a happy one.

The union that

WEEKLY MAIL 5-11/2/86

A MAVERICK UNION ORGANISSES TOWNSHIP POLICE ...

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Diamini among his members
The police are rural people.
They are told the township people are thugs They come with fear ...



Picture SANTU MOFOKENG, Atreplex

goes it alone

... AND ADVOCATES AFRICANISM, NOT NON-RACISM

"A TRADE union cannot operate strongly without an ideology," remarked Philip Diamini, general secretary of the SA Black Municipal and Allied Workers Union (Sabmwu). His own union — which has been in the forefront of the struggle to unhouse the controversial black council police — recently became the first major South African union to adopt Africanism as its guiding ideology.

Speaking slowly, the bearded Diamini explained the events leading to Sabmwu's decision to pin the Africanist flag to its masthead at its annual congress.

"We appointed a commission to look at multi-racialism, non-racialism, black consciousness and Africanism," Diamini said. "We do not accept multi-racialism because that is racialism multiplied. When it comes to non-racialism, the union agrees with it. But it is difficult to practice non-racialism in an abnormal society."

"Black consciousness had its role to conscientise the people. It cannot spill over the borders of South Africa. Its time is up."

"After liberation black consciousness will fizzle out. If you practice black consciousness in a liberated society, it will be apartheid in reverse."

Turning to Africanism, the political creed adopted by Sabmwu through a process of elimination, Diamini said "Africanism demands loyalty to the African continent as a whole. Our struggle is continental. I wish to go further — it is universal."

Sabmwu's identification with Africanism inevitably raises the question of its relationship with Azanian National Youth Unity or Azanyu, and the Pan-Africanist Congress or PAC.

Azanyu defines itself as Africanist. The outlawed PAC is the most important Africanist movement. The PAC is one of two organisations recognised by the Organisation for

Former bus driver Philip Diamini heads a union which recruits members among the council police, considered 'collaborators' by other unionists. And Diamini's union advocates Africanism rather than the more orthodox non-racialism or black consciousness.

Interview by PATRICK LAURENCE

African Unity as a South African liberation movement." The second, of course, is the ANC.

"We respect Azanyu but we are not part of it," Diamini said. "I don't know their entire philosophy, as it is not exposed in our country." He conceded, however, "There may be some individuals in the union who have those sympathies."

Diamini, a largely self-educated man who left school in Soweto after completing standard seven to join the Johannesburg City Council, added: "We adopted Africanism as a guiding factor to unite us, to help us identify the enemy correctly."

The union has not taken a position on capitalism versus socialism, he said, adding: "But if I were asked, I would say capitalism is evil. From childhood, I linked apartheid with capitalism. It has been brutal to me. That filters through my thinking."

With, according to Diamini, a membership of 35 000 and growing at a rate of 1 000 new members a

week, Sabmwu has in recent weeks spearheaded a drive to unhouse the newly-established black council police and to champion their cause.

There have been strikes by council police in Soweto, Tembisa, Kaitleng and Kagiso, with Sabmwu fighting for a better deal in all cases.

Diamini admitted frankly that the strike by Soweto Council police in May was not a success for his union.

The problem in Soweto is that there are three competing unions — Sabmwu and rival unions affiliated to the Congress of South African Trade Unions and the Council of Unions of South Africa, Diamini said.

"Our best struggle was in Tembisa. We created a situation there where the Tembisa Town Council ended up defunct. Lucas Mauba, the mayor, had to resign."

Diamini did not spell it out. But the black town councils are technically the employers of the council police. Strikes are thus a threat to their authority.

Unlike some black radicals, Diamini and his Sabmwu lieutenants do not consider council policemen as "collaborators" with whom no dealings must be conducted. "Some political organisations have not done their homework correctly," Diamini said.

"It is important to identify correctly who the enemy is, to be able to see the method used by the enemy."

Referring to a reported statement by outgoing Law and Order Minister Louis Le Grange that police and soldiers in the black townships need to be augmented by council police, Diamini said "The aim is to channel blame away from the SAP and the SADF and to place it on the black authorities."

The purpose is to "increase black on black violence" by turning the wrath of the people onto the black local authorities and the "blackjacks".

Diamini continued: "Our aim is to try to unhouse these men (council police) as they are recruited from the homelands and taught to shoot."

"It's very difficult to organise in the municipalities without unhousing the police. They control access to the compounds. Unhouse them and you get access to compounds."

"But we are also trying to educate them, to help them when they defy certain instructions (to evict rent defaulters) and win them back to the community. In Tembisa they told the administrator they would not evict anyone."

"But they are rural people. You have to understand them. They are told people in the townships are thugs. They come with fear. They take jobs as council police because of starvation. When they come to town, they trust no one until someone wins their confidence."

Sabmwu has briefed an advocate to apply to the Supreme Court for the release of 115 Kaitleng council police detained for alleged violent behaviour. It has further won an interim order enabling Kagiso police to return to the quarters from which they were evicted.

Success in these two cases will clearly bolster its hopes of winning the trust of the suspicious and alienated council police.

SPAR 4/12/86

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Raditsela inquest postponed

The inquest into the death of trade unionist Mr Andries Raditsela was yesterday postponed by a Johannesburg inquest magistrate to January 5.

The legal representatives of Mr Raditsela's family told the court on Tuesday that the family no longer wished to be represented at the hearing.

Yesterday, evidence was heard that the family members might wish to change their minds.

Their representatives asked for time to receive further instructions.

Mr Raditsela, a senior shop steward of the Chemical Workers' Industrial Union, was arrested on the morning of May 4 last year in Tsakane during an investigation into the burning of a delivery vehicle.

He was admitted unconscious to the Far East Rand Hospital 12 hours later and died in Baragwanath Hospital on May 6.

Evidence was heard that he had fallen from a Caspir vehicle and hit his head.

Medical evidence revealed he received serious brain damage that could have been the result of a fall.

Yesterday, Constable Leynette Janse van Rensburg, a police reservist who had been on duty in the charge office in Tsakane where Mr Raditsela was detained before being admitted to hospital, said she had seen him lying on the floor of the charge office.

She said she thought he was drunk and took little notice of him.

She saw no sign of injuries.

She saw him later lying outside. He awakened and asked to be helped to the toilet.

Afterwards she saw him tied to a fence, where he remained until he was taken to hospital.

South African 3/12/86

(1973) 134

Unity in textile industry

A NATIONAL federation of six unions, cutting across ideological differences and representing about 170 000 workers in the textile, garment and leather industries, has been formed.

Talks towards the formation took about two months between unions formerly affiliated to the Trade Union Council of South Africa and one member of the Congress of South African Trade Unions

It will be known as the South African Federation of Textile, Garment and Leather Workers' Unions

Meeting

An affiliate of the Council of Unions of South Africa/Azanian Congress of Trade Unions, the Textile Workers' Union (Transvaal), and the National Union of Leather Workers were not at the meeting but are expected to join next year

The final meetings took place in Cape Town on Thursday and Friday last week

The union that

WEEKLY MAIL 5-11/2/86

A MAVERICK UNION ORGANISES TOWNSHIP POLICE ...

goes it alone

... AND ADVOCATES AFRICANISM, NOT NON-RACISM

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Dlamini among his members: 'The police are rural people. They are told the township people are thugs. They come with fear ...'

Picture: SANTU MOFOKENG, Afrapix

"A TRADE union cannot operate strongly without an ideology," remarked Philip Dlamini, general secretary of the SA Black Municipal and Allied Workers Union (Sabmawu)

His own union — which has been in the forefront of the struggle to unionise the controversial black council police — recently became the first major South African union to adopt Africanism as its guiding ideology

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Court postpones policemen's case

CITY PRESS 7/12/86
By MARTIN NTSOENGOE

THE case of 100 Kagiso municipality workers who went on strike and were kicked out of their hostel rooms, was this week postponed in the Rand Supreme Court to February 12 next year.

This follows an urgent application to the court by the SA Black Municipal and Allied Workers' Union, asking that the policemen be returned to their barracks.

The Kagiso town council did not oppose the application that the policemen return to their hostel rooms.

Later, after the policemen's union took the case to court, an order was granted that they go back to their hostel rooms.

The case was to be heard this week but lawyers for the Kagiso council and Sabmawu agreed that the case should be postponed to next year.

At the time when the 100 policemen were on strike, they were forced to sleep in the veld as they had nowhere to sleep. The majority of them are migrant workers.

They were determined to continue the strike until their demands were met by the Kagiso town council.

This was made clear at the annual congress of their union held in Roodepoort recently, when they vowed never to go back to work until their demands were met.

The policemen demand, among other things, a pay rise from R250 to R500, overtime pay and better working conditions.

(134) SMAR 10/12/86

Mwasa to press for State payout

By Michael Tissong

The Media Workers' Association (Mwasa) has said it will take legal action to make the State pay compensation to the family of Mr Simon Mantsane.

Mr Mantsane, a Perskor employee, was crossing a street to deliver a newspaper to a subscriber when the policeman called out to him to stop and shot at him five times at close range.

The union noted that he was the third Mwasa member to die in police action this year. The other two victims

were journalist, Makompo Kutumela, who died of injuries a day after he was detained by Lebowa police in Mahwereng and Mr Stephen Tshabalala who was shot dead during unrest in Soweto.

The policeman who shot Mr Mantsane, Detective Sergeant Jan Kruger, was fined R600 (or two months) in a Hillbrow court last month for culpable homicide.

The magistrate, Mr I J J Luther, said Detective Sergeant Kruger (26) had failed to prove that he had acted in the line of duty.

1 025 unionists held in '85

Cape Times

10/12/86

Staff Reporter

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NOT one of the 1 025 trade unionists detained countrywide in 1985 was detained as a result of union activities, according to annual statistics released by the University of Cape Town's Institute of Criminology.

All but 24 of the detainees were black, according to a racial breakdown of the statistics

"At the latest specified date for which figures are available, 14 blacks were still in detention," the report noted.

Most of the unionists were detained in terms of security legislation. However, the figures show that 55 were detained for criminal offences and two were held for high treason.

"One hundred of those detained were released without charges being brought against them. Not one of the persons was detained for trade union activities," the report concluded.

UWM
men
held

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TWO members of the Unemployed Workers' Movement, were detained yesterday morning while distributing pamphlets at Athlone and Mowbray stations

The two, Mr Faheed Mahomed and Mr Landi Jack, are being held under the emergency regulations, according to their attorney, Mr Essa Moosa of E Moosa and Associates.

Mr Moosa said Mr Mahomed and Mr Jack were arrested while handing out pamphlets calling on workers not to work overtime and not to "scab" at factories where workers are on strike.

□ A spokesperson for the Bureau of Information in Pretoria said the bureau did not comment on detentions.

Issue of full-time shop stewards is still controversial

STAR 134
11/12/86

Like many other demands put forward by organised labour, the issue of full-time shop stewards has aroused strong feelings on the management side of the table, notes Mr Brian Smith, Manpower Resources Manager at Volkswagen SA, in the latest issue of Indicator SA.

He says. "Comments such as 'why should I pay people to work for the union and to organise my workers against me?' are not uncommon".

"The Eastern Cape has proved to be somewhat of a testing ground for this as well as other industrial relations issues. Both Ford in Port Elizabeth and VW in Uitenhage agreed to employ full-time shop stewards as early as 1980. Their experiences could provide other employers with valuable ideas on which to base their response to this particular union demand."

During late 1979 and 1980 both Ford and VW experienced major strikes. These events made management realise the need to review labour practices in order to bring about more effective shop-floor communication.

The issue of paid, full-time shop stewards was first raised in 1979, not by union officials but by the stewards themselves, who then performed this function on a part-time basis.

FULL-TIME SHOP STEWARDS

After much discussion an agreement was signed with VW in 1980 which allowed black, coloured and white unions to appoint one full-time shop steward for every 750 hourly-paid employees eligible for membership of that union at the plant. This resulted in one white and three black shop stewards.

Today the National Automobile and Allied Workers Union (Naawu) has a total of ten full-time shop stewards in the South African motor industry.

The initial decision to appoint full-time shop stewards was not taken without controversy.

Some managers considered it a sell-out to the unions. Left-wingers criticised it as a means to co-opt shop stewards and turn them into management puppets.

However, those who have lived with this decision for the past six years believe it has benefitted both the company and the union.

Feedback from production and industrial relations management as well as the trade unions indicate that full-time shop stewards have proved successful at VW.

They certainly have not prevented strikes and some argue that they may have contributed to the strikes experienced over the past six years. However, the Eastern Cape has experienced relative labour peace in comparison with other regions where the number of strikes has hit record levels.

Demands for full-time shop stewards are appearing on an increasing number of agendas for negotiation in the labour field. The latest *Indicator SA* published by the University of Natal reviewed this sensitive issue. SHERYL RAINE reports.

VITAL PART OF RELATIONS

VW's system of co-determination in the work place which allows for direct worker representation at board level and a system of statutory works councils was particularly compatible with a full-time shop steward system.

At VW shop stewards are seen as a vital part of industrial relations. The functions of stewards, particularly those related to upward and downward communication, are regarded as critical to maintaining effective shop-floor relations.

In a sophisticated factory with over 6 000 employees one cannot expect senior shop stewards to perform these functions in addition to their normal jobs on the production line, Mr Smith notes.

"It will result in one or both tasks being inefficiently performed."

In the current climate it was essential that management maintained ongoing contact with elected representatives on shop-floor and community issues.

"We see the shop steward's role as being equally as important as that of the personnel officer who is a full-time employee."

"If we are serious about promoting collective bargaining and avoiding disruptive industrial action, we have to spend sufficient time and money providing the necessary infrastructure."

ENTIRELY SATISFACTORY RESULTS

The VW experience is believed to have been an important factor in institutionalising labour conflict in recent years. Its greatest contribution has been to develop a collective bargaining climate in which management and shop stewards meet as equals, each with a clear understanding of the rules and a strong stake in the outcome.

While this relationship may not always have delivered entirely satisfactory short-term results to all parties, it seems to have been an effective way of promoting the dialogue and negotiation so badly needed in South Africa today.

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Union man detained

By ANTON STEENKAMP

SCORES of people have been detained since the promulgation of the new emergency regulations curbing the Press, according to various sources.

Yesterday the Sunday Times could obtain confirmation of the detention of only one of these people from the Inter-departmental Press Liaison Centre (IPLC).

He is Mr Vincent Nkonza, an organiser for the Metal and Allied Workers' Union (Mawu) in Natal.

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Dairymaid freezes up

CITY PRESS

DAIRYMAID management this week refused to accept a dispute by workers over the closure of four ice-cream vending depots.

Dairymaid shop stewards committee chairman William Petersen said management would not submit to mediation over the closures and the retrenchment of about 150 vendors.

The Food and Allied Workers' Union last month declared a dispute over wage increases and considers the retrenchments an integral part of this dispute.

Dairymaid managing director Barney Marais said management was negotiating with Fawu over the retrenchments and commenting on the matter would "not be conducive to good industrial relations."

But he confirmed that the decision to close the four depots "still stands." - Sapa.

Union concern at faction fighting

THE Black Allied Mining and Construction Workers' Union (Bamewu) yesterday expressed serious concern at the increased incidence of faction fighting on the mines.

The union said the incidents were part of an "ongoing general pattern of fostering rivalry ... and bloody confrontation" between workers, aimed at "destabilising the gains made by the labour movement ..."

It called on all black miners to

ALAN FINE

2nd 18/1/68
"exercise vigilance against this new form of control".

Faction fighting at the Vaal Reefs, Kloof and President Steyn mines has claimed the lives of 46 miners in the past month. Both Anglo American and Gold Fields have rejected previous union accusations of their responsibility for the violence.

By S'BU MNGADI

DELEGATIONS representing Inkatha, the Kwa-Zulu government, the Kwa-Zulu United Workers' Union of SA and the Congress of SA Trade Unions declared an uneasy "truce" in the faction-torn Mandini township of Sundunbili in northern Natal this week.

The peace talks - held at the local Cosatu branch's request - came at the height of an alleged "armed siege" by vigilantes against Cosatu members.

Cosatu's local office was this week forced to close down after it was occupied by armed men.

Inkatha, KwaZulu government and Uwusa delegates at the meeting charged that Cosatu members - particularly Metal and Allied Workers' Union

Cosatu, Inkatha, Uwusa and Kwazulu declare a 'truce' in stormy Natal

members at a local steel factory - had insulted Chief MG Buthelezi. They had said their authentic leader was Nelson Mandela, but Mandini was "Buthelezi's territory".

After stormy deliberations, delegates agreed to call on their unions to suspend attacks pending further peace talks next month - where Cosatu's 12-man delegation should include

Mawu organiser Michael Mabuyakhulu

Mabuyakhulu narrowly escaped death at the weekend when a heavily armed group tried to overturn his car as he sped off from a disrupted union meeting held in the office.

The same crowd allegedly proceeded to his brother's house where four shots were fired at the door.

The Cosatu delegation at

the meeting alleged that Cosatu members who have been attacked include local Mawu chairman Jerry Mbonambi, Paper, Wood and Allied Workers' Union shopsteward Cyprian Mzimela, workers and shopstewards at a local paper factory "and generally everyone in the street wearing T-shirts of Cosatu-affiliated unions".

The Inkatha, KwaZulu

and Uwusa delegations were led by Cedric Ndaba, Inkatha central committee member NE Zulu, and Alpheus Mtshali. Cosatu's delegation was led by Vincent Mthembu.

● Meanwhile - barely hours after the peace talks - resident Nathi Nkabinde, 23, was shot dead and his girlfriend Hlengiwe Mkhize, 19, injured when they refused to give a lift to a crowd of about 20 armed men, according to the Northern Natal police.

But residents alleged Nkabinde was mistaken for a Cosatu supporter who drives a similar kombi and that barricaded roadblocks were set up by vigilantes throughout the township.

Newcastle police spokesman Major J Brand said Nkabinde was teaching Mkhize to drive when 20 men approached them, carrying sjamboks and knobkieries.

When they asked for a lift and were refused, one of the men shot Nkabinde dead and wounded his girlfriend.

Police said she was taken to Stanger Hospital with head injuries, but her condition was not yet known.

Later Brand said 21 men have been arrested in connection with the incident and were expected to appear in court soon.

29.12.86

New wave of detentions hits unions — LMG

By Sheryl Raine

134 (22) SM

A wave of detentions has hit the union movement since the new emergency regulations were declared on December 12, says the independent Labour Monitoring Group (LMG)

In its latest report on the effect of the state of emergency on industrial relations, the LMG said 45 unionists were known to have been detained in the last four weeks, 22 of these on or after December 12.

Since the start of the emergency on June 12, 614 unionists had been detained, excluding the mass detention of at least 2 000 workers during various disputes. About 256 detained unionists had been released but 358 were still in detention.

"The Christmas period has seen an increase in the rate of detentions of unionists, stepped up vigilante attacks on the Metal and Allied Workers Union and new regulations which could severely hamper routine bargaining," the report said

New laws affect union movement LMG

By Sheryl Raane

The new emergency regulations are already having a profound effect on the union movement and could become the main issue of industrial conflict next year, says the independent Labour Monitoring Group (LMG).

In its last report for 1986 on the impact of the state of emergency on industrial relations, the LMG noted mounting pressure against the labour movement over the Christmas period.

Pressure included the new emergency regulations, increased detentions of unionists, vigilante attacks against the Metal and Allied Workers' Union (Mawu) in Natal, as well as attempted deportations of top union officials of the National Union of Mineworkers (NUM) and the Chemical Workers' Industrial Union (CWIU).

The combination of these actions amounted to a new phase

of pressure on the union movement under the emergency and, if the pressures continued, they were likely to become the main issues of industrial conflict early next year.

The LMG said although the new regulations had been aimed mainly at the alternative media, community organisations, the End Conscription Campaign and the Christmas Campaign, the union movement had also been affected.

'SUBVERSIVE'

The redefinition of "subversive statements" in the regulations included a ban on calling for illegal strikes or consumer boycotts. This had already affected union activities, said the LMG.

"The Commercial, Catering and Allied Workers' Union reports that it has been unable to call for a consumer boycott during the current legal wage strike by its members at nearly

all OK Bazaars stores across the country.

"The Council of Unions of SA says its affiliate, the Transport and Allied Workers Union, has been unable to call for a boycott of Putco buses during a dispute with the company over retrenchments.

"Although nearly all strikes in South Africa are technically illegal, the possibility of strike action has become a regular part of the repertoire of union organisers and shop stewards during industrial bargaining.

"Unions point out that such talk, even if made in a company boardroom, could open officials to charges of 'subversion' and the NUM has already begun briefing its officials and shaft stewards on the language they can use during negotiations. Other unions expect the regulations to pose major problems when they resume work in the new year."

Lawyers for one union have been quick to point out that the

regulations clash with the provisions of the new Labour Relations Bill which allows for primary boycotts during an industrial dispute.

The LMG also criticised employer bodies for failing to speak out against the latest emergency regulations imposed on December 12.

Except for employer representations to the Minister of Home Affairs about the deportation of unionists, the LMG was not aware of any major statement by employer bodies criticising the new emergency regulations or other action taken recently against trade unions.

DAMAGING EFFECTS

This was in contrast to the beginning of the emergency (on June 12) when some employer bodies and major industrialists made a number of statements pointing to the damaging effects of the emergency on industrial stability.

representatives of the retail industry were the most outspoken at the time OK Bazaars has now been noticeably silent on the detention of shop stewards during the current legal strike.

"It would appear that the limited opposition by management to the emergency has now given way to complacency or even acceptance of it."

Because of various difficulties, figures of unionists in detention contained in the report could be higher than reflected.

The LMG said 45 unionists were known to have been detained under emergency and security regulations in the last four weeks.

At least 614 unionists had been held since the start of the emergency. At least 2 000 workers were held in mass detentions during various disputes. About 256 unionists had been released from detention but 358 were still being held.

The LMG expressed concern about vigilante attacks early in December on Mawu members and their relatives at Mpopo-nem near Howick in Natal. Four people were killed.

The attempted deportation of four unionists and a professor of history and specialist in the labour field, Professor Philip Bonner, was another pressure exerted on the labour movement.

DEPORTATION

Although two NUM officials and Professor Bonner had their deportation orders withdrawn, the Minister of Home Affairs has warned he may reimpose them after hearing representations.

Mrs Chris Bonner, Transvaal secretary of the CWIU, for whom a deportation order was filled out but never served, is still in a precarious position. Representations are being sent to the Minister on her behalf.

New pressures on trade unions

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BWP

DECEMBER ushered in a new phase of pressures on SA's trade union movement under the emergency which, if they continue, are likely to become the main issues of industrial conflict in 1987.

The month saw an increase in the rate of detentions of unionists, stepped up vigilante attacks on the Metal and Allied Workers' Union (Mawu), attempted deportations of top officials and new emergency regulations which could hamper routine bargaining.

Fatal attacks

This is according to the latest Labour Monitoring Group (LMG) report, which says that 45 known detentions of unionists have taken place since mid-November, 22 of which were after December 12.

DIANNA GAMES

It said several fatal attacks on Mawu members by vigilantes indicated an attempt to break Mawu's presence in Northern Natal and to force workers into joining the Inkatha-backed rival union, the United Workers Union of SA (Uwusa).

More attacks would prompt the union to take legal action to protest the killings of its members, the report said.

Regarding management response, the report said that, except for employer representations to the minister concerning the deportation of unionists, the LMG was not aware of any major statement by employer bodies criticising the new emergency regulations or other action taken recently against trade unions.