

INDUSTRIAL REL. - WORKERS' ORG. GENERAL

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SACP holds little sway in SA unions — US report

The Argus Foreign Service
WASHINGTON — Worker unions linked to the United Democratic Front appeared to have a disproportionate say in the country's largest labour umbrella, the Congress of South African Trade Unions (Cosatu), says a United States intelligence report.

This was the finding of American agencies probing communist infiltration and strengths in black organisations opposed to apartheid.

But a report published here this week, examining SA Communist Party links with the African National Congress, the UDF and labour unions, said that "The SACP appears to have little or no influence on political and labour groups inside South Africa."

TWO GROUPS

It was "inevitable" that politicisation sweeping the townships would infect the labour unions, and Cosatu's formation in 1985 had hastened this.

Observers divided Cosatu into two factions. One favouring independence and worker activity above political activism, the other wanting close ties with the UDF and exiled movements, it said.

"Radical UDF elements, possibly in concert with the SACP or Sactu, have put pressure on Cosatu executive members to take positions more extreme than they might prefer.

"Township radicalisation has also resulted in pressure and intimidation against leaders of the other major black labour federation, the Congress of Unions of South Africa (Cusa), which has steered clear of overt affiliation with the UDF or the ANC," it said.

Powerful moderating forces, including fears of police repression, and that overly radical union activities could threaten their economic gains, would continue to weigh against Cosatu's links with the ANC.

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Black unions had a bad '86, says report

ALAN FINE

LAST YEAR was the worst on record this decade for the black union movement in terms of low growth levels, divisive and mediocre leadership, political disagreements and poorly conducted industrial action.

This is the view expressed by industrial relations consultants Andrew Levy and Associates in their annual report, published yesterday.

Despite high levels of strike action, and while wage settlements after union negotiations for the first half of 1986 were well above average wage increases — 15,47%, compared with about 10% — in most cases union targets were not met, says the report.

It also argues that the union movement made little political progress. "Political direction, although announced, was not translated into political strides forward, and in certain respects the movement is more ideologically divided than at any time in the past few years."

The report contends that, while the effects of the state of emergency on union organisation cannot be discounted, many of the union movement's problems predate the emergency.

In looking at the year ahead, the report says that for the Congress of South African Trade Unions (Cosatu), SA's most important union grouping, "the tasks of regaining control and direction and rebuilding links with the shopfloor are paramount, as is the need to address the problem of the

fragile unity within the federation".

A failure to do so, it predicts, could lead to a rift, in the next two years, between the so-called workerists and populists in the organisation. One could then see a grouping consisting of the old Federation of SA Trade Unions affiliates emerging, in opposition to a cluster of unions led by the National Union of Mineworkers and the Commercial, Catering and Allied Workers' Union.

The report says that the new black consciousness-leaning Cusa/Azactu, in order to develop its credibility, can be expected to concentrate its energies on building shopfloor organisation.

For the United Workers' Union of SA, too, 1987 will be a crucial year. Unless it demonstrates, by way of agreements and wage awards, that it is an active union organisation it will confirm the widespread contention that it is not a union, merely an arm of Inkatha.

The report predicts further strike pressure on employers in support of wage claims, and that retrenchment will become a more important focus of strike activity.

Finally, it observes, the servility which once typified black labour in SA has been replaced by a new assertive confidence and self-sufficiency among employees, who no longer regard managerial power as either unquestionable or absolute.

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Mr Skop has celebrated 50 ers

One for all ^{Albans}
 and all for ^{16/1/87}
 one — SAAME

By DICK USHER ¹³⁰
 Labour Reporter

THE Cape Town branch of the all-
 white South African Association of Mu-
 nicipal Employees (SAAME) is in fa-
 vour of opening its association to all

In a poll of members taken last
 year, which branch secretary Mr Jack
 Bondiotti emphasised was not a refer-
 endum but an opinion survey, 1 374 fa-
 voured opening the organisation to
 other races with 1 009 opposed —
 about 58 to 42 percent

About half the branch membership
 of 4 517 voted

Mr Bondiotti said the result had
 been given to members at a meeting
 last month. It was being followed up
 by an investigation and further meet-
 ings

SAAME's head office had been in-
 formed and discussions would be held
 with the national executive

Mr Bondiotti said the Cape Town
 branch of SAAME — which has about
 50 000 members — was one of the
 largest but it could not take policy de-
 cisions unilaterally

These could be taken only at the as-
 sociation's national conference, which
 was held every three years, the previ-
 ous one last year

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Industrial court is succeeding lawyers told

By Susan Pleming

The number of strikes and work stoppages in South Africa jumped from 100 in 1979 to more than 600 in 1986, the Director General of Manpower, Dr P J van der Merwe, said last night.

Opening a three-day conference on the Industrial Court held by Association of Law Societies of SA, Dr van der Merwe said conflicts in the workplace stemmed from many causes, such as differences of objectives, interests, values, attitudes and approaches.

"Conflicts also arise from miscommunication between the participants. Most systems of labour relations, in fact, presuppose the possibility of disagreement and disputes," Dr van der Merwe said.

There had been a huge growth in the trade union movement, he said. The membership of registered and unregistered trade unions increased from 800 000 in 1979 to almost 2 million at the end of 1985. The number of trade union organisations increased from 200 in 1979 to almost 300 in 1986.

The number of cases in the Industrial Courts had also increased. In 1979 there were four cases compared with 801 in 1985 and about 2 000 in 1986.

INFORMAL FORUM

Dr van der Merwe said the Industrial Court was intended to be an informal forum to which everyone would have easy access.

"The idea was that this court should be inexpensive and that it should be in a position to avert the unnecessary use of the strike and lockout weapons. The success which it is achieving in this task is illustrated by the fact that approximately 60 percent of all reinstatement order applications dealt with in 1985 were either settled or withdrawn."

But, Dr van der Merwe said, the Industrial Court had experienced difficulty in attracting a sufficient number of experienced and suitably qualified permanent members.

The administration of the court had been computerised to some extent in an effort to streamline its functional and clerical duties.

Dr van der Merwe commended the organisers of the conference and said it could not have been held at a more appropriate time.

"I have no doubt that this conference will contribute to a better understanding of the difficult day-to-day problems with which we are faced in the labour field and to a legislative framework which is more suited to our present needs."

MRs 28/1/87

(132) (131) (134)

Talks on May Day holiday under way

By **DICK USHER**
Labour Reporter

TALKS between employers and unions about a national May Day holiday in the metal industry this year have started

Mr Sam van Coller, director of the Steel and Engineering Industries Federation of South Africa (Seifsa) today said talks with unions on the issue had started after the Government failed to respond to representations from the employer body

Demands for May 1 to be declared a public holiday in recognition of labour's contribution to the welfare of South Africa have received wide support from union and community organisations in recent years

Many unions have negotiated agreements with employers giving May Day some recognition, ranging from an extra paid public holiday to time off during the day

At last year's industrial council talks on pay and conditions of service in the metal industry, Seifsa responded to union demands for a May Day holiday for the industry's 350 000 employees by agreeing to ask that the Government appoint a public commission to investigate public holidays by August and report in January

Failing this talks would be held with unions

Mr van Coller said talks at the industrial council level had started and employer proposals were being considered by the unions which would be discussed at a follow-up meeting

He said he could not disclose the proposals at this stage

Government foot-dragging on the issue has caused intense concern among employers

May Day last year almost reached the status of an "informal" public holiday when about 2,5-million people took the day off

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Political ~~role~~
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LABOUR
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DICK
USHER



RECENT rueful recantations by prominent entrepreneurs of their support for the tri-cameral system have hardly increased unionists' confidence in the political acumen of the business community.

Although it's of not much more than passing interest compared to the daily hurly-burly of shop-floor relations, many unionists are in the we-told-you-so mode on the issue.

A campaign against the new constitution was one of the few overtly political stances taken by the Federation of South African Trade Unions (Fosatu), in alignment with many other community organisations.

At the same time that the business community is catching up with the unions on this issue, however, there is a growing realisation that the two could share a common purpose.

The idea was expressed late last year in an address to the Federated Chamber of Industries by Mr John Wilson, outgoing president, but it had been around before that.

At its base is the concept that capital and labour have demonstrated their ability to negotiate viable agreements on a wide range of shopfloor issues, then why not on issues of larger social concern such as the future of the country?

They are already negotiating successfully on some issues where the Government has failed to provide any resolutions — the widespread acceptance of labour's right to a May Day holiday, for example.

The union movement constitutes the one force with legitimacy for three major actors in the South African drama — workers, capital and the Government — and as such will fill an increasingly important role in the future acts of the play.

And because it is the one outlet where the black community can negotiate on an equal footing with other parties, it's also probable that more and more major social issues are going to be argued out round the industrial negotiating tables.

Both parties have a full grasp of the consequences of failing to reach negotiated settlements on industrial issues, which both have to bear, and this awareness extends to the costs of failing to arrive at a negotiated settlement on the ultimate issue.

Cape Times 10/2/87

UCT declares May Day a campus holiday

Staff Reporter

THE University of Cape Town has declared May Day — May 1 — a full university holiday for its 12 400 students and about 3 700 workers and academics.

A spokesman for UCT confirmed this yesterday.

He said the decision was taken at the February meeting of the UCT Council, where it was noted that the declaration of the holiday had been supported by the General Purposes Committee of the University Senate.

The University and Allied Workers' Union, who initiated moves that May 1 be declared a holiday and who last year forged an agreement with the university for a five-hour May Day commemoration programme, yesterday said they "salute" the decision.

'Calendar unrepresentative'

"May Day is Workers' Day. The recognition of May Day as a paid holiday underlines the importance of the working class in the life of the nation.

"It recognizes, too, that the existing calendar of public holidays is unrepresentative of the history and aspirations of the majority of South Africa's population, in particular the working class."

Calling on all employers to declare May Day a holiday, the union said they would intensify efforts to have June 16 declared a paid holiday as well.

□ The University of the Witwatersrand last week announced that it had declared May Day and June 16 paid holidays.

Ndinosane la
Ndize kulibala
Sobaphind e

TRADE UNIONS

Federal feelers

A new multiracial trade union federation could be on the way. Involved are unionists who were formerly part of the defunct Trade Union Council of SA (Tucsa) and some from unaffiliated unions.

Meeting in the boardroom of the Artisan Staff Association in Johannesburg last Friday, they discussed a draft constitution, proposed certain amendments, and agreed to meet again early in March.

Invitations to the meeting were issued by the general secretary of the Artisan Staff Association, Wilhe van der Merwe, formerly Tucsa's first vice-president.

Van der Merwe's letter states "As a result of Tucsa's collapse a large number of major unions are left without a united voice. To remain in the wilderness without any say in matters affecting the well-being of their members would be contrary to their interests and security. There is general acceptance of the need for a new multiracial co-ordinating body without the flaws (that) caused Tucsa's demise. What is needed is for the unions concerned to come together . . ."

Precisely who is involved in the initiative is not clear at this stage. Van der Merwe, regarded as a conservative by some in Tucsa's ranks, is not prepared to provide answers. All he says is that he is acting as the convenor of a sub-committee.

He says representatives of 35 unions were invited, but not all showed up. The only other information he volunteers is that not all ex-Tucsa affiliates were invited.

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THE TIMES 20/12/88

'Strikers detained'

JOHANNESBURG. — More than 200 striking Bophuthatswana Transport Holdings (BTH) workers were detained this week, according to the Transport and Allied Workers' Union.

A BTH spokesman said about 300 drivers and maintenance staff stayed away from work on Wednesday. Tawu said more than 2 000 were on strike.

The company, which claims there have been attempts to intimidate drivers, has begun employing new drivers and technical staff. — Sapa

1987-11-27/2/87

Mixed unions outnumber segregated ones — govt

By BARRY STREEK
Political Staff

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MIXED trade unions now outnumber racially segregated unions

The Minister of Manpower, Mr Pietie du Plessis, said yesterday there were 109 racially-mixed registered trade unions, compared with 46 which were restricted to whites, the 17 restricted to coloured people and Indians and the 23 for blacks only.

He was replying to questions which were tabled in Parliament by Mr Peter Gastrow (PFP, Durban Central)

Mr Du Plessis said 1,69 million workers belonged to unions in 1986

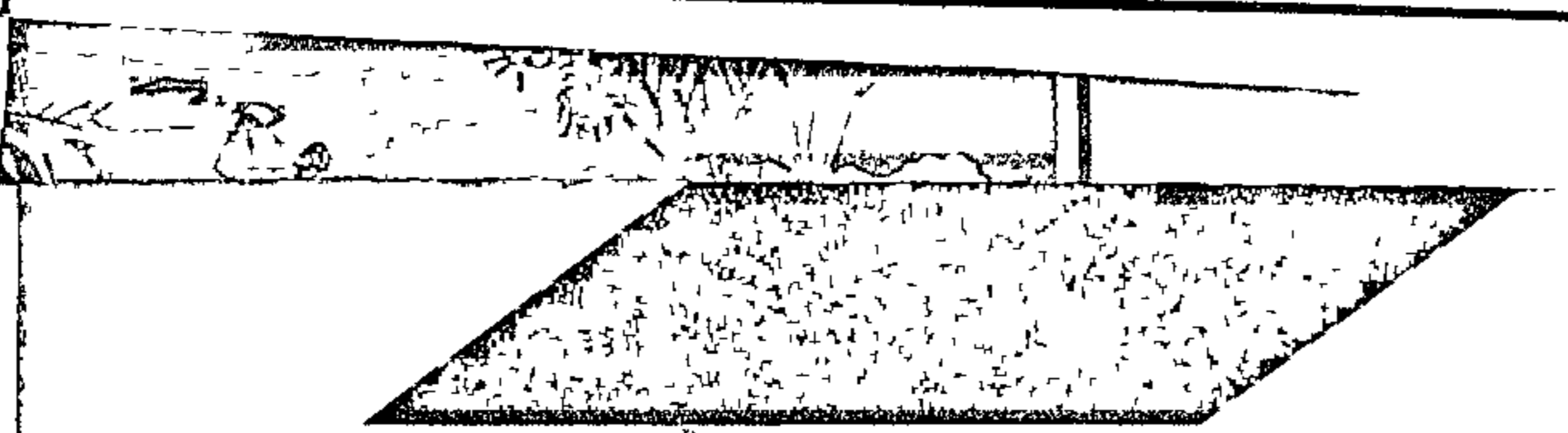
They included 487 002 whites, 333 829 coloureds and Indians, 823 620 blacks and 53 706 members in respect of whom no classification according to population group was made

Last year, 16 unions applied for registration, including four which were restricted to blacks and 12 which were mixed

During 1986, 793 strikes and work stoppages, 780 of them involving black workers, took place

Mr Du Plessis said 174 recognition agreements and 1 090 other agreements between unions and management were signed

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Payouts may be frozen till retirement

Pensions: unions warn on new govt proposals

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9/3/87

GOVERNMENT proposals to freeze pension repayments until retirement would spark off major dissatisfaction in the labour force, union spokesmen warned yesterday.

They were commenting on government's decision in principle to halt the repayment of pension contributions to employees who change jobs.

A parliamentary select committee — chaired by Deputy Foreign Affairs Minister Kobus Meiring — recently completed an investigation into the pension issue but has not yet tabled its report.

However, Meiring stated in an article in a Sanlam publication that the committee had decided in principle to halt the repayment of pension contributions to employees who changed jobs.

National organiser for the Metal and Allied Workers' Union (Mawu), Bernie Fanaroff, warned yesterday that any move to freeze pension repayments would cause tremendous problems.

The union, he said, was in the process of negotiating with a number of companies about moving workers'

THELMA TUCH

contributions from pension funds to provident funds.

Provident funds, he said, unlike pension funds, enabled workers to claim back their own contributions, a proportion of the company's contribution (depending on length of service) and interest.

Transvaal branch secretary for the Chemical and Industrial Workers' Union (CIWU), Chris Bonner, warned that workers' dissatisfaction with pension funds was an "ongoing issue".

Workers, she said, were suspicious about where their pension money was going and negotiations were being conducted with employers to allow workers to invest in provident funds.

Freezing pension payments would lead to major problems, she said, as workers believe that if they choose to leave a job it is their choice what to do with their pension money.

□ In 1981, the draft Preservation of Pensions Bill aimed at freezing employees' pension fund contributions until retirement triggered widespread strikes and unrest.

The draft bill was dropped.

Unionists will flex economic muscles

GERALD REILLY

(134)

PRETORIA — Trade unions are expected to exercise their growing economic muscle this year, but on an increasingly more rational basis, Manpower director-general Piet van der Merwe said yesterday.

He was reacting to a claim in a report of a wage settlement survey service conducted by labour consultant Andrew Levy and Associates that worker militancy had grown and sympathy stoppages and co-ordinated national action could be expected.

In the current inflationary climate of escalating living costs, unions would obviously continue to push for improved salary and other conditions, he said.

He said "However, it has become clear that there is a greater sense of responsibility and maturity in the exercise of trade union power in the recent past."

There were militant elements in the labour movement, but the great majority of the work force placed a high premium on work stability and a stable income, he said.

Van der Merwe added that the number of strikes increased in 1986 compared with 1985, but the pattern changed to include multiple strikes at various branches of the same organisation.

But he said it was important to note that most strikes were resolved within three days, while 49% were settled in a single day.

Unions reject May Day offer

By DICK USHER
Labour Reporter

METAL industry unions will not take May Day as a paid holiday this year rather than Family Day

Spokesmen for unions involved in negotiations with the employer body, the Steel and Engineering Industries Federation of South Africa (Seifsa), have turned down an offer to substitute May Day for the paid Family Day holiday

"It's all or nothing," a spokesman for the Boilermakers Union said after the first round of this year's wage ne-

gotiations ended this week.

Last year about 2.5-million workers and pupils responded to calls for a May 1 stayaway.

Since then many employers have agreed, through negotiations with unions, to give a May Day holiday.

"We are not prepared to simply substitute this day for another holiday," said Mr Leslie Davadoss, secretary of the Engineering, Industrial and Mining Workers Union

"Employers must recognise the part workers have played in building the economy of South Africa."

New public holiday for SA workers

13/11/83
13/11/83

JOHANNESBURG — The State President, Mr P W Botha, has announced that a new public holiday for workers will be introduced this year

He said the first Friday in May would be known as Workers' Day.

The country's other public holidays would be investigated by the President's Council, with special reference to the composition of the population and its communities

Republic Day, religious holidays and those with a religious emphasis would not be affected by the investigation

The council would be asked to determine which holidays should be considered statutory paid holidays

Referring to salary increases for public servants, Mr Botha said it would be irresponsible to take a decision before the Budget had been finalised — Sapa



Sitting pretty — and smart. That's 18-year-old KAREN MAREE. She is a contender for the title of UPE Miss First Year by being both attractive and a first-year BA social work student at Elizabeth. Karen is a contender for the title of UPE Miss First Year announced tonight.

Motorists igno

cial

Unions reject President's Workers' Day

Own Correspondent

DURBAN — Major trade-union groupings yesterday rejected President P W Botha's decision to declare the first Friday in May each year as a Workers' Day public holiday and reaffirmed their commitment to fight for May 1 to be recognized as Workers' Day.

President Botha announced the new Workers' Day holiday at the Boksburg centenary celebrations at the weekend.

Mr Thami Mhlomi, Natal regional secretary of the Congress of South African Trade Unions (Cosatu), said the decision to declare the first Friday of May as Workers' Day was meaningless. Cosatu would continue its campaign for a May 1 workers' holiday.

Mr Simon Conco, secretary-general of the United Workers' Union of South Africa, which claims a signed-up membership of 100 000, said in Ulundi that by taking a unilateral decision, Pres Botha was courting confrontation with workers.

Mr Norman Middleton, Natal co-ordinator of the Council of Unions of South Africa, said "There is no significance in declaring the first Friday of May as Workers' Day. We want May 1 and nothing else."

PFM manpower spokesman Mr Peter Gastrow urged Pres Botha to reconsider his decision for the sake of industrial peace.

Mr Cyril Ramaphosa, president of the 250 000-member National Union of Mineworkers, said Mr Botha's announcement would only increase black anger. The symbolism of May 1 was more important than a long weekend.

Mr Arrie Paulus, leader of a rival white miners' union, said Mr Botha was afraid of the black pressure for a May 1 holiday and should have given workers a long weekend later in the year.

Conservative Party officials also rejected Mr Botha's announcement, saying it was an election ploy and a dangerous concession to black pressure.

Sapa reports that chief executive of the Association of Chambers of Commerce (Assocom) Mr Raymond Parsons welcomed the announcement.

Mr Parsons said he was pleased the President's Council had proposed an investigation into certain aspects of public holidays.

(Report by M Vengtas, 12 Devonshire Place, Durban)

Cape Times 24/3/87

'Workers' Day': Union resentment

JOHANNESBURG — There was further adverse union reaction yesterday to President P W Botha's weekend announcement that the first Friday in May is to be a public holiday designated Workers' Day

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Both Cusa/Azactu and the Congress of South African Trade Unions, SA's two largest union federations, stressed that they consider May 1 to be Labour Day and will continue to observe it

Cosatu said it is "disgusted that employers are rushing forward to commend P W Botha" Cusa/Azactu called for clarification from Assocom's Raymond Parsons on his statement that the decision is in line with Assocom recommendations

'Positive contribution'

And the Labour Forum, a loose grouping of middle-of-the-road established unions, said in the past two weeks it had conducted a survey among unions representing 250 000 workers on the issue and found that unions representing nearly 95% of these workers would accept only May 1 as Labour Day

The Institute of Personnel Management yesterday welcomed Botha's announcement, saying it recognizes "the positive contribution made by the workforce to the South African economy"

Employer spokesmen have also welcomed Botha's decision to ask the President's Council to examine the whole question of public holidays Botha said Republic Day, religious holidays and those with a religious emphasis would not be affected

BUSINESS DAY, Wednesday, March 25 1967

New union group planned to replace Tucsa

A NEW trade union co-ordinating body, the National Federation of Trade Unions (NFTU), is to be launched in Johannesburg on April 28

The NFTU is designed to replace the Trade Union Council of SA (Tucsa) which was dissolved last December after a series of disaffiliations that reduced its total membership by two-thirds. It is understood eight unions rep-

ALAN FINE

resenting about 150 000 workers took part in a preliminary meeting earlier this month. The largest were the Mine Surface Officials Association (MSOA), the Artisan Staff Association (ASA) and the SA Typographical Union (Satu). The MSOA and the ASA were previously reputed to be on the right wing of Tucsa. Participating unions hope more

will be present at the inauguration. But a spokesman for one of the unions, who did not wish to be identified, said he would first ensure that the NFTU was viable before recommending that his union join it.

He said he was not certain the eight unions would be sufficient. But he added there was a dire need for a "non-political and pure" trade union umbrella body.

Willie van der Merwe of the ASA

has co-ordinated preliminary meetings, and Satu general secretary Martin Deyssel has been appointed interim chairman.

A letter circulated to unions by Van der Merwe in January said Tucsa's collapse had left a large number of major unions without a united voice, and there was "general acceptance of the need for a new multiracial co-ordinating body without the flaws that caused Tucsa's demise".

'Sacking sparked strike'

By STAN MHLONGO

WORKERS at Coogans Food in Lenasia, near Johannesburg, this week downed tools - allegedly in protest against the sacking of a colleague

Political comment and newsbills by P Qoboza, headlines and subediting by Jon Swift, all of 204 Ellor Street Ext, Johannesburg

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Federation and Allied Workers' Union spokesman Jimmy Mahlangu said the strike was sparked off by deductions from one of the worker's salary and the subsequent sacking of that worker "without reason"

According to Mahlangu, the worker was initially given a form on which was written "I (the worker) subscribe to the deductions from my salary and want to

resign from the company"

"This was gross blackmail of the employee - no person in his correct right mind can subscribe to this type of nonsense," said Mahlangu

The worker was allegedly fired when he refused to sign the form in February

Coogan boss Ishmael Coolam refused to comment and said that the matter was sub judice

134 EPP News 29/3/87

Trade unions warning (134)
6/4/87

As a visitor to your country I have been reading with interest and some trepidation reports of trade union activities, for it has a familiar ring reminiscent of the machinations of trade unions in Britain over the years. Does South Africa realise what multi-headed monster it has unleashed with the official recognition of trade unions, and what serious problems probably lie ahead?

Already you have had strikes in support of the unsupported, with the object of denying employers the right to dismiss an employee for misconduct. Soon they will find it difficult to do so on the grounds of plain unsuitability. Employers insisting on their right to hire and fire have been forced to succumb to union pressure in order to save their businesses from collapse in the face of secondary pressure exerted on their vital supply sources.

Demands for wage increases have escalated, and will continue to do so, regardless of the consequential economic damage to the country. Allied to this will be ever-increasing demands for fringe benefits that will reach ludicrous levels. Indeed, have done so already, as witness the Living Wage Campaign demand that employers cease the deduction of income tax from workers' pay.

The truth is that modern trade unions are no longer about securing for their members a fair day's pay for a fair day's work. They are now political animals, led by articulate people who exploit shamelessly the aspirations of their members for their own political aims.

The average trade union member is a decent, law-abiding citizen, concerned only that he should earn a reasonable living wage with which to support himself and his dependants. He is compelled to belong to a union, but otherwise evinces little or no interest in it except when it is promising him bigger and better rewards, and usually does not even bother to attend his branch meetings. In that fact lies the root cause of most labour problems. His passivity enables his glib-tongued leaders to manipulate him for their own ends.

Eventually, the trade union monolith that will be forged either by mergers or working in collaboration with other unions will feel powerful enough to influence by coercion the politics of government, even change its political colour. Perhaps in South Africa that day is not far off, for it appears that your unions have wasted no time in emulating their British counterparts.

The present British government has demonstrated the way to bring sanity to trade union operations, thus curbing their worst excesses, by introducing punitive legislation providing for heavy fines and the ultimate sanctions of sequestration of union funds, without which they cease to function. Sooner, rather than later, South Africa must implement similar measures.

J Ringrose

Kempton Park

A mushrooming of May days

TRADE unions are pushing ahead with their plans to have May Day as an official holiday — ignoring President PW Botha's declaration of a workers' day in the same month.

"May Day, May 1, is workers' day — not the first Friday in May," was the message from the country's two largest union groupings.

The Congress of SA Trade Unions (Cosatu), representing more than 700 000 workers, said Botha's "unilateral and undemocratic" announcement was "designed to sow confusion and retard the struggle of those workers still demanding May 1 as a paid holiday".

The Council of SA Unions and Azactu (Cusa/Azactu) said its

By SEFAKO NYAKA

members would continue to push for May 1 as workers' day, and "will not work on that day this year or any other year".

Several unions, including the powerful National Union of Mineworkers (NUM) and the Commercial, Catering and Allied Workers' Union (Ccawusa), are presently involved in negotiations with employers over May 1.

A number of Cusa/Azactu and Cosatu affiliates have signed agreements with employers recognising it as a paid holiday.

Cusa/Azactu representative Puroshaw Camay said Botha's decision was

"ill-advised", and unacceptable

"He has acted in a way which will bring us into direct conflict with the state and employers," he said

Camay also listed Cusa/Azactu's other demands for "people's holidays": Heroes' Day on March 21, Soweto Day on June 16, Women's Day on August 9, Biko Day on September 12, Black Solidarity Day on October 19 and National Day of Prayer on December 16.

Cosatu representative Frank Menjites said close on three-million people are expected to stop work on May Day this year "in an act of resistance against oppression and exploitation".



Hurley ... trying to involve lay people

AS Bishop of Durban for 40 years Archbishop Denis Hurley has seen National Party rule from the day started — and for all those years helped lead Catholic opposition to apartheid policy

He celebrated his 40th anniversary as bishop at a special service Durban this week attended by 5 000 people.

In an interview about his few decades as bishop, he spoke about the impact of NP rule on the diocese and the Catholic Church.

"It clarified in a startling way for the implications of segregation. I had just accepted segregation as South Africa's way of life.

"Some of us had spoken against We had made speeches against it as so on as priests, but we hadn't mounted any campaign against it. "Then when apartheid became th

W/Mail 3 9/4/87 (134)

Denis Hurley: Four decades at the helm

years, seen day it has to its

policy and was clearly defined and so many more laws were passed to enforce segregation, then I think we saw what segregation under its new label really meant.

"We began to react against it, but I fear in a distant and theoretical way at first."

It may have started out at a theoretical level, but the growing awareness in the church of the injustice of apartheid led to more direct action.

This action has brought the Catholic Church into increasing conflict with the state, and has also raised the awareness of the church leadership itself. From being concerned

Archbishop Denis Hurley speaks to CARMEL RICKARD about his 40 years at the head of the Catholic Church

primarily about the rights of the church, threatened by apartheid, the bishops have broadened their focus to a general concern for human rights.

Hurley has been at the forefront of many key initiatives in the development of the church's opposition to apartheid.

In the early 1950's, Hurley led a bold campaign to save the church's black schools, threatened by the withdrawal of state subsidies under the Bantu Education system.

A million pounds were needed — and were raised — and the church was able to continue running its schools.

Two decades later, spurred on by the Second Vatican Council to a wider awareness of the issues involved, he chaired the Bishops' Department of Schools, when Catholic schools began to break the law by admitting black pupils.

During his second term as president of the Southern African Catholic Bishops' Conference, Hurley helped focus international attention on key issues in Southern Africa by the publication of three major reports.

First came a report on Namibia which emphasised the illegality in

international law of the South African occupation, the overwhelming opposition of Namibia's people to that occupation and the alleged atrocities by which the occupation was maintained

Next was a report on relocations, prepared in conjunction with the South African Council of Churches.

A joint delegation from the two church bodies presented the report in a number of major European capitals. P W Botha, then prime minister, visited most of these places shortly afterwards and was grilled on his government's policy of forced removals.

The third report dealt with the

conduct of police in South African townships, based on a collection of affidavits from township residents.

At the time of the 21st anniversary of the South African Republic, a pastoral letter was issued in the Durban diocese explaining to Catholics why the church would have nothing to do with the celebrations.

Months later, the Archbishop issued an even stronger condemnation of the tricameral constitution.

His vision for the future is not simply that the bishops will continue their fight against injustice — after 40 years of leadership, he is helping coordinate a project to ensure that all Church members — not just its leaders — will be drawn into action for justice. This involves a country-wide training programme for bishops, priests and lay people.

(28) W Mail 3-9/14/87

'Labour relations can show us the way'

Staff Reporter

Management and labour can play a leading role in transforming South Africa and easing it into a post-apartheid era, the editor of The Star, Mr Harvey Tyson, said at the weekend.

Mr Tyson was addressing the 15th Triennial Conference of the SA Electrical Workers' Association, which is celebrating its 50th anniversary

He said the labour relations field had undergone a revolution since the start of the decade. More far-reaching amendments to the Labour Relations Act were about to take labour reform even further.

For the first time in South Africa's history, the law would clearly state that it is an unfair labour practice to discriminate on the basis of race, sex or religion. There was speculation that this could well be the forerunner of a Bill of Rights.

CONTRADICTIONS

"However, while labour is running ahead of the times, there are still a host of other discriminatory laws on the statute books which will lead to serious contradictions and confusion," he said. "But, I believe labour relations could show us the way out of the mess."

Mr Tyson said a central task in ensuring future prosperity for all was the upgrading of those workers who had been denied access to training and development by the imposition of racial and educational barriers.

As a result of the critical shortage of skilled manpower in South Africa, black advancement rooted in equal opportunity had become an economic necessity.

It would be foolish to underestimate the enormity of the task.

"Compensating for the shortcomings of decades of inferior black education and the deprivation suffered by disadvantaged groups will be an arduous and expensive task. But failing to tackle the task will be even more expensive," Mr Tyson said.

Electrical workers call for tax restructuring

By Mike Siluma

STAR 8/4/87



The Government has been called on to introduce legislation to narrow the disparity between individual and corporate tax, thus alleviating the tax burden on South Africa's working population.

The call was among resolutions passed by delegates to the 15th triennial conference of the SA Electrical Workers' Association (SAEWA), which ended in Johannesburg at the weekend.

Delegates to the conference, noting "with extreme concern the increasing burden being borne by individual taxpayers", urged that Government introduce legislation "to ensure that company tax cannot be evaded as is evidently being done at present".

They also called for an option to married couples on whether to be taxed jointly or separately.

Warning that "the greatest threat facing South Africa lies in the effects caused by an unacceptably high inflation rate", the delegates called on the authorities to halt a rise in prices, "especially where such price escalations are not justified and result purely from greed displayed by suppliers".

On social services, delegates called for measures to ensure that efficient and adequate medical care was made available to all.

The Government was urged to expedite the findings of the select committee on pension benefits, especially if the recommendations included the establishment of a national pension scheme.

Dealing with matters on the industrial relations front, the conference suggested an extension to the duration of the annual industrial wage agreement until agreement was reached on a new one.

Guests to the conference, at which the union's Golden Jubilee was celebrated, included the chairman of the Chamber of Mines, Mr Peter Gush, the editor-in-chief of The Star, Mr Harvey Tyson, and the executive director of the Steel and Engineering Industries Federation, Mr Sam van Coller.

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Pik warns 'outrageous' trade unions

Own Correspondent

JOHANNESBURG. — The government was very concerned about the increasing militancy of some black trade unions and was giving it serious attention, Foreign Minister Mr Pik Botha said last night.

Replying to a question after his address to an audience of about 800 people at a NP rally in Benoni, Mr Botha said he was "deeply concerned" about the "outrageous and irresponsible" demands of elements in the trade unions.

He said that if these elements continue with their irresponsible behaviour, it could lead to the end of trade unionism in

SA

He advised militant trade unionists to look at "their comrades north of the Limpopo". In Zimbabwe trade unions had virtually no power and were controlled by the Minister of Labour who could decide on working hours and wages. Was that what SA trade union leaders wanted?

If they continued with their outrageous demands, there would one day no wages to be negotiated and no demands to be made.

Replying to a question on SA's continued presence in Namibia and Angola, Mr Botha restated his willingness to be part of a conference of all parties in Angola

and Namibia — "even Swapo, if Unita is also invited" — to talk about peace, the withdrawal of the Cubans and co-operation in the region.

Mr Botha warned that SA would not tolerate neighbouring states harbouring ANC guerillas planning action against SA, and said the security forces would cross the borders again if necessary.

On the Natal Indaba, Mr Botha said the perception created that Natal NP leader Mr Stoffel Botha rejected the Indaba was incorrect. Government fully supported the idea and would like to see an indaba for the whole of SA.

(Report by M du Preez, 11 Diagonal St, Jhbq)

This month your new Passat costs less because Passat is worth more.



about 8 000 workers.

Industrial action is growing

TRADE unions are making increasing use of strikes and stoppages, Manpower Department director general Piet van der Merwe said in Cape Town last night.

He told the annual congress of the Institute of Municipal Personnel practitioners the number of strikes and stoppages began increasing in 1979 and reached a peak last year.

More important, however, was the duration of strikes was becoming shorter. Van der Merwe said a new group of trade union leaders with credibility in their ranks, bargaining capability and economic power had come to the fore.

About 49% of strikes last year lasted a day or less, and only 7% lasted more than 14 days. Average duration was three days.

Mixed unions increased from 39, with a membership of 206 000, in 1978 to 109, with a membership of 863 000, at the end of last year.

REPORTS Business Day Reporters

B Day

24/11/87

(134)

AIRLINE MOVEMENTS

| Friday Air Schedule | | | 1800 | 1955 | |
|---------------------------|------|--------|------------------------|------|-------|
| Johannesburg to Cape Town | | | 1930 | 2125 | SA326 |
| Dep | Arr | Flight | 2100 | 2255 | SA328 |
| 0100 | 0305 | SA397 | 2345 | 0140 | SA348 |
| 0700 | 1040 | SA301 | SA398 | | |
| 0730 | 0935 | SA303 | Johannesburg to Durban | | |
| 1000 | 1205 | SA307 | 0700 | 0800 | SA503 |
| 1200 | 1405 | SA315 | 0800 | 0900 | SA501 |
| 1345 | 1655 | SA329 | 1045 | 1145 | SA509 |
| 1400 | 1605 | SA325 | 1300 | 1400 | SA511 |
| 1530 | 1730 | SA337 | 1500 | 1600 | SA517 |
| 1600 | 1805 | SA327 | 1715 | 1815 | SA515 |
| 1745 | 2145 | SA357 | 1915 | 2015 | SA521 |
| 1800 | 2005 | SA333 | 2035 | 2135 | SA519 |
| 1810 | 2220 | SA351 | 2345 | 0045 | SA595 |
| 2030 | 2235 | SA341 | Durban to Johannesburg | | |
| Cape Town to Johannesburg | | | 0700 | 0800 | SA502 |
| 0800 | 0955 | SA304 | 0800 | 0900 | SA500 |
| 1035 | 1220 | SA304 | 1000 | 1100 | SA500 |

Johannesburg

W/C AF 25/4/87

State's plans for trade unions

134

LABOUR AFFAIRS
DICK USHER



THERE are strong signs, if statements by Cabinet Ministers in a pre-election situation mean anything, that the Government has plans for trade unionism in South Africa

Early this month Foreign Minister Pik Botha told an election meeting in Benoni that the Government was very concerned about the increasing militancy of some black trade unions and was giving it serious attention

He spoke about the

"outrageous and irresponsible" demands of elements in trade unions and warned that if they continued it could lead to the end of trade unionism in South Africa

He advised militant trade unionists to look at "their comrades north of the Limpopo".

In Zimbabwe trade unions had virtually no power and were controlled by the Minister of Labour who could decide on working hours and wages

One objective difference between the two situations which Mr Botha either ignored or was not aware of is that at least unionists in Zimbabwe have some say in deciding who shall govern them

This week Minister in the Office of the State President Alwyn Schlabusch told a meeting in George that further legislation in the labour field was in the pipeline to eliminate situations such as the South African Transport Services strike

He gave his audience an assurance, which can only be seen as ominous, that after the May 6 election the situation would be "normalised"

SMOTHERED

He also claimed that the country's enemies had chosen the labour field to make political capital before the election and that if certain subversive actions had been planned for the election these would be smothered at birth

And, if you go back to last year, there was a speech by Manpower Minister Pietie du Plessis to the congress of the South African Iron, Steel and Allied Industries Union in which he said that the Government would act against trade unions which pursued "dubious political goals"

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 had not shut its eyes to this.

(News by D Usher, 122 St George's Street, Cape Town)

FIN MAIL 25/4/86 (134)

MINING INDUSTRY

May Day court battle

The Chamber of Mines has turned to the courts in a last-ditch effort to prevent members of the National Union of Mineworkers (NUM) from striking on May Day.

The Supreme Court was due to hear an urgent application from the chamber this week to interdict the union from "instigating, calling for, supporting or organising" a May Day strike. The chamber is also asking the court to set aside a conciliation board appointed by the Minister of Manpower to consider the dispute between it and the NUM over demands that May 1 be recognised as a paid holiday.

The chamber is contesting the board's terms of reference, claiming that they do not reflect the dispute adequately. The FM understands that although the terms do include the consideration of an unfair labour practice, several other factors have also been included.

The hearing was originally set down for last Friday. However, no argument was led and the chamber accepted an undertaking from the NUM that it would not call a strike before the case was heard. The hearing was due to take place on Thursday.

Meanwhile, over 1 000 workers at Anglo American's Kriel Colliery near Witbank returned to work on Tuesday after being on strike since last Wednesday.

According to the NUM, the strike was allegedly sparked off by the assault of a black mineworker by a white miner. "Continued verbal abuse of black workers by white workers was also a cause of the strike," the union says. A spokesman says the strike is yet another manifestation of racial tension between whites and blacks on Witbank mines.

The strikers' main demand was for the summary dismissal of the white worker. Management resisted, insisting that no action would be taken before a full disciplinary inquiry.

The decision to return to work was taken at a mass meeting called by the NUM on Monday night, after talks with mine management. The disciplinary hearing was due to take place on Tuesday morning. The FM went to press before the outcome was known. If the workers do not agree with the decision, there is, however, a possibility that

they could once again down tools
In yet another development in the mining industry, the NUM has rejected a revised employer offer made in wage negotiations at the chamber covering Gencor's Marievale mine. These talks are a carry-over from last year's wage negotiations. They come after a series of court cases in which the NUM won a significant victory over Gencor when the Industrial Court ordered the reinstatement of workers dismissed by Marievale during the legal strike last year
A union spokesman would not reveal details of the offer, but said strike action could not be ruled out

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ROND BOSCH
UNIVERSITY OF CAPE TOWN,
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SCHOOL OF ECONOMICS,
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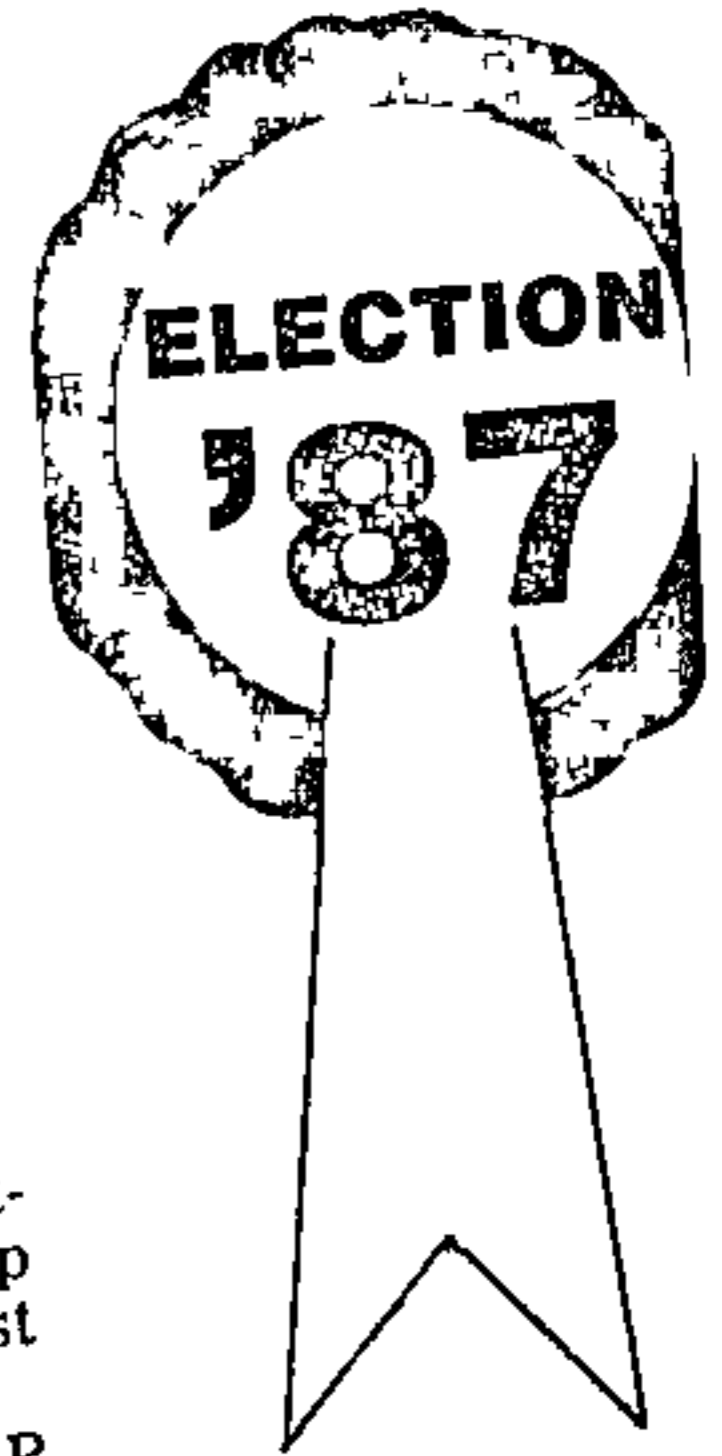
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SOUTHERN AFRICA LABOUR AND DEVELOPMENT RESEARCH UNIT



ELECTION COUNTDOWN

Govt 'fighting misusers of trade unions'



PORT ELIZABETH — The government was not fighting trade unions but ringleaders who wanted to misuse them, the State President, Mr P W Botha, said here last night

Addressing a crowd of about 1 000 in the Feathermarket Hall, Mr Botha repeated his warning that the government would investigate and possibly legislate further on the issue of foreign funding of extra-Parliamentary activities

At the start of the meeting, he said he wanted to make a brief statement commenting on the findings of the Munnik Commission of Inquiry into the funding of advertisements calling for the unbanning of the ANC

He said that although the findings related to particular advertisements they should not be viewed in isolation because they underscored the disquieting issue of funds acquired overseas being applied to effect extra-Parliamentary goals

He said that after the election the government would have to consider the adequacy of legislation and the possibility of further measures

Mr Botha said the so-called revolutionary struggle was not aimed at redressing violated black human rights, but was aimed at bringing South

Africa under communist control
"The main struggle is the one directed from abroad under the leadership of the Kremlin, the SA Communist Party and its ANC cohorts

"If they succeed, not only the NP will be destroyed but also the opposition parties

"These leftists and pinkos will not be put into power Other trained leaders are ready to take over"

Mr Botha said it was more than just a military struggle It concerned the economy, social conditions and political development "We must ward off these onslaughts against SA

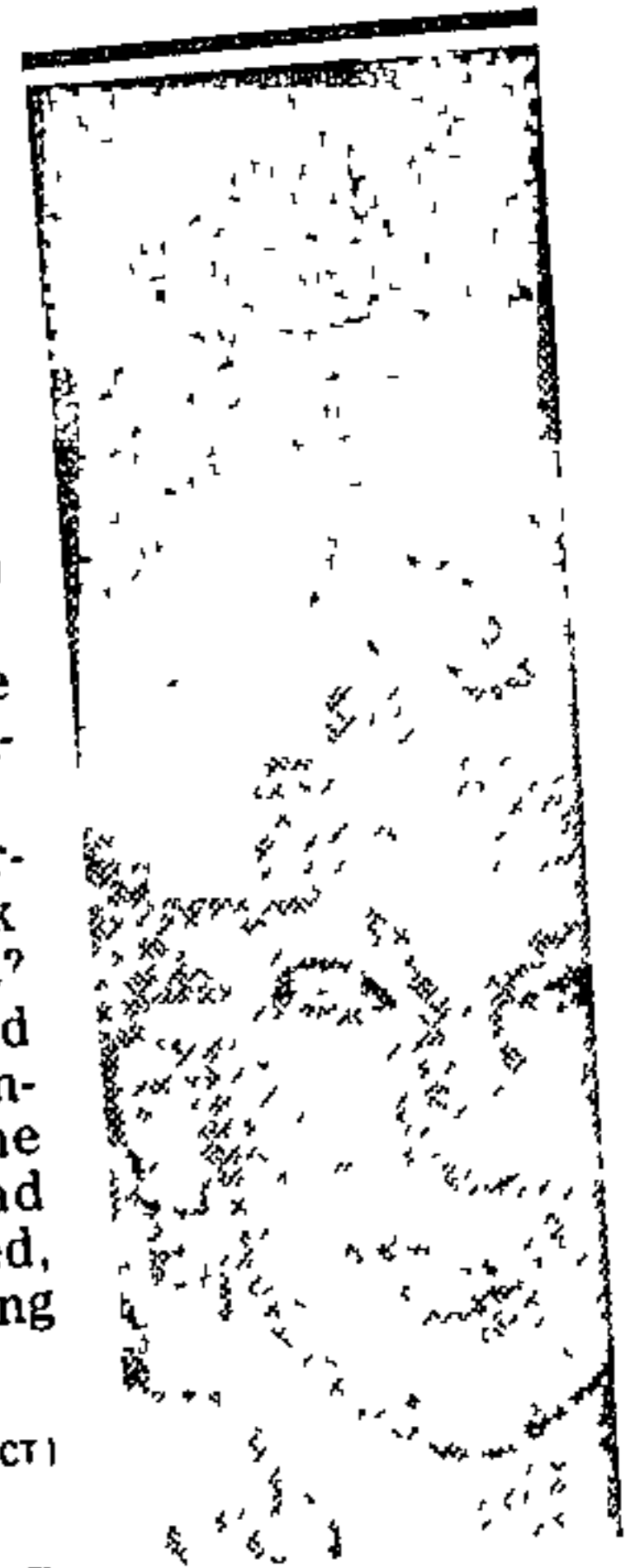
"We are told we are going too slow and reform must be hurried up
"But it took America more than 100 years to find its present constitution Switzerland took centuries and the European parliament has been struggling since World War II

"It takes years, generations, centuries, to create constitutions that work Why is SA expected to do it overnight?"

In reply to a question, Mr Botha said that he had no time for the End Constitution Campaign and was sure he spoke for every soldier who had served South Africa But, he added, "nothing will happen to them as long as they remain within the law"

(Report by Pierre Claasson B01 Nedbank Centre Strand St CT)

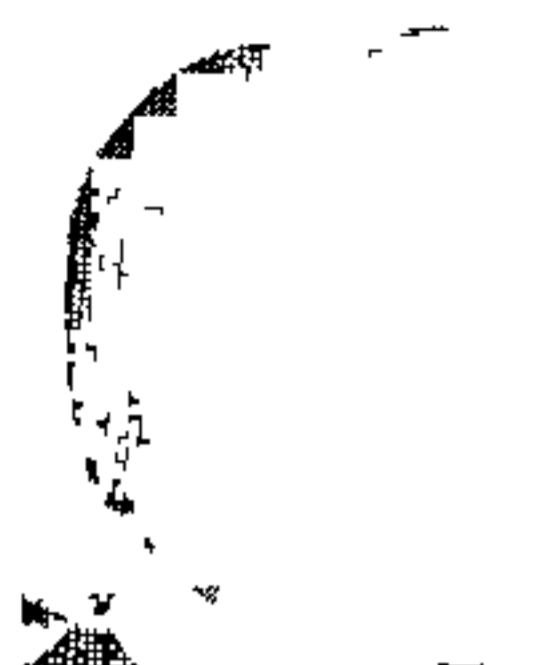
Govt accused of Three crucial years



NIC WIEHAHN

Bearing the labour pains

FACE TO
FACE



Professor Nic Wiehahn was chairman of the 1977 commission of inquiry which led to a new labour deal for SA including the legalisation of black trade unions. With clampdowns on union activity now mooted, he comments on the effects of the new dispensation and likely future patterns in labour relations.

FM: How has SA's labour system developed since the Wiehahn report?

Wiehahn: Our labour system has been deracialised. Industrial power sharing is evident as managements and trade unions negotiate on a much more sophisticated level.

Six labour rights have been established. The rights to work, associate, bargain collectively, lockout and strike, of protection against abuse and the right to development. Despite the recession and accompanying increase in strikes, SA still has one of the most responsible labour systems.

Has the system not become too politicised?

The politicisation of our labour system is unwelcome, but inevitable. Oliver Tambo and Joe Slovo said they would this year concentrate on trade unions in which they see possibly the only and most important short-term vehicle for creating a climate of revolution in SA. Hence we must expect a "steep rise of temperature" in the field of labour.

But one cannot stop it by going against it

One must create other political structures to conduct it — some negotiating body.

Only three South African trade unions can be considered highly politicised to the left. We have 265 trade unions, 46 of which are white only and the vast majority among the rest are either integrated or semi-integrated.

These heterogeneous unions are not as vulnerable to leftist politics as most people believe. In fact, management could find in them perceptible workers' organisations which could be "converted or politicised" for the free enterprise system.

To what extent should government interfere in the labour system?

Government must interfere as little as possible. Its function is to maintain a system within which employers and trade unions can have maximum freedom to negotiate the contents of their relationship. If it were to prohibit union activity, the union would just become something else, or it would go underground.

Negotiations the key

Negotiation remains the most important means of settling a dispute — and we have had a great deal of success through negotiations — even if the unions' demands at first seem irrational. Government should interfere only when matters get out of hand.

One must beware not to always read politics into strikes — they are primarily about economics. We need a proper and much deeper analysis of the causes of politicisation of trade unions. The intimidation and incitement factor should be isolated and dealt with

very effectively. But shotgun tactics against trade unions would not be the right remedy.

We must not be alarmed by the noises made by the trade unions. Although some unions tend to pose a threat to law and order, they are by far in the minority — only 2% of strikes last longer than two weeks — and the problem is blown up by some sources who tend to accentuate minorities' viewpoints and threats.

The majority of unions are moderate and peace-loving — we must encourage them to bring the others into line.

I do believe, however, that union funding should be controlled. Government has the responsibility to protect union members' money from exploitation by union management.

And what of companies who often feel threatened by unions because they have lost the right to dismiss workers?

Every company should have a disciplinary code. Companies have a social responsibility and must adhere to certain principles. If they want to retrench workers, they have to plan ahead. The employer-employee relationship is somewhat like marriage. You cannot force people to remain married, but neither can you simply kick your partner out.

A social revolution

We are in a social revolution, and manpower planning is part of that revolution. Companies must understand that they have to progress from a paternalistic labour relationship to one of consensus to create a happy working relationship. ■

LABOUR
AFFAIRS
DICK
USHER



W/ARGUS 9/5/87
Breaking
down
barriers

134
882

ONE contribution which the labour movement's ideals have made to South Africa which can't be quantified through statistics is in helping to break down the barriers between people set up by Government policy

The barriers which it rejects and is dedicated to overcoming because they run counter to worker interests are those commonly associated with apartheid — separation of races, segregated residential areas, discriminatory education and restrictions on freedom of movement — and those common to many societies, such as sex discrimination and male domination

In the workplace, nearly all working women come up against three major problem areas, the general ones of race and class and particular problems occasioned by gender such as sexual harassment from both co-workers and supervisors, wage discrimination and special health risks

At home it's often worse they may be single mothers with children, sole wage earners in a family where the man is unemployed, fighting to keep the family together and yet up against all the ingrained attitudes of men to women

One notable feature of the recent strike at Firfite by about 55 women electronics workers was the general, but unexpected, support they say they received from their men

They had been dismissed after a two-week strike

Many commented on male attitudes towards their struggle

"When I told my husband what had happened and why we were on strike he was with me all the way," said Eleanor Truter who has four children and an unemployed husband

"When management threatened to fire us if we didn't go back he said we would be fools if we did it."

Brenda Visagie has had 16 years in the electronics industry, her husband is unemployed after 15 years as a truck driver and she has three children

"At first my husband didn't understand," she said

"But then I explained to him that our problems were because our parents had't stood up for their rights They had lived with low wages and poor working conditions and this had pressed down on us.

"Then he agreed that we were both in it together

"And he could see that we were both in the fight for a better future for ourselves, our children and everybody"

Virginia Charles echoed her views

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Talk on wages

Sowetan 12/5/87

By **THEMBA MOLEFE**

THE decision by the Government to review wages in the brush and broom manufacturing industry will be debated at a meeting between the Brushes and Cleaners Workers Union and the Department of Manpower in Johannesburg today.

BCWU general secretary Mrs Mary Ntseke said yesterday that Department of Manpower officials, management representatives and officials of the National Council of Trade Unions (Nactu) will attend the meeting to be held at 11am at the Manpower offices today.

Mrs Ntseke said the discussions will focus on the outcome of a Wage Board investigation

published in the Government Gazette of February 6

"We are going to recommend to the Department to declare May 1 and June 16 paid holidays in the industry," Mrs Ntseke said

• The Black Electronics and Electrical Workers Union (Beewu) holds a three-day seminar at the weekend on labour

134 relations, the Labour Relations Act, basic conditions of employment in the industry, the Factory Wages Act and the Unemployment Insurance Fund Act

The seminar starts on May 15 at the Lutheran Diocesan Centre, CWJ, Soweto.

A spokesman said members wishing to attend should contact Beewu's office by telephone at (011) 834-4018

GWU case postponed

CPG - Times 13/5/87

1400
130

THE case in which the Garment Workers' Union of the Western Province and its secretary are claiming R100 000 damages from the Clothing Workers' Union was postponed indefinitely in the Supreme Court yesterday. The 52 000-strong Garment Workers' Union and Mr Cedric Petersen alleged Clowu defamed them in their newsletter, Unity, in 1985.

ARKAS: 13/5/87

Dispensation on labour under threat, industry fears

Labour Reporter

SOUTH AFRICA'S biggest organisation of industrialists is worried that the post-Wiehahn labour dispensation appears to be under serious threat

Dr H Snyckers, president of the Federated Chamber of Industries (FCI), expressed the chamber's fears in a report on a recent meeting of the executive council in Pretoria.

He said that cautious optimism had been expressed that a return to higher growth rates and a stronger upturn was imminent.

Members had reported some improvement of industrial activity but as yet no significant upswing

"A process of inward industrialisation together with an aggressive export drive were regarded as key elements in future growth and employment creation," Dr Snyckers said

"Members again warned that continuing unrest and increasing isolation of the South African economy will materially inhibit investor confidence and the future process of wealth creation"

Concern was expressed that the post-Wiehahn labour dispensation appeared to be under serious threat

ROLE OF THE STATE

"Members felt strongly that the role of the State should remain one of setting up the industrial relations framework but that thereafter it should be left to employers and employees to thrash out the many issues involved, even though some of these have become highly politicised," Dr Snyckers said.

As part of a move to put the movement on a sound financial footing the national secretariat would be streamlined and in its services to members would pay particular attention to manpower and general economic issues

On manpower issues, a "concrete mission statement" was adopted that against the background of its business charter the FCI would "maintain sound economic and socio-political policies which will support a positive business environment in a changing South Africa".

The council decided that the whole chamber of industries movement had to be put on a sound financial footing by improving the viability and representativeness of regional chambers, especially in the Transvaal

Mr Steve Anderson was appointed executive director from June 1 to succeed Dr Johan van Zyl, who resigned recently

Govt aims to smash unions Cosatu

CAPL Timis 14/5/77
134

JOHANNESBURG — Cosatu has accused the government "and its agencies" of conducting a propaganda campaign aimed at smashing the labour movement and has warned that it could lead to a "massive collapse in labour relations"

In a statement released yesterday, Cosatu said the campaign was being co-ordinated by the SABC, SATS and the SA Police and was serving to obscure and "even to justify" physical attacks on its offices and its members

The union believed that the campaign was a precursor to more direct action. It warned that an ongoing campaign would be "misguided and dangerous"

At the time of going to press, police were preparing a response to the allegations

"If Cosatu is prevented from functioning fully and openly the new era of labour relations is doomed. We warned the government that should it persist in its current approach it may well promote a massive collapse of the labour relations system"

The statement by Cosatu officials, released at a press conference, states that the campaign

was attempting to identify Cosatu with violence and the ANC

The union threatened to apply to the Supreme Court for relief if the SABC continued in its campaign to "discredit Cosatu"

Cosatu said SATS had also, by way of its statements on the SA Railways and Harbours Workers' Union strike, attempted to discredit Cosatu by making allegations that Cosatu was acting as "a surrogate of the ANC and the SA Communist Party"

"We reject this allegation and our lawyers have been instructed to take action"

The statement said much had been made of reports that the SAP had arrested three suspected terrorists in Cosatu House but it was never announced that the three people arrested were released soon afterwards without being charged

Cosatu's general secretary, Mr Jay Naidoo, said at the press conference that it was necessary to place in perspective Cosatu's attitude and conduct in recent events

Referring to the strike by SATS workers, he said Cosatu's support for its affiliate, SARHWU, was based on the belief that the approach to the strike by SATS had

been "intransigent, short-sighted and based on extraneous and secret considerations"

Cosatu had offered to negotiate and suggested independent mediation to resolve the dispute but attempts were rejected by SATS

The union had dissociated itself from any alleged assaults or violence on SATS workers. Cosatu had repeatedly stressed its opposition to violence as a means of resolving industrial disputes

Referring to the recent bomb blast which had rendered Cosatu House unsafe, Mr Naidoo said R2 million damage had been caused to the building. The building had been insured, but a printing press, valued at R100 000 and destroyed in the blast, was not

Senior director of news for SABC-TV Mr Sakkie Burger last night said that a general response to the allegations was still being reviewed

Mr Burger said he did not know whether any on-the-air rebuttal was sought to the statements from Transport Minister Mr Eli Louw about the union federation being linked to the ANC. "That is part of the whole issue being investigated," Mr Burger said — Sapa-AP

Govt clamp on unions feared

134

By STAN MHLONGO

THE eviction of a Vaal trade union from Vereeniging under the Group Areas Act this week, has aroused fears that the government has embarked on a clamp-down on black unions operating from white areas

The suspicion, said a member of the Vaal Metal and Allied Workers'

Union, stemmed from an eviction notice given to the Orange-Vaal General Workers' Union by the J Fourie, of the Department of Constitutional Development and Planning

OVGWU has been ordered to vacate its offices by August 10

It is believed that the government has been an-

Clamped 17/5/87

gered by the three major strikes which shook the country in the past six months - the OK, Sats and Post Office strikes. Over 100 000 workers went on strike

A spokesman for OVGWU said the government's action was predictable following the raids on

the offices of the Congress of SA Trade Unions and the recent closure of the Commercial Catering and Allied Workers' Union in the Northern Transvaal

"The government seems to have taken the mandate given to it by the white electorate seriously. It is getting closer to harsh apartheid policies," said

the OVGWU spokesman. Another union, the Council Union of SA was forced to vacate its offices in Vereeniging after members were attacked on several occasions by an unknown group in May last year

Cusa claimed that the group operated like township vigilantes

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ALGUS 3/6/87
Postal workers 'will seek umbrella body'

Parliamentary Staff

POST OFFICE workers will probably follow the trend in which trade unions and staff associations affiliate to trade union federations, according to the Progressive Federal Party spokesman for posts and telecommunications, Mr Pierre Cronje.

Mr Cronje challenged Mr Stoffel Botha, Minister of Posts and Telecommunications, to disclose his attitude to the possibility of postal workers affiliating to a body like the Congress of South African Trade Unions.

The challenge came during the second reading debate in the House of Assembly yesterday on the Post Office budget. Mr Botha is due to reply later this week.

Mr Cronje said an association of black postal workers had been formed only 18 months ago and it would "not be excluded from the tendency among trade unions and staff associations to affiliate to an umbrella organisation".

He added: "I want to hear the Minister's view on his intentions when, and not if, the staff association seeks affiliation with, for example, Cosatu."

BR645 8/6/87

Black unions praised for avoiding violence

The Argus Foreign Service

GENEVA. — The general secretary of the International Metalworkers' Federation, Mr Herman Rebhan, has praised black unions in South Africa for their commitment to change without violence.

In a speech at the annual meeting of the federation's central committee in Oslo on Thursday Mr Rebhan called on metalworking unions to help to step up pressure on managements to recognise black trade unions in South Africa.

"Hundreds of European, American and Japanese firms operate directly or indirectly inside South Africa.

"In many cases the South African managers of these multinationals do not recognise or are hostile to the independent metal unions.

"I appeal to all our affiliates to identify such firms and to use their pressure to seek a change of policy in respect of trade union rights and recognition."

Ten South African trade unionists are attending the Oslo meeting, including leaders of the recently-formed National Union of Metalworkers of South Africa (Numsa), which has 130 000 members,

LABOUR
AFFAIRS
DICK
USHER



134 780/09
Privatisation
not grounds
for paying
lower wages

Wt/AGUS 13/6/87

PRIVATISATION, sometimes billed as the great road to efficiency and economy, can have major drawbacks for the workers concerned

The arguments for privatisation, in the public mind, probably run on the lines of seeing State and municipal bodies as large, inefficient bureaucracies in which the workers have a high degree of job security and are therefore not strongly motivated to work hard and productively

Private enterprise, still thinking with the public mind, is run on efficient business principles and therefore the workers are more highly motivated and therefore can more cheaply perform services carried out by public bodies.

Ergo, take functions away from inefficient public bodies and let them out to private businesses and the public saves money. Possibly

That the private business may perform these functions at lower cost than the public body is probably undeniable, and it's often argued that this is due to economies of scale

However, some instances I've come across recently seem to indicate that this is not because of superior efficiency and better business methods but because private companies are paying workers the lowest wage they think they can get away with

In one instance workers were being paid about R280 a month for a privatised service, while the minimum wage in the public body is about R500 a month. The public body is unionised while the private concern is not.

It's not that the workers involved were taken from one concern at one rate of pay and then found themselves working for someone else at a lower rate. Reductions would have been more than likely over a move like that

But through work being turned over to a private non-union concern, a service previously performed by a group of workers protected against exploitation is now being done by workers without any protection

With privatisation having become something of a buzz-word with all the talk about selling off bits of Sats and other parastatals or contracting services out, it's quite likely that unions will be taking a hard look at conditions of pay and service in the private companies when discussions about the process take place

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A footsie-footsie shift in unions' sanctions stance

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W. M. ... 2/1/87

WHEN Ford announced it was joining the more than 130 American companies which have withdrawn from South Africa since 1985, the newly-formed National Metalworkers Union conducted a withdrawal of its own, hurrying out of the spotlight to consider its response to Ford's move

Numsa's retreat signalled that a reappraisal or "refinement" is underway of the pro-disinvestment stand adopted by the giant Congress of South African Trade Unions at its founding congress late in 1985

Formed only last month through the merger of three largely-black trade unions, Numsa is now Cosatu's second-largest member union

Judging from its adoption of the 1955 Freedom Charter and the socialist slogan "From each according to his ability, to each according to his needs", Numsa is one of the most politically vocal Cosatu unions. It is certainly the union most affected by Ford's decision, as many of its more than 136 000 members work in the motor industry

But instead of acclaiming the pending withdrawal of Ford as a triumph for Cosatu's declaration in favour of disinvestment, Numsa executives have been locked in consultations to secure the best possible disinvestment deal for their members

It is one of several signs of a discreet but important re-think in Cosatu on disinvestment and sanctions

Another is a confidential study carried out for Cosatu on the effect of sanctions by the Johannesburg-based Community Resources Information Centre (Cric)

Evidence of the reappraisal — which may result in formal revision of Cosatu's position at its annual congress next month — first surfaced last year with the withdrawal from South Africa of General Motors

GM's pullout showed that disinvestment is not necessarily to the advantage of black workers: that it can delay rather than advance realisation of their quest for a non-racial and democratic South Africa.

GM sold its share in its South African subsidiary to a local company formed by South African executives. The same men dealt decisively — union leaders would say ruthlessly — with a strike by workers against the way in which GM disinvested

Launched in protest at the "arrogance" of GM for announcing its withdrawal without consulting workers, the strike was in support of trade union demands for pension payouts, severance pay and worker representation on the board of the new company

The decision of GM's South African managers to call in police and soldiers and to replace striking workers with labourers drawn from the large pool of unemployed workers played a key role in breaking the strike in a matter of weeks

GM has since been replaced by the South African Delta Motor Corporation. Not only did Delta managers show they were willing to summon police, but managing director Robert Price told a press conference he was prepared to contravene GM's embargo on selling vehicles to the police

The signs of a union re-think on sanctions pre-date the current furore over the 'leaked' confidential study. By PATRICK LAURENCE

and the army. It shows, as the study commissioned by Cosatu emphasises, that disinvestment can be to the disadvantage of black workers, particularly when the new company is assured of technology and spare parts by the departing company

So far, as the Cric study suggests, business has probably done more than the unions to plan ahead and minimise the disadvantages to it of sanctions. The same conclusion applies to disinvestment as a particular form of sanctions

It is against the background of the GM saga that Numsa's cautious response to Ford's withdrawal should be measured

Ford holds a 42 percent share in the South African Motor Corporation (Samcor). Majority control rests with Anglo American

Ford has offered to establish a trust for Samcor workers by allocating 18 percent of its share in Samcor to the trust. Its remaining share would be sold to Anglo American

Apart from one apparently premature rejection by an official on a visit to the US, Numsa is considering its response carefully

Ford's offer to give workers a share in Samcor through the proposed trust has to be thought through carefully. It is potentially divisive, as many unionists are opposed to attempts by management to co-opt them

Although Numsa has not indicated what line it will take on the Ford offer, its negotiating position was adumbrated late last year during the GM strike. At the time the three unions which combined to form Numsa, including the Metal and Allied Workers Union and the National Automobile and Allied Workers Union, set out minimum conditions under which disinvestment should take place.

From the departing company, the trio of unions demanded severance pay, maintenance of existing benefits and at least a year's pay. From the new company they required sureties against retrenchment after the takeover and an agreement to recognise and negotiate with representative trade unions. The core of these demands was adopted in a 10-point policy statement last month by another Cosatu union, the Chemical Workers Industrial Union

Numsa is believed to be worried Ford's withdrawal will serve as a prelude to cutbacks and retrenchment at Samcor — a not unfounded fear given the sharp decline in demand for new cars

Cosatu's original 1985 resolution declaring support for disinvestment was subject to a single condition to ensure that "the social wealth of South Africa remains the property of the people of South Africa". It could spell out what it means by that high-sounding phrase at its congress next month. To modify or refine a stand is not, however, to abandon it. No wholesale revision is on the agenda.

LABOUR
AFFAIRS
DICK
USHER



W/B 11/6/87 (134)

Cautious welcome to NMC labour recommendations

THE National Manpower Commission's report tabled in Parliament this week makes some recommendations that unionists have been pushing for since the reform of labour legislation in 1979

They include proposals that security police, as far as possible, stay out of industrial disputes

This has long been a subject for complaint by unions who do not see what purpose there is in police entering what are essentially disputes between workers and management

As a previous report by the commission pointed out "The use of the police and defence force is poor tactics, because it is not their work to solve problems originating in poor labour relations

"These groups are seen by the strikers as symbols of the coercive power of the State, and the strikers sometimes become violent as soon as the police appear on the scene"

Beyond that, unionists also say that the security police hamper their work by removing documents or harassing organisers and members

In a statement on the report, the Congress of South African Trade Unions (Cosatu) said "We have continuously made the point that police and security forces have no business taking repressive action against workers merely because they are on strike or picket over legitimate demands"

The National Council of Unions (Nactu) pointed out that the report did not mention "the interference by police in trade union matters and the detention of unionists and harassment of union members in townships"

However, it does address itself to the crucial question of picketing, recommending that the law should be amended to allow some forms of picketing and similar forms of industrial action

Unionists see the right to picket premises which are on strike as an essential weapon in their armoury

Pickets can both draw public attention to their cause and also command solidarity from other workers, either co-workers at the plant or other workers making deliveries. This solidarity — refusing to cross a picket line — has been used in many countries to reinforce union demands

The denial of this right in South Africa has often been given as a cause of intimidation in factories during disputes and for strikers adopting tactics such as occupying premises

Some companies have recognised the problems associated with not allowing picketing and have accepted that workers form picket lines on their property

At a guess this practice might become more widespread and the report appears to recognise this by recommending that lawfully picketing workers should be protected against security and other laws — basically the bars on public gatherings which would be contravened by picket lines

In some respects the report recognises that certain practices not strictly part of industrial legislation have become accepted. Some of its recommendations, it says, merely reflect "only the statutory entrenchment of practices that have developed over the years"

Urging a more flexible and pragmatic approach to labour relations, it recommends that disputes negotiated outside the ambit of the statutory industrial council system should still have the full force of law

The Federated Chamber of Industries has particularly welcomed this and pointed out that the proposed decriminalisation of strikes and lock-outs supported what had already become practice

Basically, any moves to reduce Government interference in concerns that are essentially between employer and employees would be welcomed by both sides

CAT Traps 30/6/87 (127) (229)

200 unionists killed in '86

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LONDON. — More than 200 people were killed because of their trade union activities in the past year, according to the International Confederation of Free Trade Unions (ICFTU). Of these seven were South Africans. Of the 4 500 trade unionists detained 3 400 were South Africans.

CME 4/17/82

3/7/82

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FCI criticizes union crackdown

Own Correspondent

JOHANNESBURG — Organized industry has told government any crackdown on the black labour movement would be wrong, and that unions' political activities will not normalize till their members are given an effective say in running the country.

These views are contained in a Federated Chamber of Industries (FCI) memorandum sent to the Minister of Manpower, Mr Pietie du Plessis, on May 15 — during the SATS strike and soon after the events at Cosatu House

which raised fears that a crackdown was imminent

The FCI criticizes the approach of the "security establishment" that unionists will not be harassed and/or detained "as long as they are involved in 'bona fide trade union activities' "

It says such a view is out of touch with reality in that "it gives rise to a dangerous mode of thinking which suggests that the political dimensions of industrial relations issues can be resolved by using physical force against a few communist agitators and revolutionaries"

It is many employers' experience that the leaders of organizations like Cosatu and the

National Council of Trade Unions are not communists threatening free enterprise, but legitimate representatives of organized employees' views

The FCI says there is an urgent need for serious and open discussion to clarify the roles of the Manpower Department, the security establishment and employers in industrial relations

Industry has accepted it will become involved in the larger black struggle for political rights and greater economic welfare

The FCI called for a reduction in confrontation on all sides

Neither the minister nor the Director-General of Manpower could be reached for comment

Cape Times

3/7/87

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PO strikers threaten to make it national

Own Correspondent

PORT ELIZABETH. — The strike by post office construction employees in the Eastern Cape could spread to the rest of the country next week.

The national president of the Post Office and Telecommunications Workers' Association (Potwa), Mr V A Khumalo, said yesterday that if the 11-day strike was not resolved this weekend he would launch a national strike.

The strike began over what Potwa described as an unfair dismissal of about 50 employees in the region and the refusal of management in some areas to recognize the association.

The association is protesting about the dismissals saying it should have been approached first.

Other demands include removal of apartheid structures within post office buildings and change in the "racialistic attitude" of some white superiors, as well as salary parity.

week.

AMID FEARS of a crackdown on the black trade union movement, the Federated Chamber of Industries (FCI) has told government such action was more likely to exacerbate conflict than resolve it.

The FCI's views on the labour situation are contained in a memorandum sent to the Manpower Minister about six weeks ago and acquired by Business Day.

It says the approach of the "security establishment" that unions should involve themselves only in "bona fide trade union activities" gives rise to the unrealistic view that the politicisation of unions can be reversed merely through the use

FCI tells govt to back off

of force against a few communist agitators.

The FCI says such politicisation will continue until union members are given an effective say in running the country.

The memorandum calls for a reduction in confrontation on all sides, and for agreement between government, unions and employers on defusing conflict.

See Page 4

Blood pressure problem floors Helen Joseph

3/7/83 Day
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Use of force slammed by FCI in memo to govt

BID ay 3/7/87

Crackdown on unions wrong, says industry

(134)

ALAN FINE

ORGANISED industry has told government any crackdown on the black labour movement would be wrong, and political activities by the unions would not normalise until their members were given an effective say in running the country.

These views are contained in a Federated Chamber of Industries (FCI) memorandum sent to Manpower Minister Pietie du Plessis on May 15 — during the Sats strike and soon after the events at Cosatu House which raised fears a crackdown was imminent

The FCI criticises the stance taken by the "security establishment" that unionists will not be harassed and/or detained "as long as they are involved in bona fide trade union activities"

Such a view, it says, is out of touch with reality in that "it gives rise to a dangerous mode of thinking which suggests the political dimensions of industrial relations issues can be resolved by using physical force against a few communist agitators and revolutionaries"

Such an approach will not work, says the memorandum

It is the experience of many employers that the leaders of organisations like Cosatu and the National Council of Trade Unions are not communists threatening the free enterprise system

Rather, it says, they are legitimate representatives of the views of organised employees

There is an urgent need, says the FCI, for serious and open discussion to clarify the roles of the Manpower Department, the security establishment and employers in industrial relations

The memorandum says industry has accepted it will become involved in the larger black struggle for political rights and greater economic welfare

It notes union political activity is widespread in other countries, as well as in certain conservative white unions in SA

It says "Political influences and aspirations in the black union movement cannot be placed in their proper context until structural changes occur in the wider political dispensation (in SA) which would give their

members an effective say in running the country".

If union leaders break the law they should be charged. However, their detention disrupts collective bargaining and more radical elements often emerge in their place

The memorandum also says the banning of meetings, which prevents leaders obtaining mandates from members, is a "stumbling block" in the way of sound industrial relations. The stricter application of the Group Areas Act is also causing resentment.

And the intimidation of workers, "whatever the source and often accompanied by sheer thuggery", is highly counterproductive in all respects

The FCI calls for a reduction in confrontation on all sides, and for agreement among government, unions and employers on the respective roles each can play in defusing conflict

FCI industrial relations spokesman Bokkie Botha says he is unaware of any government reaction to the memorandum

Neither the Minister nor the Manpower director-general could be reached for comment

Managers 'must learn how to handle labour disputes'

1986/13/7/87
The Argus Correspondent

PRETORIA. — MOST labour relations problems could be avoided if managers were informed and taught how to handle disputes, says the Minister of Manpower, Mr P T C du Plessis.

He was delivering a speech during the opening of the labour relations' seminar in Pretoria

The findings of the Industrial Court indicated that labour problems could have been avoided if management had the correct attitude and approach, he said.

The Minister said the growth of trade unions had reached unprecedented proportions since the legalisation of black unions. There were 188 registered unions with 782 000 members in 1980 compared with 195 registered unions representing 1,7-million members at the end of 1986 - an increase of 117 percent.

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The inclusion of blacks in unions resulted in freedom of association because the Labour Relations Act did not consider the race or sex of union members.

There were 146 registered ethnic unions and 42 open unions in 1980, compared with 109 open unions by the end of 1986, he said.

"It is unfortunate that a revolutionary climate existed in the past, which aimed to destabilise the orderliness of the nation. The irony of it all is that it is the workers who suffered most."

He appealed to unionists to promote the welfare of their members realistically, responsibly and positively, not just to improve their standard of living but also to benefit the country's economy

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15/11/87

Inflation and poor pay packets are fuelling militancy of workers

THESE seems to be a widespread surge of worker militancy throughout the country

Not only are the National Union of Mineworkers poised for a legal strike, so is the Food and Allied Workers' Union (Fawu) and the National Union of Metalworkers of South Africa has just backed off from a national strike

Then there is the local action by cleansing workers in the Cape Town Municipal Workers' Association, a strike in Johannesburg at Fidelity Guards, and the Electrical and Allied Workers' Trades Union is refusing to sign the industrial council agreement with the employers

And that's not nearly the end of it

The Paper, Wood and Allied Workers' Union (Pwawu) says that their members have had five strikes in recent weeks

One of the most basic causes of this is inflation, where pay packets are simply not keeping up with rising prices — especially food prices which have increased at rates well over inflation

Pwawu says that their members' actions were directly related to rising food prices and other

unionists point out that food is the major component of worker spending

Fawu, which is threatening a national strike over a wages dispute with Premier and Sasko, points to a major contradiction in the food industry

According to their figures, Sasko profits increased by 31 percent to more than R30-million last year, while Premier's profits rose 22 percent to R152-million

"The huge profit increases have been accompanied by spiraling food prices," the union said in a statement

What they're saying is that while profits have been surging, workers are increasingly unable to buy the staple foods which they produce

Whichever way you cut it, this is rather strange But the pressure on worker pay packets does not end there

With unemployment still rising, more and more people are becoming dependent on the wages of those still in employment

Nick Henwood, regional secretary of the Con-

gress of South African Trade Unions, in a recent talk to a UDF meeting, said that there were now nine people dependent on every person employed

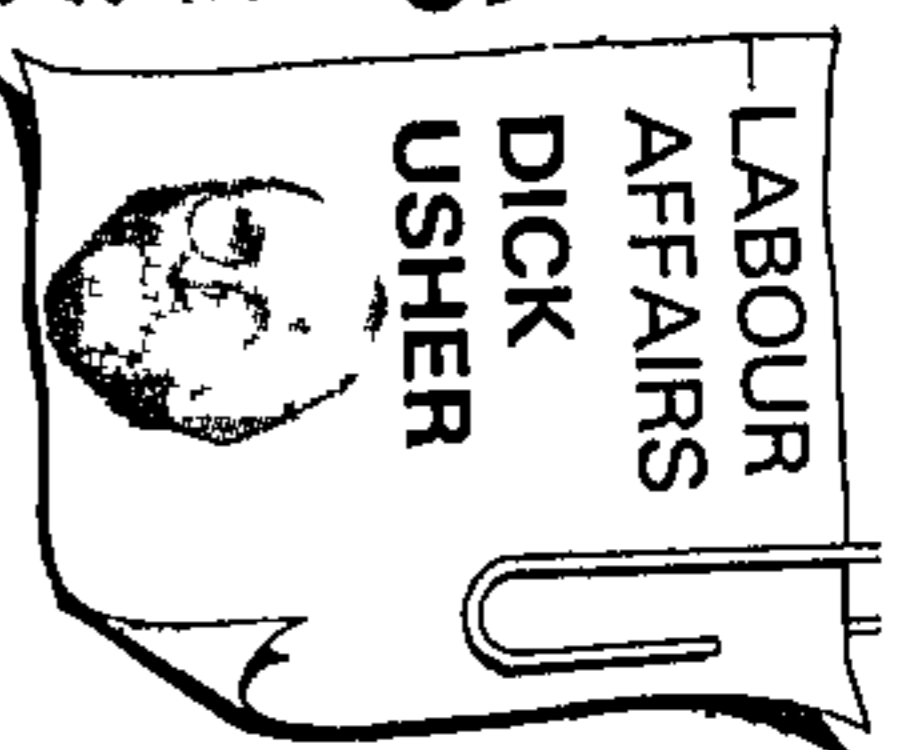
It's thus a double bind for the worker — food prices have gone up 27 percent nationally (and a massive 32,7 percent locally) while there are more mouths to feed on what you earn

For the workers in the food industry the solution seems plain, the companies are making lots of money out of our labour, so let them share some of it with us

They can cut profits in one of two ways — drop prices or raise wages

Lower prices, the argument goes, would enable the poorest sections of the community to feed themselves better. In the more affluent sections it would free money to spend on other goods and thus help to stimulate demand and create employment

Raising their wages would have the same effect, although perhaps not quite as widespread unless it was extended to workers in all sectors



QPress

26/7/87

SA

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'WORKERS ARE BEING FORCED TO ACCEPT CHARTER'

Project, to look into the sphere of labour

The BWP was responsible for the establishment of the Black Allied Workers' Union and marked the resurgence of trade unionism

Although the statute books were silent, strikes were often viciously suppressed. The biggest strike under these conditions was in 1973 in Durban. The strike demonstrated the potential of united workers

Baton charging, arrests and detentions followed the '73 dock workers' strike

That this strike occurred in Durban was not a coincidence. Writers of history will know that Durban was the nerve-centre of relevant political thinking and organisation

Both Saso and Bawu had their headquarters in Durban. These facts are necessary in order to understand the development of unions as they exist today

It may be validly argued that Bawu had embarked upon an ambitious and mammoth task in trying to organise all the workers in SA under one union

The task was even more difficult as black consciousness was operating in a vacuum created by the death of political activity, that the country had to be organised in its entirety at all levels, and that the guiding principle was, and still is, the fostering of black solidarity

The tasks needed to be done in our struggle have produced a more dedicated, more motivated and more tenacious breed of cadres as those who broke the virgin ground in the nascent days of black consciousness

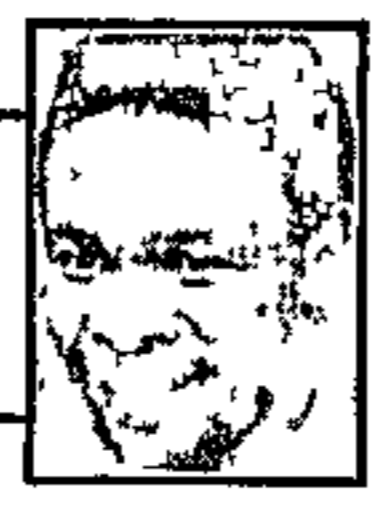
The formation of trade union federations is not the best, but it is a necessary development from the beginning made by the Black Workers' Project

The brinkmanship tactics which resulted from the ambivalent legal status of trade unions have been somewhat alleviated by their being granted legal standing by the government

The legalisation of trade unions after the recommendations of the Wiehan Commission is not to be interpreted as a gesture of goodwill on the part of the government

The government discovered an old truth - that trade unions are necessary shock absorbers in every society, particularly those with a capitalist economy

**By MUNTU MYEZA
Publicity Secretary
of Azapo**



It will be recalled that, only a few years ago, the issue of the registration of trade unions was very topical and contentious. The unions were justifiably wary of the desire by government to control them

It is also important that trade unions realise that trade unionism is not, in itself, an instrument of change. The workers themselves must transform the union into a strong catalyst for change

This trend to make unions work as an instrument for change has been clearly understood and, hopefully, will continue unless a negative tendency that is festering in a union federation is immediately nipped in the bud

The tendency or proclivity we are referring to is the coercion of trade unions in the Cosatu federation to adopt the "Kliptown" Charter also known as the Freedom Charter

There is nothing wrong with people believing in anything that satisfies them. However, it becomes dangerous when ideas held by some persons are foisted on workers

The trend seems to be that every trade union with in Cosatu MUST adopt, or be seen to be adopting, the Kliptown Charter

Where the motions for the outright adoption of this document is not realised, the media and Cosatu create the impression that it has been adopted

It is history now that unions like the National Union of Mineworkers, the National Union of Metalworkers of SA and the Commercial Catering and Allied Workers Union of

The same people who run to Dakar, to Lusaka, to London are the same employers who deny workers a living wage and seek a perpetuation of the status quo

SA are said, through the media and other bulletins, to have adopted the Kliptown Charter

That the recent Cosatu congress also adopted the Kliptown Charter does not gainsay these facts but serves to confirm them

A look at the manner in which NUM adopted the document will demonstrate this. At the NUM congress a delegate from the Wits region proposed that NUM should take a clear political stand

After a lot of arm-twist

ing invective and veiled intimidation about 'necklacing', the document was adopted

What is striking is that the president of NUM promised that the education department would teach the workers about the document. This was striking in that the workers were being asked to adopt a document they did not know

Numsa adopted the Kliptown Charter with the note that it is limited and went further to say that workers' document has to be drawn up

Despite this the media continues to mislead the public in saying that the Kliptown Charter was adopted *hulus bolus* by Numsa

Ceawusa said clearly that it would adopt neither the charter nor the Azanian People's Manifesto

At the supposed merger of Ceawusa, Hirwu and Rawu the meeting was aborted and when all had left save a minority the meeting was unconstitutionally opened and the Kliptown Charter was adopted. This has resulted in serious disquiet within the unions

It is this negative trend - that seems to be gaining momentum - that the workers must stop

One would wonder why it is so important to have the charter adopted by as many unions as possible. Various organisations are also climbing on this bandwagon of adopting the charter

The UDF will be joining the chorus on the August 20. What we are seeing is

the smoke, so where is the fire?

The plan it is said goes something like this. When all, or most of the unions and organisations have adopted the charter a 'Congress of the People' will then be called which will adopt the charter for the umpteenth time

Why is the adoption so important?

To answer this question one needs to retrace the history of this document somewhat

It is instructive to know that the charter is not the only such document in its own time

In 1944 the Ten Point Program was adopted by

After a lot of arm-twisting invective and veiled intimidation about "necklacing", the document was adopted

the Non-European Unity Movement

The Ten Point Program has basically the same demands as the charter

Was it therefore necessary to adopt the charter when a document which had more or less the same demands was available? The answer is no. But the charter was intended to be everything to everyone

Whites were supposed to feel that their aspirations were accommodated

This is the reason which made it possible for the con-

gress to invite the National Party to the 'Congress of the People'

Of course, the National Party did not attend but even if it did it would not have had difficulty with respect to adopting the charter

Only its bigoted superiority complex prevented it from attending. At the end of the circus like 'Treason Trial' of 1956 the trial judge found that this document was not a communist document and acquitted the 156 accused

Even Chief Albert Luthuli said he was not a communist loud enough to earn the Nobel Peace Prize. On this aspect there are many parallels in history

The invitation to the National Party to the 'Congress of the People' gives an indication of what is to be understood by 'the people'

the Africans through the ANC, the coloureds through the Coloured People's Congress, the Indians through the South African Indian Congress and the Whites who could not get enough votes to be in Parliament through the Congress of Democrats and the whites in Parliament through the National Party

So when the charter screams demands like 'the People shall govern', 'shall share the wealth of the country', 'it refers to all the above people through their representatives'

Recently at the Durban conference the ANC and a mixed bag of whites representing whites who do not

influence enough people to gain meaningful seats in Parliament, agreed that there should be a mixed economy (the same as we have now) and a negotiated settlement

People are entitled to their views but what galls is when pretence is made by the media, controlled by whites and sectional interest groups want the world to believe that these are the views that represent blacks as a whole

Black workers have made significant gains in the worker arena but we are wary of attempts to use the might of the workers to achieve aims which will re-

It is instructive to know that the Charter is not the only such document in its own time

gress the gains

The same people who run to Dakar to Lusaka and to London are the same employers who deny workers a living wage and seek a perpetuation of the status quo

The jet-setting politicians who spend hundreds of thousands of rands to have time with the ANC are not doing so out of the goodness of their hearts. They are doing so to protect their interests

Their interests are to continue making profits at the

New laws to curb unions

CAPC Times 8/8/87

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By ANTHONY JOHNSON
Political Correspondent

LEGISLATION to curb militant trade unions who participate in wildcat strikes or other actions that bypass industrial agreements and accepted negotiation processes will be introduced in Parliament this session.

The news comes as over 200 000 miners are expected to take part in industrial action on 46 gold and coal mines — the largest legal strike ever organized by the giant National Union of Mineworkers

A source close to the cabinet yesterday indicated that industrial courts would be given "more teeth" to deal with radical unions who refuse to play by the rules

Unions engaging in illegal industrial actions could, in terms of the legislation, be forced to financially recompense the affected employer for loss of business, the source confirmed

However, it was stressed that the industrial court would treat each case on its particular merits and no blanket executive action by government against troublesome unions was being contemplated at this stage

A court of appeal to deal with cases

of industrial strife would probably also be introduced

Big business has been lobbying against further legislative intervention, in labour relations, but the government has been coming under strong pressure from the Conservative Party and within National Party ranks to clamp down on unions seen to be fomenting politically-motivated industrial relations strife

In Parliament yesterday, the Minister of Manpower, Mr Pietie du Plessis, said legislative steps could be expected soon "to bring order" to the trade union movement and restore the balance of power between workers and employers

He said it was essential to have a "balance of power" between the two, since too much power to one side would lead to a revolution

Mr Du Plessis said intimidation was one of the biggest problems in the

labour field at the moment. Thousands of people were being forced by radicals to participate in strikes and work stoppages as a result of threats of violence like the "necklace" method

However, the minister also noted that South Africa had one of the lowest strikes rates in the world. Furthermore, more than half of all strikes were resolved in one day and the average duration of a strike in the country was just over three days

Earlier, Mr J H Cunningham (NP Stilfontein) warned that if certain trade unions and their leaders acted "irresponsibly," they should not complain if the state acted

The Progressive Federal Party's chief manpower spokesman, Mr Peter Gastrow, said that as long as black workers had no representation in Parliament the use of trade unions for political purposes could be justified.

BLACK WORKERS CAUGHT BETWEEN POLITICS AND JOBS

INDUSTRY in South Africa has witnessed a growing contradiction between the political goals of black union leadership and the immediate concerns for job security on the part of its membership.

This growing conflict of interests has taken the form in recent times of violent clashes within the workers' own ranks. Nowhere are the combating forces in unionism more sharply defined than in the vital mining industry.

This is emerging as one of the key battlegrounds of the country's political agony

On the one hand, the super-federation Congress of South African Trade Unions (Cosatu) and the National Union of Mineworkers (NUM) are under pressure to play a key role in the wider political struggle in South Africa.

In the general absence of structures for the political representation of black interests, the union movement provides a vital organisation base for articulating and supporting what black South Africans regard as their political mission

On the other hand, the interests and priorities of the workforce are focused mainly on immediate job security in the present context of high unemployment and an over-supply of unskilled labour in the country

Surveys of employee attitudes within the gold mining industry have revealed that most mineworkers cite job security and protection from dismissal as their chief reason for joining trade unions

A lesser proportion emphasise the securing of better wages, while even fewer claim to join the union to fight for "workers' rights" or against "oppression"

Crisis

Ordinarily, as in Western Europe, unions adopt a lower profile at times of poor economic conditions, waiting for better days to drive home wage and other demands when their members are less vulnerable

In South Africa, by contrast, depressed economic conditions have coincided with a deepening political crisis, one which black unions cannot afford to ignore if they wish to be seen to support the general cause of the disadvantaged black population

As a result, two contradictory forces are operating within the labour movement

Cosatu's recent pledge at its second congress to support mandatory sanctions and further disinvestment to end apartheid presents a direct challenge to the job security of its individual members, many of whom have already been re-trenched — on collieries,

Surely no trade unionist should be asked to pay this high personal price!



26/7/87

SIT

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By **KENT McNAMARA**
an independent labour consultant

for example, as international coal sanctions begin to make their impact on the industry

Union leaders have also applied their workplace muscle on mines to protest against detentions and the state of emergency, thus making individual employees vulnerable to dismissal in ensuing strike actions

Already, some members have withdrawn their trust and confidence in unions which have been unable to protect them from dismissal during industrial actions

This does not mean that mineworkers are not dis-

satisfied with certain aspects of their employment conditions. Several indigenous problems can be identified which do at times have the effect of fuelling political discontent on mines

A long-standing grievance, for example, has been the general lack of promotional opportunities on mines which traditionally require large numbers of unskilled manual labourers and employ few supervisory and skilled staff

The presence, for many years, of job reservation confining the issue of blasting certificates to whites has served to aggravate this problem

The unskilled majority not only harbours these frustrations of unfulfilled aspirations, but is also engaged in the most strenuous, arduous and dangerous work in mining and, not surprisingly, has responded enthusiastically to union activities in general

Benefits

Unskilled workers have also launched numerous attacks on senior supervisory blacks on mines, expressing their resentment of the privileges and benefits enjoyed by these higher-category employees, who are also more reluctant to take part in strikes and industri-

al actions

The general conflict between wider political objectives and narrower job security has accordingly penetrated down into the workers' ranks in the form of an internal crisis of solidarity between the so-called "populists" and the "workerists"

Violence

This solidarity crisis has been the basis for the majority of the inter-group clashes that have broken out in recent times, often in the context of efforts by union supporters to enforce boycotts of liquor services on mine premises. During 1986 alone, at least 118 mineworkers were killed in inter-group violence

This ongoing crisis within the mineworkers' ranks is likely to persist — and to intensify — as the country's political crisis deepens and the mining industry, with its strategic role in the economy and its large scale of operations, continues to present a key target for political action

It is essential that a meaningful political solution be negotiated in South Africa to ensure that industry, and particularly gold mining, is allowed to continue uninterrupted to generate wealth and so contribute to the financing of

the massive price tag of reform

Already, mineworkers themselves pay a high personal price through their daily labours in the difficult and hazardous underground stopes so that the country can obtain the foreign exchange upon which it and all its citizens so greatly depend

That these employees should also be expected to bear so greatly the brunt of the country's political agony is an intolerable double burden which should be avoided at all costs

The responsibility for averting this human cost is a mutual one, shared by trade unionists, industry management and politicians

Confidence

Union leadership, for its part, should review the consequences of its decisions and policies for the wellbeing of its members

Industry management, on the other hand, needs to clarify and formulate a wider role for itself in contributing to a resolution of the country's political problems

The politicians, finally, must generate the necessary confidence and initiative in developing and negotiating a new and lasting political accommodation.

8/17/87
Govt 'set
to curb
trade
unions'

ALAN FINE

WHILE unionists fear a spate of detentions soon, there is widespread speculation within the industrial relations community that government is soon to introduce legislation aimed at clamping down on trade unions' political activities.

But spokesmen for the Manpower and Law and Order departments have either refused to comment, or have denied any such plans.

The issue surfaced during the election campaign, which coincided with the Sats strike.

Law and Order Minister Adriaan Vlok, among others, warned that government could be considering a clampdown.

And two weeks ago Manpower Minister Pietie du Plessis warned that government was watching closely "efforts to politicise issues in the labour field".

He said it would not hesitate to adopt counter-measures if necessary.

Some industrial relations specialists said they had heard talk of government broadening the definition of political activity contained in the Labour Relations Act.

But they believe it is not possible to draw a clear legislative line between union and political action.

Also seen as a possibility is a tightening up of the Intimidation Act.

~~Cape Times 5/18/7~~

Curb of 'militant' labour unions expected

Political Staff

LEGISLATION is apparently being prepared to give expression to government's determination to crack down on "militant" labour unions that are seen to be fomenting industrial-relations strife for political purposes

The target will be those unions who participate in wildcat strikes and other summary actions which fall outside, or have bypassed, the industrial agreements and accepted negotiation processes entered into between employer and employee representatives

One legislative proposal being floated in the city is that unions which "wildcat" be forced to financially recompense the affected employer for the loss of business incurred

The idea has so far received a cool reception, the immediate view being that it would set a dangerous precedent and had the potential of heightening tensions within the industrial-relations environment

Like the "Rent Bill" — the Promotion of Local Government Affairs Amendment Bill — now before the parliamentary standing committee on Constitutional Development, such legislation could further polarize relations between employers and employees

The Budget vote on Manpower and Public Works is set down for debate in the House of Assembly on Friday. It is expected that some indications of government's intentions for the trade union movement will be spelt out by Minister of Manpower Mr Pietie du Plessis

Another contentious labour issue attracting attention in Parliament is the Mines and Works Amendment Bill

Union accuses firm of 'sweethearting'

By DICK USHER
Labour Reporter

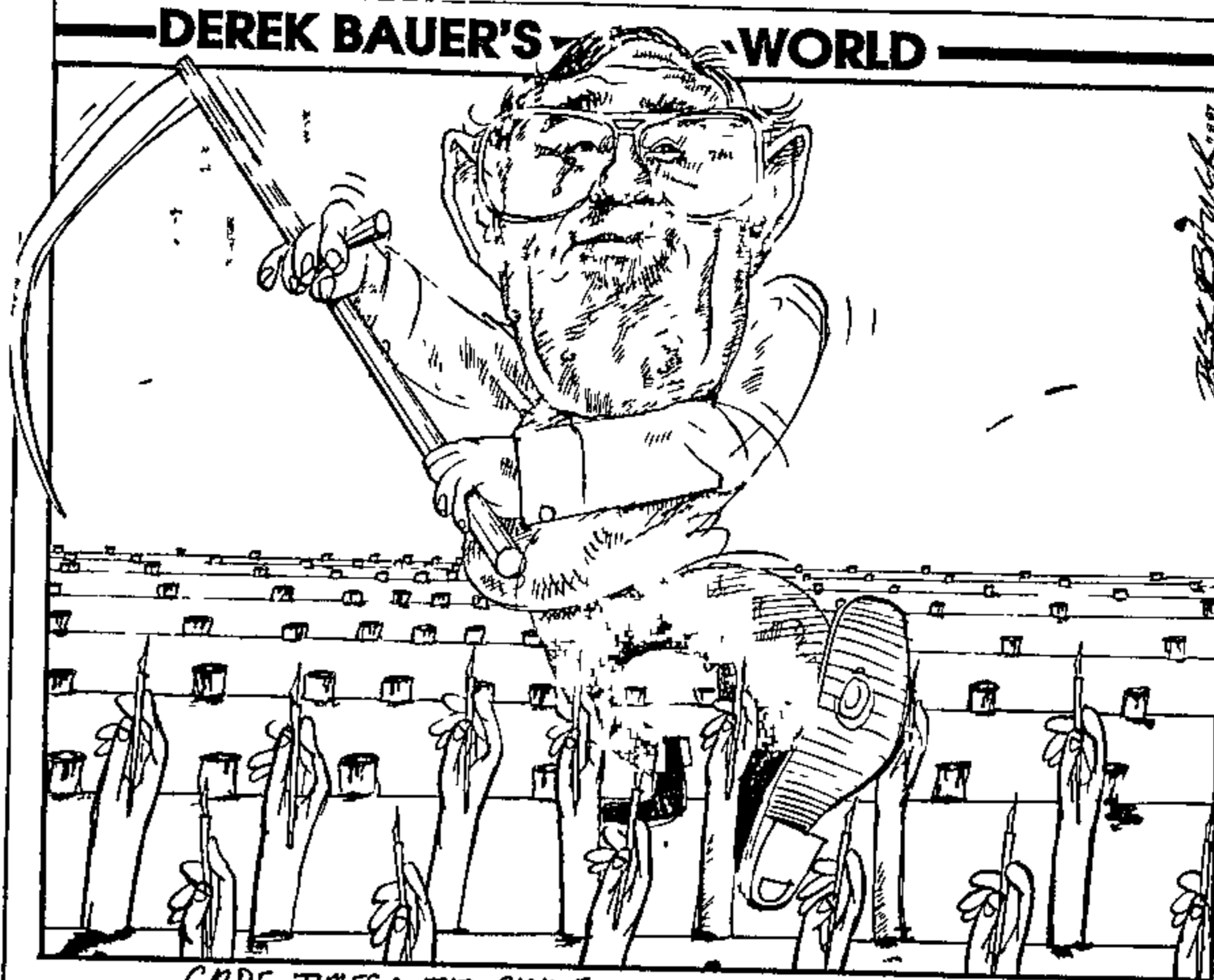
AN unusual unfair labour practice action has been opened, in which one union accuses a company of "sweethearting" for a rival union

Papers in the action by the National Union of Textile Workers (NUTW) have been served on Rotex Fabrics which, it is understood, is claimed to have given special privileges to the Garment Workers' Union (GWU)

NUTW wants the Industrial Court to grant a *status quo* order, restoring the previous labour practices at the factory where it was recognised as the collective bargaining representative.

The NUTW has had an agreement since last year with Rotex.

However, NUTW members and officials have complained that the factory management was trying to exert influence on workers to join the GWU



CAPE TIMES: THE SICKLE IS MIGHTIER THAN THE PEN

LETTERS

w/ Mail 14-20/8/87

Adoption of antiquated charter excludes dissenters

THE much publicised Congress of South African Trade Unions' second annual congress has come and gone. From news reports it was quite an affair — second only to the much acclaimed Congress of the People.

It is also of interest to note that this congress was held in the wake of the Freedom Charter adoption mania as initiated by the National Union of Mineworkers, National Union of Metalworkers of South Africa and the refusal of adoption by the Commercial, Catering and Allied Workers' Union of South Africa congress.

Out of this very congress emerged two controversial points which reek of an extreme degree of sectionalism. These are Adoption of the charter and definition of a progressive organisation.

The latter brings Cosatu in line with charter formations and thus the exclusion of any view to the contrary. The sectional stance was also adopted by the allegedly militant Sayco.

What is unfortunate with this sectional stance is that it is a Cosatu officialdom view which has nothing whatsoever to do with the rank-and-file membership of either the unions or the federation.

The adoption of the charter slams the door in the face of those espousing views to the contrary of this antiquated document. The same applies to unions outside the super-federation. Such a stance militates against its maxim of "one country one federation".

All are invited to join Cosatu, albeit on its ill-conceived sectional principles. The National Confederation of Trade Unions is said to be the stumbling block in Cosatu's way of attaining one country one federation.

Surprisingly for the attainment of this goal Nactu will have to go. This means to the "expedient demise" of Nactu is open to speculation. What we are however certain of is that Nactu is a painful thorn in Cosatu's flesh.

Notwithstanding its aggressive and sectional stance we shall, as in the past, continue to come to the aid of our black workers in time of need — Molebatsi Masedi, Azapo Chair, Northern Transvaal region.

A NUMBER of articles criticising share ownership for workers have appeared in the WM lately, and I feel a big mistake is being made in this regard.

If capitalism has had a weakness,

CMS 6/11/87 12/8/87 134

Govt not so neutral about strikes after all

THE government has so far been careful to project an image of relative neutrality and non-involvement in South Africa's largest legal strike

The Minister of Manpower, Mr Pietie du Plessis, has given an undertaking not to become embroiled in the dispute, saying government interference would immediately lead to the politicization of the stand-off between management and workers

The minister has been at pains to stress that the government did not want to take sides in the strike since it was a question "purely" for the National Union of Mineworkers (NUM) and the Chamber of Mines

This attitude of sober sensitivity has taken some observers by surprise since it stands in stark variance with the import of a number of bills currently in the legislative pipeline that are virtually guaranteed to spark serious confrontation in the labour relations field.

And the government's statements and actions directed at the more militant sectors of the union movement in recent months have left little doubt that it is spoiling for a fight

In the past week Mr du Plessis confirmed suspicions that the government planned to crack down on what it regards as radical labour unions that are seen to be fanning industrial strife for political motives

Unions that participate in wildcat strikes or deviate from industrial relations agreements and accepted negotiation processes will be in for the high jump in terms of legislation to be introduced in Parliament this session

One of the potentially explosive provisions understood to be included in the legislation is that unions that fail to play by the rules will be forced to financially recompense the affected employer for loss of business

Such a move could provide ample excuse for a showdown, especially if it is seen by workers as an attempt to break their union.

At very least it could set a precedent certain to sharply raise temperatures in the industrial relations environment and further polarize the relations between management and workers

In this sense the proposed legislation is reminiscent of the Promotion of Local Government Affairs Amendment Bill, or "Rent Bill", which will



Midweek Politics
By ANTHONY JOHNSON

force employers to deduct from their employees outstanding rent

Should employers agree to become the state's rent collectors, they are certain to stir up a veritable hornets nest with their workers, should they fail to do so, local authorities to whom rents are owing will be entitled to attach their property

The Bill, if passed, has the potential to sow enmity between employers and workers across a wide front, from the factory floor to the suburban home

Another item of proposed legislation which has the potential to inflame the labour relations environment, is the Temporary Removal of Restrictions on Economic Activities Amendment Bill

While the legislation is ostensibly aimed at promoting "economic development" and increasing employment opportunities in the informal sector by removing regulatory red tape, unions have voiced extreme concern at the possible implications of the bill

Of special concern is that if the bill becomes law, President P W Botha will be granted sweeping discretionary powers to curtail the benefits won over the years by the union movement and introduce the "sweat shop" conditions obtaining in the homelands

Fears have also been expressed that such a law could lead to the possible scrapping of health and safety protections, the enforcement of contributions to UIF and the Workmen's Compensation Fund, and of provisions such as the supervision and use of machines

Any such a rollback in hard-won benefits could spark serious labour unrest in both the urban and rural areas, critics have warned

So, while the government has been treating the latest miners' strike with caution, it appears determined to curb unions, politicize the workplace and bedevil labour relations via its legislative programme

But until black workers have their representatives in Parliament, the government will fight a futile battle in its bid to contain the influence of "political" unions

134



... and then they ask why workers want to join unions

THE kinds of things that people will sign, or be coerced into signing, are always a subject of some fascination

Some fine examples of these relating to employment in the hairdressing industry lately fell into my hands

Purporting to be contracts of employment, they had legal friends falling about with laughter

But the problem is that they're not really funny because to get a job the worker has to sign one of these things which can then be waved at the employee as a "binding" contract

Employees who are ignorant of the law and their rights, or are a bit short on self-assurance, then accept that by signing one of these documents they've given the employer the right to act without any limitations

One of these "contracts" could be funny, if only because one of its clauses has a subliminal hint at what the employer really thinks about himself and his employees

NO LEGAL STANDING

To get a job with this Mitchell's Plain salon a prospective employee has to agree that he or she "shall at all times, during the subsistence of this contract be faithful and loyal to the EMPLOYER, conduct and demean herself/himself in a manner befitting her/his status which shall bring honour and esteem to the EMPLOYER"

It's gobbeldegook and has no legal standing, but does the employee know this?

Then there is the clause in which "the working days shall be from Mondays to Saturdays, but the hours of work and the time off from work shall be determined by the EMPLOYER"

And if you don't like working 10 hours a day, six days a week with no time off, tough

You've signed. Of course, the employer simply can't do it, but if you're a young hairdressing apprentice, do you know that? Or are you

willing to put up with anything for the sake of a job?

This particular employer also takes to himself the right to "second the EMPLOYEE to any other salon of its choice subject to the same terms and conditions"

The Industrial Court, if this ever reached it, could well take the view that such a secondment, depending on circumstances, would be an unfair labour practice. It also contains a wonderful restriction of trade clause which says

FIND FRESH EMPLOYMENT

"In the event of the EMPLOYEE leaving the Employment at any time, he/she shall not be entitled to be employed in or to operate or be interested, directly or indirectly, in any hairdressing or similar business within a radius of EIGHT (8) kilometres from any of the EMPLOYER'S salons for a period of two (2) years from the termination of this contract"

Which would mean, given the size of Mitchell's Plain, that the employee would have to go off to another town to find fresh employment

The legal eagles tell me that a court would probably take a jaundiced view of an attempt to enforce this

Another of these documents (which claims to be "as per Industrial Council for the Hairdressing Trade") proposes that "conditions of employment with regard to days off, working hours, salary and commission structure, annual leave or position can be

changed according to the needs of the business" and that "all grievances are to be discussed with the employer before going to the union or other staff members

And people sometimes ask me why workers want to join trade unions

48645 27/8/87 (134)

MP's plan for farmworkers' union

A NATIONAL PARTY MP plans to help farmworkers in his constituency form unions before "leftist radicals" do so.

Speaking during the agriculture vote debate in the House of Assembly yesterday, Mr J A Jooste said it was inevitable that the farmworkers would form unions.

"I will go to my farmworkers and help them organise before the leftist radicals do," said Mr Jooste (NP De Aar). He asked the Conservative Party member who had spoken before him "Does he think they will not organise?"

"You are the leftist radicals," a CP member retorted.

"Do you want black farmworkers in the regional services councils," asked Professor S C Jacobs (CP Losberg).

Speaking after him, Mr W J D van Wyk (CP Witbank) asked the Minister of Agriculture, Mr Greyling Wentzel, to state where he stood on black farmworker representation on RSCs. He asked the Minister to intervene with the Minister of Manpower, Mr Pietie du Plessis, to ensure that farmworkers did not unionise.

Farmers did not want the

blacks on the farms unionised and the blacks did not need it, Mr van Wyk said — Sapa.

MP ordered out

THE leader of the PRP, Mr Pat Poovalingam, was ordered from the House of Delegates after refusing to withdraw the word "liar".

Chairman of the Ministers' Council Mr Amichand Rajbansi said Mr Poovalingam had tried to get civil servants to apply pressure to a "certain female".

Mr Poovalingam said that anyone who claimed he had done such a thing was "a liar."

2/9/87
SAC
134

Fears of labour relations backlash as black taxes rise

By Michael Chester

The number of black workers drawn into the income tax net could jump to one million this tax year, and the annual tax burden on blacks will rise above R1 000 million next year unless the Government makes tax reforms

The Association of Chambers of Commerce has joined economists and management consultants in voicing concern over possible damage to industrial relations if tax is singled out as a new threat to black advancement

"The basic danger to labour relations is that many black workers will feel cheated as the taxman takes a growing cut out of every pay increase they are awarded", says Miss Naomi Brehm, salaries survey manager of P-E Corporate Services.

Dr Azar Jammie, director of the Econometrix research unit, agrees the bite of income tax on pay packets threatens to throw labour relations into turmoil

Tax consultant Mr Nic Nel says: "Many blacks will see no logic in being forced to pay income tax when they have no political voice in decisions on how the tax system should operate."

WORKERS

Dr Jammie finds that the number of black workers hit by income tax since they were brought into the pay-as-you-earn system in 1984/85 has soared from 121 000 in 1985/86 to 658 000 last year — and looks likely to swell to one million in this tax year

The tax load carried by black workers grew from R115 million in 1985/86 to R400 million last year, and is estimated to be about R700 million for 1987/88

Dr Jammie lays the blame for dissatisfaction squarely on the impact of fiscal drag, which draws more and more black workers into the income tax net

"It has become crucial that the Government accelerates the tax reform programme and takes action in the next Budget to cut income tax rates, lift the tax threshold, and reduce the sharpness of the curve in marginal tax rates," he says

Assocom chief executive Mr Raymond Parsons says the spread of the income tax net to hundreds of thousands of black workers "adds a new dimension to the urgency of tax reform"

He adds "Apart from obvious relevance to economic growth, productivity and the brain drain, tax policy is now also a growing factor in labour relations.

"In the past, taxation has tended to be the prerogative and concern of the white population. This is no longer so. All population groups now have a stake in a sound tax system"

Carl T. ...
2/19/77
12K

Unions can pay strikers

Political Staff

TRADE unions could, by law, provide financial assistance to striking workers, the Minister of Manpower, Mr Pietie du Plessis, said yesterday.

As long as trade unions abided by their constitutions, there was no reason to investigate the matter, he said in reply to Mr Arrie Paulus (CP, Carletonville).

In terms of the Labour Relations Act, the constitution of a trade union "must explicitly provide for the purposes for which its funds can be utilized.

"If a trade union's constitution provides that financial assistance can be given to striking workers, it is not contrary to the Act."

His department did not investigate the matter "unless there are actions contrary to the Act", he said.

Union secretary wins defamation damages

The Argus Bureau

Argus 3/9/87 134
PORT ELIZABETH — A former Port Elizabeth city councillor has been granted R3 000 damages by the Supreme Court here for a defamatory article which appeared in a trade union newspaper four years ago

Mr Justice van Rensburg granted Mrs Catherina Maria Susanna (Katie) Gelvan damages against the Fosatu Workers News and its editor, Mr I D R Bissell.

The other defendants were the Federation of South African Trade Unions and the Natal Witness (Pty) Ltd, the publisher and printer respectively of Fosatu Workers News

The action arose out of an article published in the August 1983 issue which, Mrs Gelvan claimed, had defamed her in her capacity as a secretary of the Glassworkers' Union.

She said the news-sheet had printed false, malicious and defamatory remarks about her personally and as secretary of the the Port Elizabeth branch of the Glassworkers' Union by alleging that she sided with management and failed to look after workers' interests, discharged her duties in a dishonest or incompetent manner, was unfit to hold office and allowed improper considerations to influence her

She originally claimed R10 000. However Mr Justice van Rensburg said he did not consider that the case merited such an award.

8/9/87 (134)

Unions to stitch together

Labour, Reporter

PLANS for the formation of a new union with about 70 000 members in the textile and clothing industries are well advanced.

The new union will be formed by an amalgamation of three leading unions: the National Union of Textile Workers, the Textile Workers' Industrial Union and the National Union of Clothing Workers.

A final decision on the amalgamation was taken late last week in Durban at a meeting of the South African Federation of Textile, Garment and Leather Workers, of which the three are members

Three other unions in the federation, the Garment Workers' Union of the Western Province, the Garment Workers' Industrial Union and the Transvaal Leather and Allied Workers' Industrial Union, have refused to take part "at this stage".

Talks about unification have gone on for several months. The NUCW had agreed to merge with the NUTW.

AFFAIRS

DICK
USHER



134
Textile
union
rumpus

W/E Argus

12/9/87

A MAJOR row has broken out over the formation of a large new national union in the clothing and textile sectors

The 60 000-strong Garment Workers' Union (GWU), the largest in the Western Cape, deeply resents the manner of its exclusion from the union

And the chairman of the South African Federation of Textile, Garment and Leather Workers' Unions, to which all the unions involved are affiliated, called it "a selfish manoeuvre"

Mr Cedric Peterson, assistant general secretary of the GWU condemned the groups which had agreed to form the union and said "It's obvious that they never wanted us."

ON TRACK

The decision to form the new union was taken in Durban last week by the National Union of Textile Workers (NUTW), the Garment Workers' Industrial Union (GWIU) and the National Union of Garment Workers (NUGW).

Mr Peterson said his union had gone to a federation meeting in Durban last week convinced that unity moves were on track and it would be up to the GWU to decide if they wanted to be part of the new union

"We wanted the launch date to be May 1 next year, for obvious symbolic reasons, but the other unions were pushing for it all to happen by the end of the year," he said

"But after ourselves and the GWIU, who are also involved in unity talks, agreed to compromise the NUTW was forced to admit they did not want us for a whole string of ideological reasons

COMPLETE WASTE

"It has all been a complete waste because it's now obvious that right from the start they never wanted us"

Mr Desmond Sampson, chairman of the federation, said it was extremely disappointing that one big union could not have been effected

"A great opportunity has been lost to unite all these workers in a one struggle against the monolithic stranglehold the bosses have on this industry

"The reasons advanced for not wanting the GWU were not really acceptable when one bears in mind that great prize

NEW DIRECTION

"The federation worked tremendously hard to facilitate a merger which would have created the third largest union in South Africa.

"The new union would have brought new directions and policies to the industries, but it seems those who went ahead were not brave enough to take the plunge of accepting GWU in a merger," he said

The new union, which will have about 70 000 members, will be launched in Durban on November 7

UNIONISE SMALL BUSINESS

"IN the South African situation, the role of unions is multi-fold economic, social and political

"Consider the role of the Mine Workers' Union with Arrie Paulos as the general secretary and a parliamentarian. What difference is there between Paulos and Cyril Ramaphosa?"

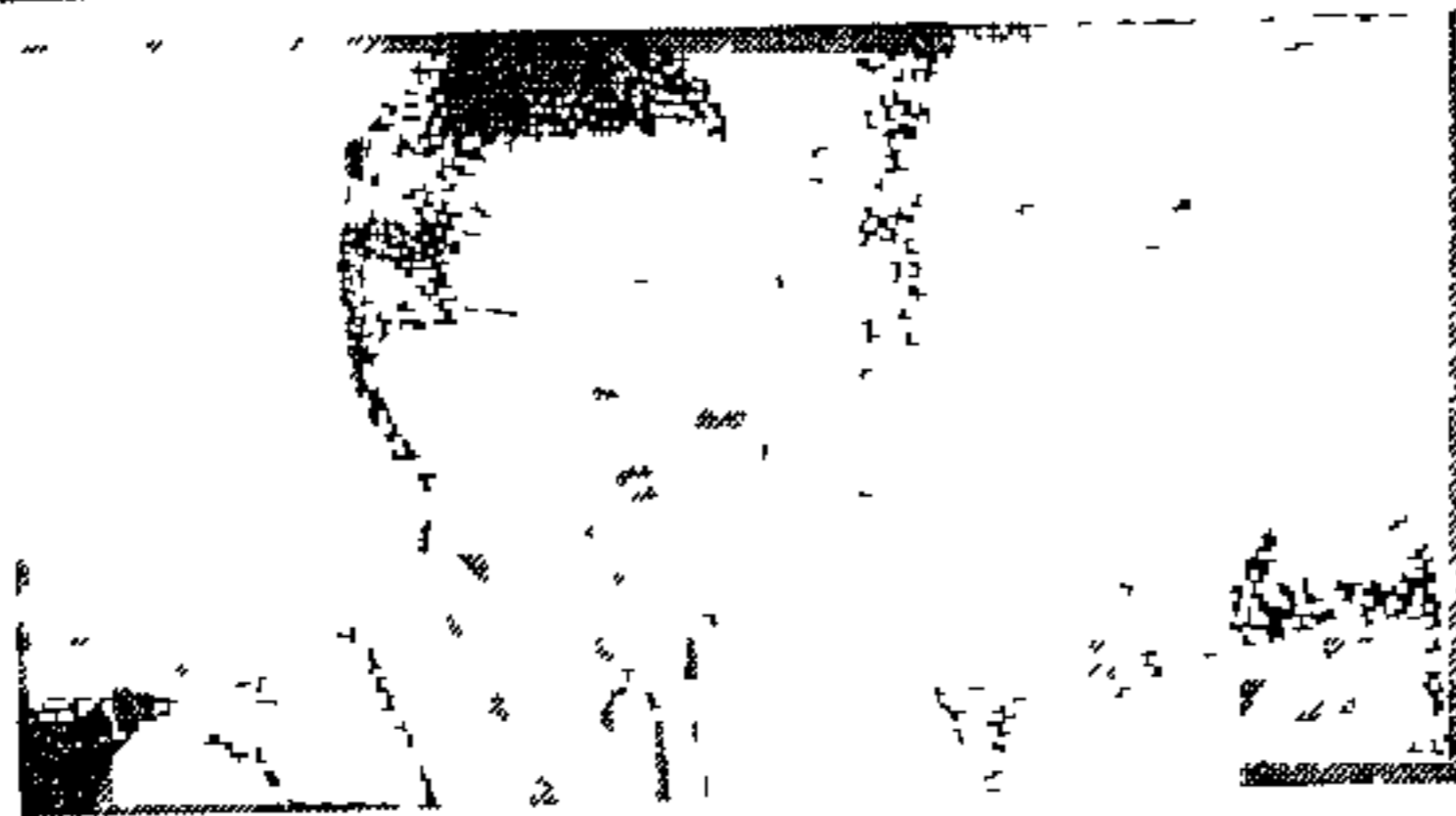
"Labour relations research tells us that one cannot expect unions not to involve themselves in politics.

"In a study conducted among emergent unions in Westernised countries, it was found that top on a list comprising conditions that were necessary for stable unionisation was political representation of workers in the highest political decision-making body of the country - parliament.

"It is therefore not irresponsible for unions to seek to improve the political well-being of the community through their collective effort," he said.

"The South African Labour Relations Amendment Act and the Basic Conditions of Employment Act provides certain rights to workers.

"These rights are unassailable and their interpretation has been identified as the main cause of problems in the labour relations situation. It is therefore important that a closer look at these rights be given before attempting to talk of challenges that face the small



Well known businessman Martin Sebesho, managing director of a management consultancy, recently spoke about trade unions and the small businessman at a business efficiency seminar in Johannesburg. This is an edited version of Sebesho's speech.

businessman

"The right to work. Although this right is not spelt out as is the case in other countries, implied in the legislation is the fact that once an employee has been given an opportunity to work, an employer is obliged to honour that opportunity.

"Until such time that a legitimate reason compels both parties to terminate the relationship.

"Problems that employers face under this right revolve around issues of discrimination in terms of opportunity to do the job if one has the skills that are required by that job.

"Unlike in the United States, for example, an employee in South Africa cannot take a potential employer to court for refusing to hire him/her.

"Even before blacks were allowed to belong to legal unions disputes in wage rates contributed significantly to the number of strikes that affected industry in South Africa.

"Training is a very sensitive issue among emerg-

gent unions. They argue that there will be no equality of opportunity until proper training is provided by employers," he explained.

He continued "Chris Dlamini, one leading trade unionist, says 'Employers are not trying to compensate for this by training blacks to make up for the years in which we were not allowed to do the jobs.

"So most of the skilled workers are white and the unskilled and semi-skilled are still black'.

"The law provides for employees to choose to belong or not to belong to any organisation.

"No employer is allowed to encourage or discourage an employee to belong or not to belong to an organisation of his or her choice.

"This is one right that has caused a lot of misunderstanding between employers and employees.

"Management in South Africa does not seem to understand that

the law provides for this condition and that employees are entitled to exercise this right.

"Employers believe that they understand their workers. And get surprised when employees join unions.

"It should be understood that employees' values change and when they do, they get replaced with higher level values that make their demands high.

"Perhaps one of the most sensitive and misunderstood rights in labour relations is the question of the right to strike.

"The Labour Relations Act makes provision for employees to withhold their labour provided certain steps have been taken to resolve the issue at dispute.

"From the above it becomes obvious that whether small or big, legislation affords employees certain unassailable rights.

"The question that needs to be answered is

can the small businessman avoid being unionised?"

"From observations, the answer is unfortunately no. Recent observations have indicated that the small businessman and/or individual is being targetted as the next victim for unionisation.

"I have not deliberately painted a gloomy picture to frighten you to close your businesses. I would have done you a great disservice if I had promised you a bed of roses.

"You are not different from big business to deserve a different set of medicine. Several essential things have to be done whether you are big or small.

"These are recognise that employees have rights, establish structures and systems to handle problems as they emerge and be able to pre-empt them and understand and respect employee values," he concluded.

20/9/87

UPress

134

W/KAWS 26/9/27

Court ¹³⁴ decides on union rivalry

LABOUR AFFAIRS
DICK USHER



350 / Gray

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THE Industrial Court was recently called upon to adjudicate on claims by the National Union of Textile Workers that a company with which it signed a recognition agreement had "sweethearted" for a rival union

Inter-union rivalry causes great pressure, not only on workers but also on employers who have to invest much time and energy in shopfloor problems which arise as a result

So much so that I understand a leading executive of one Cape company went in search of more peaceful pastures after about two years of this sort of pressure

The application, which fell under Section 43, was for the restoration of the labour practice that existed at the company before the unfair practice. The Garment Workers' Union been granted recognition under the unfair labour practice, it was alleged

Giving judgment in the case, Mr Pierre Roux found the unilateral termination of NUTW's recognition and the manner in which it was implemented unacceptable

And, interestingly enough, he drew on precedents in the United States as part of the basis for his ruling. The case he quoted "can usefully also be applied to the labour situation in South Africa, inasmuch it is consonant with good sense, although in the US it has a statutory basis"

"In the political and business spheres, the choice of the voters in an election binds them for a fixed time," he said "This promotes a sense of

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The appendices contain
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Defining and Measuring He

The Report begins with
the distinction between
structure and function an

responsibility in the electorate
and needed coherence in the ad-
ministration. These considerations
are equally relevant to healthy la-
bour relations

"Since an election is a solemn
and costly occasion conducted un-
der safeguards to voluntary
choice, revocation of authority
should occur by a procedure no
less solemn than that of the initial
designation

"A petition or a public meeting
— in which those voting for and
against unionism are disclosed to
management, and in which the in-
fluences of mass psychology are
present — is not comparable to
the privacy and independence of
the voting booth.

"A union should be given ample
time for carrying out its mandate
on behalf of its members.

"It is scarcely conducive for
bargaining in good faith for an
employer to know that, if he dilly-
dallies or subtly undermines,
union strength may erode and
thereby relieve him of his statu-
tory duties at any time while, if

he works conscientiously
toward agreement, the
rank and file may at the
last moment repudiate
their agent

"In situations, not
wholly rare, where
unions are competing,
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(134) *Question*

29/9/87

Black unions 'have come of age'

By THEMBA MOLEFE

SOUTH Africa's labour movements have developed to a high degree of effectiveness — even by world standards and are now being recognised as legitimate representatives of the workers.

This was said by Zimbabwe business executive, Mr Elias Ngugama at the 31st annual convention of the Institute for Personnel Management at Sun City yesterday.

"You have to appreciate that your worker is becoming part of the political process by necessity and is likely to perceive his social and economic disadvantages as a consequence of the political system in society.

Demands

"The black worker is therefore likely to express his political demands through the social and economic groupings available such as trade unions and workers' committees," Mr Ngugama said.

He cited the National Union of Mineworkers as "becoming quite forceful"

"Management in that industry must therefore understand that a lot of demands and grievances workers will raise are likely to reflect broader issues affecting other than the job-related problems."

He said the solution would be for management to take the initiative of removing the problems associated with denying a man his right to raise a family as a cohesive social unit living under one roof.

Danger

Mr Ngugama said management should regard a worker as a human being and avoid the danger of trying to over-emphasise the workers allegiance to his employer

Mr Ngugama is a manager of the Anglo American Corporation in Zimbabwe and a director of several companies.

● The general secretary of the Congress of South African Trade Unions, Mr Jay Naidoo, has been invited to address the meeting

● A speech by the president of the Soweto Civic Association and chairman of the Get Ahead Foundation, Dr Nthato Motlana, will be read today .

ONLY a few bright spots lighten an otherwise generally dark picture of the world labour situation which has continued to deteriorate since the early 1980s. It has been marked by growing impoverishment of Third World rural and urban populations, persistent high unemployment in many industrialised market economy countries and falling work incomes in most parts of the world.

In presenting this picture the third ILO *Labour Report* shows that a majority of workers in sub-Saharan Africa and Latin America have suffered a drop in real income of as much as 40 percent.

In Mexico, for example, real agricultural wages — which had risen enormously between 1965 and 1980 — are now back to the 1965 levels.

Regular wage employment is stagnant or contracting in these regions, forcing an increasing number of people into self-employment or casual wage work.

In developing countries there are many dead-end jobs with little or no possibility of moving to something better. Relatively few job-seekers have found work in larger enterprises

or in government where, in many cases, austerity policies have led to sharp falls in real incomes in both private and public sectors accompanied by a general shrinking of opportunities for regular employment.

Some groups of workers — including labour circuitants, labour migrants and women — are especially vulnerable to low incomes and poor working conditions.

Incomes

A significant proportion of workers in some Asian and Western industrialised market economy countries (IMECs) also have experienced declining real incomes and in many IMECs increasing numbers of workers are exposed to job and income insecurity. Thus, in Sweden real wages fell by more than 10 percent between 1979 and 1983.

The overall situation in Asia is less gloomy. The most striking example is China which, as a result of rural reforms and a change in industrial policy, has enjoyed large increases in incomes and employment opportunities. Similar trends are apparent in most countries in south-east Asia but with

some exceptions.

The proportion of people living in poverty probably has remained high in southern Asia and unemployment may have increased somewhat in most west Asian countries which have been — directly or indirectly — dependent on oil revenue.

In contrast, Africa's predicament has worsened still. Besides economic shocks such as the foreign exchange crisis, this region suffered from the associated phenomena of drought and famine, which were not the work of nature alone.

Population growth in the context of a relatively unchanged agricultural technology generated ecologically unwise use of land, which in part laid the basis for the famine.

But perhaps the most glaring and disquieting contributions to starvation have been social factors — the distribution of land and other agricultural wealth.



ANGRY workers on strike a typical reaction when negotiations fail

World labour scene continues to darken

FOCUS

The better-off segment of rural populations in Africa have protected themselves by selling assets such as livestock, by hoarding or by taking advantage of less drought-sensitive technologies — all strategies of survival not available to the poor.

Too many people for too little land is a problem in Asia. Between 1967 and 1977, for example, landlessness in Bangladesh rose sharply from 20 percent to 37 percent of the agricultural workforce.

Pressure

Clearly employment opportunities outside the rural sector would relieve pressure on agriculture, as has indeed happened in the Republic of Korea and Malaysia. In the absence of such possibilities, one option is to increase the factor inputs in land cultivation in order to raise productivity.

Efficiency has been increasingly emphasised and wage adjustments in developed and developing countries have been geared to objectives such as low inflation, economic growth, employment promotion and balance of payments' equilibrium.

However, in spite of labour cost moderation in Western Europe and the improved profitability of enterprises unemployment has not fallen significantly in most IMECs.

Government monetary and fiscal policies are still restrictive in Western Europe and output growth is modest. Real interest rates are high and exchange rates — particularly between the US dollar and other IMEC currencies — are volatile.

This instability makes investment in employment-generating capital assets hazardous and diverts an increasing part of profits into financial investments.

In addition, labour cost moderation has decreased the wage share in national income. This would be acceptable only if it contributed to the reduction of joblessness. It would, therefore, seem desirable to link a degree of wage moderation with the demand policies that governments follow in the future, both at the national and international level.

Security

Efficiency considerations also have become more important in government social expenditures, such as for training and social security. Studies of various training modes in developing countries suggest that a higher proportion of training resources should go to developing skills in the informal sector.

Expenditure on social assistance in the IMECs has increased for such people as the long-term unemployed and single-parent families who are

no longer or not sufficiently covered by social insurance benefits.

These outlays now account for one-fourth of all social security spending in the United States, while in France social assistance expenditure rose by nearly 25 percent between 1980 and 1984. At the same time governments have introduced various measures and reforms in an effort to hold down social insurance costs.

Changes

Profound changes are taking place in most centrally planned economies. The so-called "extensive" development is being replaced by the "intensification" of production. Its emphasis is on technologically more advanced machinery, increased labour productivity and savings in raw materials, manpower and financial resources.

Labour shortages are likely to become a thing of the past. Re-tooling of workers, particularly those released from manual jobs, is coming to the fore. So is a new wage policy.

Enterprises are being given more autonomy in wage bill determination and distribution of incentives. An important vehicle for doing this is group payment especially through brigades in which workers decide among themselves how to reward labour input and performance.

Work

These approaches are expected to play a growing role in the planned introduction of pay differentials linked to the type of work and performance.

This third volume of the *World Labour Report* takes as its theme "Incomes from work between equity and efficiency". It provides a global overview of current trends in such key issues as employment wages, skills development, productivity, labour relations and social security.



Political comment in this issue by A Klaaste and J Tholoe. Sub editing, headlines and posters by S Matlhaku. All of 61 Commando Road, Industria West, Johannesburg.

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• Write to the Editor at PO Box 6663 Johannesburg 2000. Nom de plumes can be used but full names and addresses should be supplied or the letter will not be published.

(2) No Pretoria: offences

(a) and (b) Fall away

(1) The opening of Township Registers in terms of section 46 of the Deeds Registries Act is receiving attention

(ii) As and when Local Authorities submit applications for the opening of Township Registers and the Deeds Office is enabled to do so

496 Mr P G SOAL asked the Minister of Law and Order

How many cases of (a) murder, (b) culpable homicide, (c) assault with intent to do grievous bodily harm, (d) common assault, (e) rape, (f) robbery, (g) theft of vehicles and cycles, (h) damage to property, (i) housebreaking with intent to steal and theft and (j) possession of drugs were reported at each specified police station in the (i) Pretoria and (ii) Pretoria North police districts in 1986?

The MINISTER OF LAW AND ORDER

| | (a) | (b) | (c) | (d) | (e) | (f) | (g) | (h) | (i) | (j) |
|---------------------|-----|-----|-----|-----|-----|-----|-------|-----|-------|-----|
| (i) PRETORIA | | | | | | | | | | |
| Pretoria Central | 21 | 11 | 150 | 513 | 40 | 536 | 799 | 231 | 889 | 2 |
| Sunnyside | 5 | 9 | 31 | 331 | 30 | 57 | 967 | 245 | 905 | 1 |
| Pretoria West | 5 | 11 | 94 | 322 | 36 | 118 | 280 | 167 | 631 | 1 |
| Brooklyn | 10 | 22 | 74 | 275 | 21 | 93 | 1 369 | 204 | 1 678 | 1 |
| Wierdabrug | 16 | 10 | 116 | 132 | 17 | 78 | 474 | 91 | 770 | — |
| Erasmia | 19 | 10 | 138 | 188 | 23 | 90 | 78 | 116 | 405 | 1 |
| Atteridgeville | 36 | 13 | 507 | 580 | 81 | 307 | 58 | 541 | 152 | — |
| Lytelton | 7 | 7 | 54 | 99 | 8 | 45 | 420 | 67 | 615 | 2 |
| (ii) PRETORIA NORTH | | | | | | | | | | |
| Pretoria North | 21 | 35 | 126 | 362 | 41 | 130 | 656 | 159 | 1 097 | — |
| Rosslyn | — | 2 | 7 | 29 | 1 | 18 | 14 | 14 | 184 | — |
| Soshanguve | 23 | 18 | 389 | 387 | 58 | 237 | 77 | 278 | 125 | — |
| Assen | 3 | 5 | 14 | 18 | 5 | 7 | 4 | 5 | 32 | — |
| Kameeldrif | 7 | 13 | 136 | 107 | 26 | 30 | 40 | 47 | 155 | — |
| Britz | 25 | 25 | 414 | 349 | 55 | 122 | 234 | 157 | 754 | 1 |
| De Wildt | 7 | 11 | 36 | 52 | 15 | 32 | 28 | 26 | 107 | — |
| Hamanskraal | 4 | 17 | 81 | 106 | 13 | 39 | 42 | 44 | 166 | — |
| Hartbeespoortdam | 7 | 19 | 137 | 167 | 10 | 36 | 44 | 54 | 275 | — |

Group Areas Act

506. Mr S S VAN DER MERWE asked the Minister of Law and Order

Whether, with reference to the reply of the Minister of Constitutional Development and Planning to Question No 310 on 11 September 1987, the South African Police have served all of the notices issued in terms of section 41 of the Group Areas Act, No 36 of 1966; if not, in respect of which properties have notices been

The MINISTER OF LAW AND ORDER

served, if so, when were the notices served in respect of each property?

No Notices in respect of several properties at different addresses which are dealt with during the normal cause of duties, have not yet been served. However, because the work involved in compiling these addresses nationwide would be so voluminous and time-consuming, it is not practically feasible to furnish this information

HoA

Krugersdorp: workers' union Kroonstad: workers' union

508 Mr S S VAN DER MERWE asked the Minister of Law and Order

(1) Whether officials of a certain workers' union in Krugersdorp the name of which has been furnished to the South African Police for the purpose of the Minister's reply, laid any complaints with the Police in May 1987 regarding threatening telephone calls and the vandalising of office premises, if so, (a) on what date, (b) what was the nature of the complaints, (c) what action was taken by the Police as a result of these complaints, (d) what were the results of this action and (e) what is the name of this worker's union.

(2) whether any persons have been arrested in connection with these incidents, if so, (a) how many and (b) when?

The MINISTER OF LAW AND ORDER

(1) Yes

(a) 6 May 1987 and 18 May 1987

(b) Contravention of section 1 (1) of the Intimidation Act, 1982 (Act 72 of 1982), Housebreaking with the intent to commit a crime unknown to the prosecutor, Malicious damage to property

(c) Case dockets were opened in respect of all three complainants and have been fully investigated

(d) No suspects could up until now be identified or traced as a result of the available evidence on hand

(e) The name furnished by the hon member

(2) No

(a) and (b) Fall away.

509 Mr S S VAN DER MERWE asked the Minister of Law and Order

Whether any action was taken on or about 11 May 1987 in respect of the (a) offices and (b) officials of a certain workers' union in Kroonstad, the name of which has been furnished to the South African Police for the purpose of the Minister's reply, if so, (i) what action in each case, (ii) why, (iii) what was the result of this action and (iv) what is the name of this workers' union?

The MINISTER OF LAW AND ORDER

(a) and (b) No, as far as could be ascertained, the South African Police has no record of such action

(i) to (iv) Fall away

*Indicates translated version

For written reply

General Affairs

Black farmers: loans

570 Mr R J LORIMER asked the Minister of Finance

(1) Whether, with reference to his reply to Question No 106 on 8 June 1987, Black farmers are eligible to apply for loans from the Land and Agricultural Bank, if not, why not, if so,

(2) whether any Black farmers have applied for loans from this bank, if so, (a) how many, (b) when and (c) what was the outcome of each application, if not,

(3) whether this bank has at any time taken any steps to encourage Black farmers to make use of its services, if so, (a) what steps and (b) with what results, if not, why not;

(4) whether he will make a statement on the matter?

HoA

Call to restore legal aid labour cases

17665 15/10/87
2002 134

By DICK USHER, Labour Reporter

URGENT representations by the Association of Law Societies for legal aid in labour cases to be restored have been requested by a group of Cape Town lawyers.

The lawyers, from private firms and the Legal Resources Centre, warn that the withdrawal of assistance for labour matters by the Legal Aid Board earlier this year could have serious consequences for industrial peace, restrict access to the courts, diminish the Industrial Court's credibility and result in fewer employers being "brought to book" for unfair labour practices.

This week the president of the Law Society of the Cape of Good Hope, Mr Mervyn Smith, said South Africa's legal aid budget was "hopelessly inadequate" to meet the needs of the majority of the population.

Addressing the society's annual meeting, Mr Smith drew attention to the exclusion of labour cases.

Undermining justice

"If legal aid is not increased drastically we may find the very system of justice itself being undermined simply because there is no money available

to help the needy to gain their rightful access to the legal system," he said.

The lawyers said the withdrawal had severely restricted access to the Industrial Court because "faced with the complex task before them, a large sector of aggrieved employees with deserving cases will not be able to utilise the court without legal representation".

"Inevitably, aggrieved employees would increasingly resort to strike action or industrial unrest to resolve their grievances with management.

"In view of the fact that the standards and codes of conduct laid down by the court are relatively new, added to which there has been considerable resistance on the part of many employers to changing attitudes to labour relations, it is absolutely essential that contraventions and breaches of Industrial Court guidelines and codes are properly enforced."

They urged that society should not allow a situation where, in a climate of large-scale unemployment, a person who might be the sole breadwinner would have no access to machinery created to protect rights to reinstatement or any other rights as an employee.

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It's as simple as that.

Call to Murphy 2/1/88



134

Secret Irish visit to SA

DUBLIN. — Irish trade union leaders are making a secret visit to South Africa. Details of the week-long trip were kept secret till Monday in case the visit was banned. Three union leaders are visiting South Africa on behalf of the Irish third world agency, Troucaire, to foster closer links between the trade union movements of the two countries.

CAPE TIMES
23/10/87

Unions 'will soon demand housing assistance'

Staff Reporter

ORGANIZED labour would formulate a comprehensive set of demands for financial assistance for housing from employers "within the next 12 to 18 months", labour expert Mr Taffy Adler predicted yesterday

Mr Adler, now a researcher with the Labour and Economic Research Centre, was a senior trade union official for ten years (1976-86) with the Federation of South African Trade Unions (Fosatu) which has since become the Congress of SA Trade Unions (Cosatu)

Mr S Myers, who chaired the Institute for Housing session which Mr Adler addressed, said it was the first time in the history of the Institute that a paper from "the trade union or workers' point of view" was presented.

Resources

"Right here and now, South Africa has the capital and technical know-how to reduce, if not entirely eliminate, our housing problem," Mr Adler said

"Why don't we? Why is there still a major crisis in housing? The key to the housing crisis in South Africa lies in the reallocation of resources. The allocation of resources is, of course, a political question"

It was no accident, he said, that the majority of housing resources were still allocated to the white housing sector, nor was it an accident that those allocated to the black community went to service the wealthier section of that community

Housing assistance was already part of the established "conditions of service" of senior management, Mr Adler said, and this practice needed to filter down

Trade unionist dies

ARMS
26/10/87

Labour Reporter

134

LONG-SERVING trade unionist Mr Lesley Davadoss, 55, died in his sleep today at his home in Athlone.

Assistant general secretary of the Engineering, Industrial and Mining Workers' Union, Mr Davadoss was a founder member, having been associated with the union for 26 years.

Born in Cape Town, he was a deacon of St Mary's of the Angels Catholic church in Athlone.

ARGUS 27/10/87

Unions are outwitting employers in negotiations

Business Editor

PORT ST JOHN'S. — Few employers can match the expertise of the new generation of trade union negotiators in collective bargaining skills and they end up compromising themselves and other employers in their industry by pushing up wages and employment conditions.

This was claimed by Mr Bokkie Botha, group personnel manager of AECI at the Building Industries Federation annual congress yesterday.

The country faced a dramatic rise in shop floor bargaining compared with the old system of industry-wide agreements. Collective bargaining levels could even involve one department instead of the whole of the labour force in one enterprise, he said.

"The industrial council system is under fire from above and below — trade unions see them as racist and favouring whites, while many small employers see them as pushing wages too high."

Mr Ike van der Watt, president of the Boilermakers' Society, said the future of traditional trade unions, which sought work-related benefits looked bleak.

EXCLUSIVE CLUB

Unless the traditional trade union became more involved in the total spectrum of labour in industry and found some way of influencing the membership, it might as well make up its mind to become a benefit society or institution which would be only an exclusive club within the industry.

The growth of black membership had resulted in Cosatu claiming a membership of 700 000 or more than 65 percent of union membership in this country.

"As a result there is no doubt that the labour movement will be hijacked by politicians unless some acceptable form of political representation can be achieved soon," he added.

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LABOUR
AFFAIRS
DICK
USHER



Striking facts behind those misconceptions

IT IS a common misconception of many employers that when it comes to industrial action it's all done by the union telling its members what to do.

This occurs mostly among those who have recently hatched into the real world of union/employer relationships.

They tend to see it as a situation where a union organiser turns up at the plant, stirs it up a bit and then calls the workers out on strike

I would hate to go on record as saying that this never happens, but it is far more common that, when a plant is organised by a union, a lot of simmering grievances come to the surface

The workers become enthused by their new-found unity and some turbulence occurs.

The Electrical and Allied Workers' Trades Union (EAWTU), an affiliate of the National Council of Trade Unions (Nactu) has recently been involved in a spate of actions

Much of this action has

been at newly-organised plants — where they claim a considerable measure of success in getting employers to confront issues troubling workers.

During one of these actions — helping to illustrate that they're not haphazard or instigated merely for the sake of stirring — I spent several hours in the union office sitting in on discussions between workers and union officials

After debate that lasted most of the day, the workers decided to go back to work the following day and take things from there

The important element was the length and depth of the debate and the acceptance by the minority of the majority decision

It was a decision in which the officials had an advisory role, but there was no way they could have forced their advice on the workers

EAWTU has been involved in a string of strikes in the 10 months from February to October, many of them involving employers for whom it was

their first experience of a relationship with a union

At one point in October there had been five strikes in eight working days

As they organise workers, union spokesmen say, they uncover a wide range of problems and abuses

"Often these are problems which the workers have raised with employers, without success," said Brian Williams, assistant general secretary of EAWTU

"Wages under the industrial council agreement are low enough, but we came across one employer who was paying some workers below the set rate

IGNORANCE

"Then there is widespread evasion or ignorance of health and safety regulations — people not getting required protective gear, unsafe machinery, defective wiring, people working with noxious fumes in enclosed spaces without extractor fans

"The problem is that the handful of inspectors are sim-

ply overwhelmed

"You could say they've got an impossible job, so it's important that the union take steps to ensure compliance by employers

"And often poor conditions go along with a poor employer attitude

"There's so many of them who don't respect their employees and their needs and ignore general conditions of comfort, don't have toilets cleaned and that sort of thing

DISMISSAL

"We also get a lot of employers who still think they can fire workers at will, without any reference to guidelines for fair dismissal laid down by the Industrial Court"

But there are some roses among the thorns

"One employer made a genuine effort to change things.

"He even agreed to us bringing in industrial health experts to inspect the plant and make recommendations — after the workers had been complaining for years," said Williams

ARGUS 2/11/87

It's no wonder the land is in turmoil!

By DICK USHER, Labour Reporter

BAKERY workers strike
miners strike railway-
men strike postal workers
strike... food workers strike .
car workers strike

Strikes have achieved an extremely high profile this year. There have been several involving large numbers of workers, some have lasted for extended periods, several in the public sector were technically illegal and smaller stoppages are becoming so commonplace that they hardly make news.

Opinions on what is going on range from the wild-eyed conservatives who think that before every one-day stoppage the union phones ANC

headquarters for instructions, to less sensational analysts who see it all in terms of a growing maturity in industrial relations and indications of greater confidence by workers and their unions

But, whatever the explanation, South African industrial relations are in greater turmoil than they have been for years.

This turmoil would appear to be walking on four legs — a quadruped with political feet

The first element lies in the aims and nature of the movement itself overtly socialist, it aims at worker control of the

means of production

Its methodology is to enable people to take control of the most accessible portion of their lives — in the workplace — so that they will one day be able to take control of the rest

Its slogan is "Organise the Unorganised" and its most visible manifestations have been the extended public sector strikes among Post Office and railway workers

As the unions expand their areas of organisation, they are continually coming up against fresh employers who appear determined to repeat the mistakes of others, who require their workers to labour under unacceptable conditions, who resist unionisation by various means and find themselves — early in the relationship — with a strike on their hands

The strike is, in all probability, technically illegal, but many unions do not willingly recognise the distinction between legal and illegal strikes

First shock

What is material is that the employers are forced to realise that they are not immune to collective action, and the workers lose their "strike virginity" They become aware of the possibilities of their collective strength

Many of the unions, however, have been round long enough to have developed established relationships with employers

Those employers have recovered from the first shock of having to deal on an equal basis with the new wave of employee organisations and have settled down to a working relationship — of varying

degrees of comfort — with one of the unions

In the past year these relationships have been ruffled by the emergence of the Congress of South African Trade Unions' (Cosatu) living wage campaign which, in addition to its demand for higher wages, also seeks a 40-hour week, and an end to overtime — steps towards opening up job opportunities for the unemployed, maternity benefits for women, paid holidays on May 1, June 16 and March 21, no tax deductions, the end of the hostel system and the right to "decent education"

All these are part of what one researcher sees as the emergence of "macro" demands in the negotiating arena, matters extraneous to the workplace, but relevant to the greater aspirations of the people working there — usually overtly political demands

Relationship

This is the second leg The third leg is related to people taking control of their own lives

Here the unions have been entering relationships with groups in the community Members are encouraged to work within these organisations and use their skills and influence to help direct them towards worker-oriented goals At the same time the organisations, most of which have accepted working class leadership of the "liberation struggle", come in to support battles in the workplace

In the recent bakery workers strike, a meeting under the auspices of Cosatu was attended by about 100 delegates from affiliated unions, the UDF, Cape Youth Congress, Western Cape Students' Con-

gress, the Unemployed Workers' Movement, South African National Students' Congress, the Western Cape Traders' Association and others

In concrete terms their pledges of solidarity and support for the strikers realised very little, they went back to work before much organisation could take place

The real significance was that the meeting took place and who was at it — a demonstration of the developing relationship

According to Newton, all actions have an equal and opposite reaction

If the first three legs are seen as action, the fourth is that of reaction

On the Government level the unions see this as measures attempting to curb them — various restrictions in labour legislation and those proposed in the Labour Relations Amendment Bill, the threat to gains posed by the Temporary Removal of Restrictions on Economic Activities Act, emergency regulations and detentions of unionists, and bannings and restrictions on newspapers

From somewhere

From somewhere come the physical attacks on buildings — the bombing of Cosatu House in Johannesburg, Community House in Cape Town and numerous others round the country — the mysterious and divisive pamphlets, the violent attacks on unionists

And then there is the employers' resistance to movement — lockouts and mass dismissals, court interdicts

Is there any wonder there is tumult in the land?

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JEWELLERY,
RACELETS &
OLD STAMP
DARE CARE**

Employers urged to support change

Car Tools 4/11/87

134

Staff Reporter

EMPLOYERS could not ignore the real moral outrage of the Western world against so many of SA's repressive systems as "personified by the often wild distortions of the fundamentally outdated" apartheid system. This was said yesterday by John Herdman, president of the South African Motor Industry Employers' Association during his presidential address at the 78th annual conference of the Motor Industries Federation.

As one of the largest organizations in the country, the association could not simply react to the changes, take up a defensive position and shrug off the "inevitable moves" towards reform.

While the association had no right to demand of the government actions which were totally impractical or impossible to achieve, it did recognize and "strongly support the need for change in an organized and planned way".

The rapid growth of the trade union movement had promoted change to a great extent and employers were particularly concerned where those changes affected their business.

The growth of the "non-white" trade unions had been dramatic and the years of chaos had gradually given

way to intelligent organization and improved administration.

The association should anticipate the needs and inevitable demands of their employees and should recognize that they were simply trying to achieve a higher standard of living and a better way of life for themselves and their families.

The advancement, development and welfare of the lower paid workers should be promoted because if it was not done, increased conflict could be expected, Mr Herdman said.

Motor mechanics training revised

Car Tools 4/11/87

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Staff Reporter

THE syllabi and curriculum of the current "hopelessly out-of-date" training system of motor mechanics have been re-organized.

John Herdman, president of the South African Motor Industry Employer's Association, said yesterday the move would ensure people are trained to meet current demands.

In terms of the latest government policy, the training of artisans would become the responsibility of each individual industry. Current discussions will lead to the establishment — in conjunction with trade union associates — of an own National Industry Training Board for the motor industry.

The Training Board would eventually be responsible for the accreditation and trade testing of apprentices.

Herdman said it was envisaged that a modular system of training would be established whereby an apprentice would achieve competence in all sections of his trade, and would be passed on the basis of ability.

London stocks afterhours: Blyvoors 550, Bracken 207, Driefontein 21¹/₂, E Rand Pro 10³/₈, Freegold 12¹/₄, Grootvlei 21⁵/₁₆, Harmony 11³/₄, Leslie GD 178, Randfont 92¹/₂, Southvaal 50, Stillfontein 5⁷/₈, Venters 14.

Commodity Index 1658,1
Platinum \$513,00
Palladium \$114,50
Raw Sugar £107,60

Launch calls for strike rights for municipal workers

134
South
Nov 1979

A NATIONAL union for municipal workers union was launched in Cape Town last weekend.

The South African Municipal Workers' Union, representing more than 20 000 workers, has also affiliated to the Congress of Trade Unions of South Africa (Cosatu)

At the launching congress, 87 delegates represented workers from Natal, Transvaal and Cape Province

The new union is made up of the Cape Town Municipal Workers' Association, Municipal Workers' Union of South Africa, the Transport and General Workers Union, South African Allied Workers' Union and General Workers' Union of South Africa

Guest speakers at the congress were Sydney Mufamadi, the assistant secretary of Cosatu, and Dullah Omar, the chairperson of Western Cape region of the UDF.

Resolutions on the following were adopted

Sexual discrimination, military conscription, migrant labour and single-sex hostels, non-racialism, the campaign for a living wage and the right for the municipal workers to strike

The elected official bearers were Petrus Mashishi of Johannesburg, chairperson, the vice-chairman, Joseph Spambō of Natal, treasurer Sidney Adams and general secretary John Ertzen of Cape Town.

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The anti-unions score: Nine blasts, no culprits

Shuffled seats at the top of Umkhonto

By HOWARD BARRELL, Harare

THERE has been a significant reshuffle at the top of the African National Congress guerrilla army, Umkhonto weSizwe, to fill the vacancy left by South African Communist Party general secretary Joe Slovo

Observers believe the changes are likely to mean a more aggressive guerrilla campaign inside South Africa

The reshuffle — which occurred two months ago but has only now been publicly confirmed by the ANC — involves a meteoric promotion for former Border United Democratic Front leader Steve Tshwete. He takes up one of the top three positions in the ANC's military wing

Former Umkhonto political commissar Chris Hani takes over Slovo's position as guerrilla chief of staff. Hani retains the position of deputy commander, which he also held while commissar

Earlier this year, SACP chairman Dan Tloome asked the ANC to relieve Slovo of his position as guerrilla Chief of Staff. This had become necessary owing to pressure of work on Slovo after he had been ejected SACP general secretary

But Slovo retains his positions on the ANC national executive committee and the political-military council, the ANC's operational body

Tshwete has moved into the position of Umkhonto weSizwe political commissar to replace Hani

And Joe Modise stays on as Umkhonto weSizwe commander, with ANC President Oliver Tambo still as overall commander-in-chief

As commissar in the ANC's 10 000-strong guerrilla army, it will be Tshwete's task to oversee political education of military cadres, to ensure guerrilla actions comply with ANC policy, and generally to look after the welfare of guerrillas

As chief of staff, Hani will be in charge of the direction and co-ordination of Umkhonto activities

Hani (45), who as one-time Lesotho ANC chief representative survived a number of assassination attempts by alleged South African agents, has emerged in recent years



Top men in Umkhonto — Chris Hani (left), new chief of staff, and commander Joe Modise

as one of the ANC's most vigorous and militant leaders. A highly popular figure within the ranks of the ANC, he is also thought to be one of the key architects of the insurrectionary approach which has marked the ANC's tactics in recent years

A protégé of jailed ANC leaders Wilton Mkwayi and Govan Mbeki, Hani served in the ANC's internal underground for several years after its banning in 1960. He was jailed and detained on several occasions during this time

After leaving for exile in 1967, he fought as a member of the commissariat of the ANC's Lutuli Detachment in the joint ANC-Zapu Wankie Campaign

He was later arrested in Botswana for possession of arms, and served two years in jail there

In 1974, he moved back into South Africa for about a year, playing a key role in rebuilding ANC underground structures, before re-emerging in Lesotho

Tshwete, who is also in his forties, was sentenced to 15 years imprisonment in 1964 for his involvement in Umkhonto weSizwe activities. On Robben Island, he formed part of the ANC prisoners' leadership structure

A few years after his release, he re-emerged as a public leader of resistance to apartheid, serving as Border UDF president. In 1985, he left the country for exile, where it soon became clear he was upwardly mobile

Tshwete was chosen to head the committee which organised the ANC's 75th anniversary celebrations on January 8 this year — Agenda Press

By SEFAKO NYAKA

THE arson attack this week on four trade union offices in Kimberley brings to nine the number of attacks on Cosatu and its affiliates in less than two months

And, so far, police have not apprehended a single culprit from any of these attacks

The union federation has decided to step up its 'Hands Off Cosatu' campaign which was launched at the height of the railway workers' strike in May

Since then many Cosatu affiliates have been refused office premises and had leases withdrawn

This week's fire completely destroyed the regional offices of the National Union of Mineworkers (NUM), the SA Railway Workers' Union (Sarhwi) and the SA Domestic Workers' Union

The offices of the Municipal Workers' Union (Mwusa) and the Detainees' Parents Support Committee also suffered serious damage

The fire is a further setback for the NUM whose Kimberley office was destroyed in an arson attack during the mineworkers' strike in August

Besides damage to equipment valued at thousands of rands, important documents were also destroyed in this week's fire

Early this month, the offices of the National Education, Health and Allied Workers' Union (Nehawu) were gutted

The attack followed a number of strikes at various government hospitals involving Nehawu members

In early August, the National Union of Metalworkers' (Numsa) offices in Krugersdorp were razed after a previous attack during which it was vandalised with Afrikaner Weerstandsbeweging (AWB) slogans

This happened two weeks after a powerful explosion ripped through Community Centre in Cape Town, which housed Cosatu offices, among others

In September offices housing the federation's Vaal region and a number of its affiliates were broken into

Commenting on the Kimberley attack, Cosatu's information officer, Frank Meintjies said the attacks, which appeared to have been carried out with precision and sophistication by professionals, were clearly a response to the federation's 'Living Wage' campaign

Last week the Mabopane home of Cosatu official Jerry Thubedi was destroyed by a powerful blast believed to be a limpet mine

Another official, Northern Natal regional secretary Matthews Oliphant, narrowly escaped death when gunmen opened fire on him

Other attacks on Cosatu and its affiliates this year include

The destruction of Cosatu House in Johannesburg after the explosion of two powerful bombs in the basement of the building in May

The bomb that rendered Cosatu House uninhabitable was one of the biggest ever exploded in Johannesburg and experts have said it could not have been handled by inexperienced saboteurs

Federation aims at women leadership

TWO women unionists were detained this week, days after a Congress of South African Trade Unions conference on education

Nonceba Dube, vice chairperson of the Cosatu Women's Forum, and shop steward Lindwe Mvube were picked up from their Soweto homes on Wednesday morning, three days after the Cosatu Education Conference committed itself "to women's participation and leadership in the federation"

The conference, held at Crown Mines, Johannesburg, over the weekend resolved to "launch a concerted drive to mobilise and educate around the issues of women"

A planning committee was elected as a first step towards 'promoting women's leadership and education around the discrimination of women'. Made up of delegates from affiliated unions, it will "co-ordinate a campaign that will lay the basis for more decisive steps in the near future", Meintjies said

Shop steward councils have also been urged to launch women's forums in preparation for a women's conference next year

In adopting guidelines for "people's education", the conference stressed that "education must assist in the process of liberation through exposing the structures that exploit people in all aspects of their lives — schools, work, home, etc

"Education must be linked to production, but in creative liberating ways. Under capitalism, education is also linked to production, but in such a way as to entrench exploitation," a conference statement noted

The education curriculum should be planned by the educator and those to be educated — "not knowledge pouring into empty vessels, but knowledge arising out of their own realities and experiences"

In his opening address, Cosatu general secretary Jay Naidoo slated Bantu Education because it was "designed to keep people in ideological bondage and enslave the working class to the cheap labour system"

Naidoo said Cosatu rejects the idea of educators lecturing workers

"The role of the educator is not to make high powered political interventions. It is to facilitate and co-ordinate," Naidoo said

The conference is also seen as a first step in Cosatu's policy to decentralise its education programme and thereby reach as many people as possible

The Germiston offices of the Metal and Allied Workers Union and the Commercial, Catering and Allied Workers' Union were broken into in May

The burning and vandalising of the East London offices of the SA Allied Workers' Union and Sarhwi in May

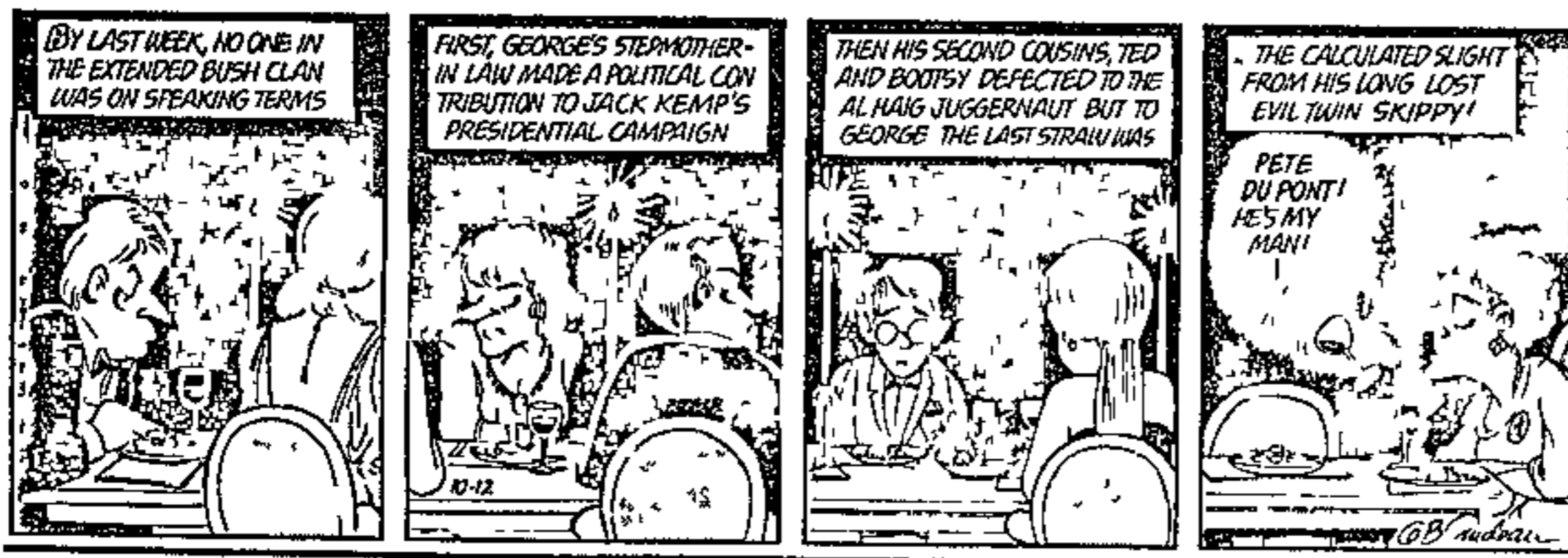
In the same month, Sarhwi offices in Kroonstad were smashed up, officials detained and escorted out of town

Several Cosatu members have also been killed or maimed by vigilantes

The fact that nobody has been apprehended in connection with any of the attacks on Cosatu, prompted Meintjies to comment: "We have seen no evidence that the police are seriously investigating the attacks against the federation"

Doonesbury

BY GARRY TRUDEAU



Wt News 7/11/87 (134) (192)

BUSINESS

**LABOUR
AFFAIRS
DICK
USHER**



**Views
worth
putting
on record**

A WIDE range of topics was covered this week by John Herdman, president of the South African Motor Industry Employers' Association, in his annual report.

As head of one of the largest employer organisations in the country his views are worth recording

ON CHANGE: I have never supported demands for dramatic and immediate change.

We as an association have no right to demand of our Government, actions which are totally impractical or impossible of achievement. But we do recognise and strongly support the need for change in an organised and planned way, the recognition of the rights of all and the opportunity for participation of everyone in the achievement of a better way of life.

The natural reaction to change is one of fear, a fear that we will not be able to adapt to new situations and natural reluctance to change the often deep and inbred sense of values which most of us have accepted as a matter of course without any great degree of personal thought.

ON TRADE UNIONS: As employers we are naturally concerned with the changes taking place in our country which affect our business and these are to a great extent being promoted by the extraordinarily rapid growth of the trade union movement.

The growth of the trade unions has been dramatic and the years of chaos are gradually giving way to intelligent organisation and improved administration and we must expect these improvements to continue . . .

The increasing maturity of the trade union movement is a great tribute to the leaders and officials who have emerged over the past few years . . .

Unfortunately, but understandably, the trade unions, particularly the emerging black unions, are adopting a strongly politically influenced approach.

We should not be surprised as this has been the pattern of trade union development since the origin of the first trade unions and we, in negotiating with the trade unions, must expect to be faced with politically motivated demands.

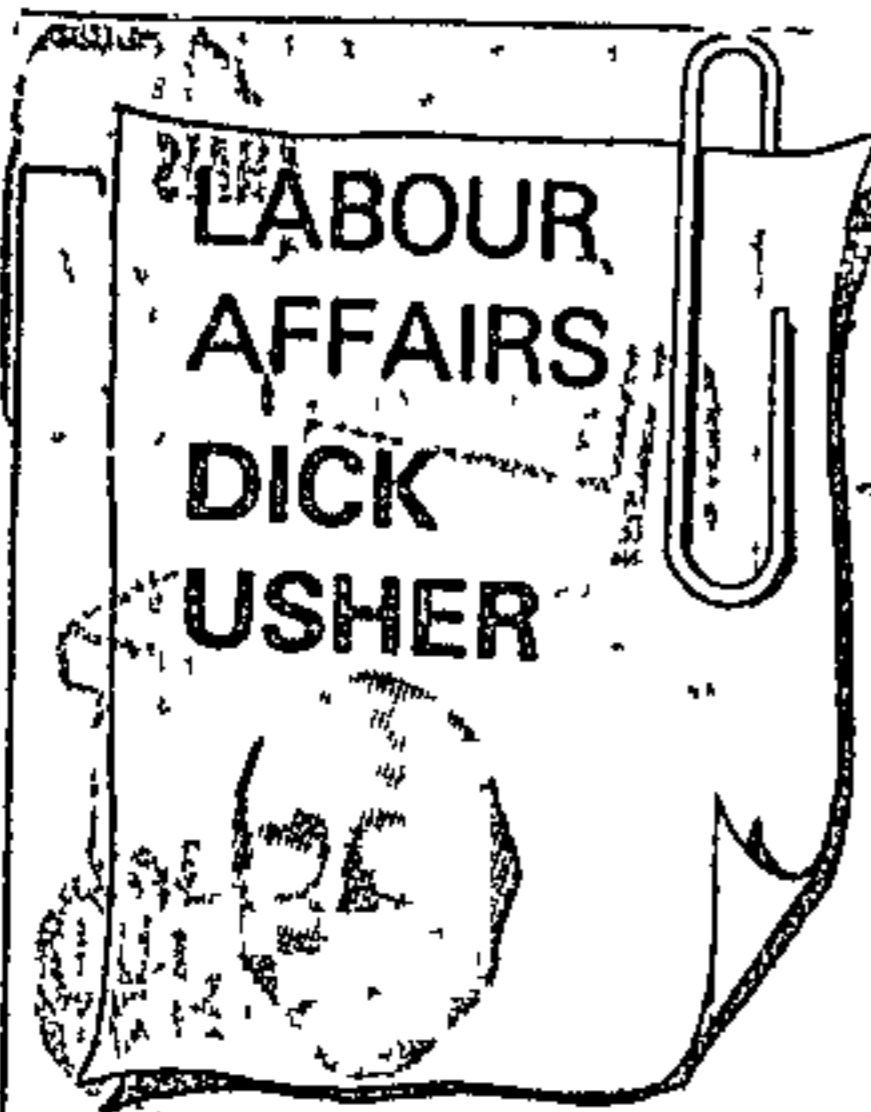
We cannot respond to these demands as this is a matter for the Government of the country.

ON EMPLOYEES: We must anticipate the needs and inevitable demands of our employees. We must recognise that they are simply trying to achieve a higher standard of living and a better way of life for themselves and their families.

We must promote the advancement, development and welfare of the lower paid workers as fast as it is economically possible for us to do. If we do not do so sensibly and quickly we can only expect increased conflict and I believe that the interest of our industry, our employers, employees and our country as a whole require above all peace, stability and understanding.

ON UNEMPLOYMENT: Unemployment still remains the country's greatest single problem . . .

The poverty, deprivation and unfulfilled expectations of our lower skilled people continues to feed the despair and misery which has been the main cause of the social unrest which continues to plague so many parts of our country.



W/E ARGUS 14/11/87 (184) (184) (184)

1988 looks set to be an interesting year for clothing, furniture unions

EVENTS in two industries — clothing and furniture — should be particularly interesting next year

In the garment industry, all eyes seem to be directed towards the Congress of South African Trade Unions (Cosatu).

Last weekend saw the emergence of a strong new national union in the clothing and textile industries affiliated to Cosatu, the Amalgamated Clothing and Textile Workers' Union (Actwusa).

This weekend the Clothing Workers' Union (Clowu), after being somewhat dormant for a while, is holding its third annual congress.

And the Garment Workers' Union (GWU) and the Natal-based Garment Workers' Industrial Union are hoping that they'll have their plans for amalgamation advanced enough to be able to complete it by the end of the year.

The scene could be set for some inter-union rivalry.

Membership of the GWU and all Cosatu affiliates in the Western Cape is within a few thousand of each other.

In the interests of its own influence Cosatu would have to crack the GWU's dominance of the clothing industry.

The GWU is alive to this possibility and has been looking over its shoulder at the National Union of Textile Workers (NUTW), one of the unions which formed Actwusa. Last week's *Clothesline* had two articles cautioning workers about NUTW, the Cosatu affiliate which showed them the door at talks earlier this year which would have brought them in with the unions now forming Actwusa.

But in spite of this the GWU hasn't closed the doors on moving into Cosatu, according to assistant general secretary Cedric Peterson

Meanwhile Clowu, in the pamphlet advertising its meeting, says: "We expect this to be a watershed conference because . . . we will have to discuss the conversion of Clowu into an authentic union with paid-up members as opposed to merely signed-up members as is the case to a large extent at the moment."

"Cosatu lays down paid-up membership as a condition of affiliation."

In the furniture industry things are a little different. The existing union, the National Union of Furniture and Allied Workers (Nufaw), recently affiliated to the National Council of Trade Unions (Nactu)

This is South Africa's second largest union grouping and has recently been consolidating in the Western Cape.

But the latest *Work in Progress* reported that two Cosatu affiliates, the National Union of Metalworkers and Paper, Wood and Allied Workers' Union (Pwawu), "have made great strides in ending the closed shop system in the furniture industry"

They have concluded a recognition agreement with Afcol, the biggest furniture company in the country.

"For Pwawu the agreement is a consolidation of its campaign to drive Nufaw out of the industry," said the report.

In the Western Cape, Pwawu has held at least one meeting for furniture workers and the drive against Nufaw appears to be on.

D/D 25/11/87

Managers warned of attacks by unions

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EAST LONDON — Management must try harder to win their employees loyalty in the face of increasing attack from the trade unions and the leftwing press, an executive director of Barlow Rand, Mr Derek Cooper, said here yesterday

Mr Cooper warned that management's claim to be entitled to manage would come under increasing attack

"The workplace has been manufactured into a major emotive, moral, political and economic issue, especially since the African National Congress switched its focus to the trade union movement at the beginning of 1987 as part of its strategy to weaken South Africa economically.

"This is due to continue under the banner of a living wage campaign," Mr Cooper said

He said the Congress of South African Trade Union's (Cosatu) ideal for a national strike had

not been abandoned although it might not believe any longer that 1988 was the right year for it

Mr Cooper predicted that because black workers' expectations of wage increases were not fulfilled this year, it was likely that there would be an increase in the number of strikes, especially where the collective bargaining structure was weighted in favour of the unions.

"Against this scenario, management is going to have to deal with a white worker force which is irritated, justifiably, with the whole scene of reverse discrimination. All in all an interesting scene."

Dealing with political trends, he said there was a greater realism on all sides.

"The extreme scenarios which were bandied about two years ago no longer seem likely. Instead, the difficulties of defeating the other

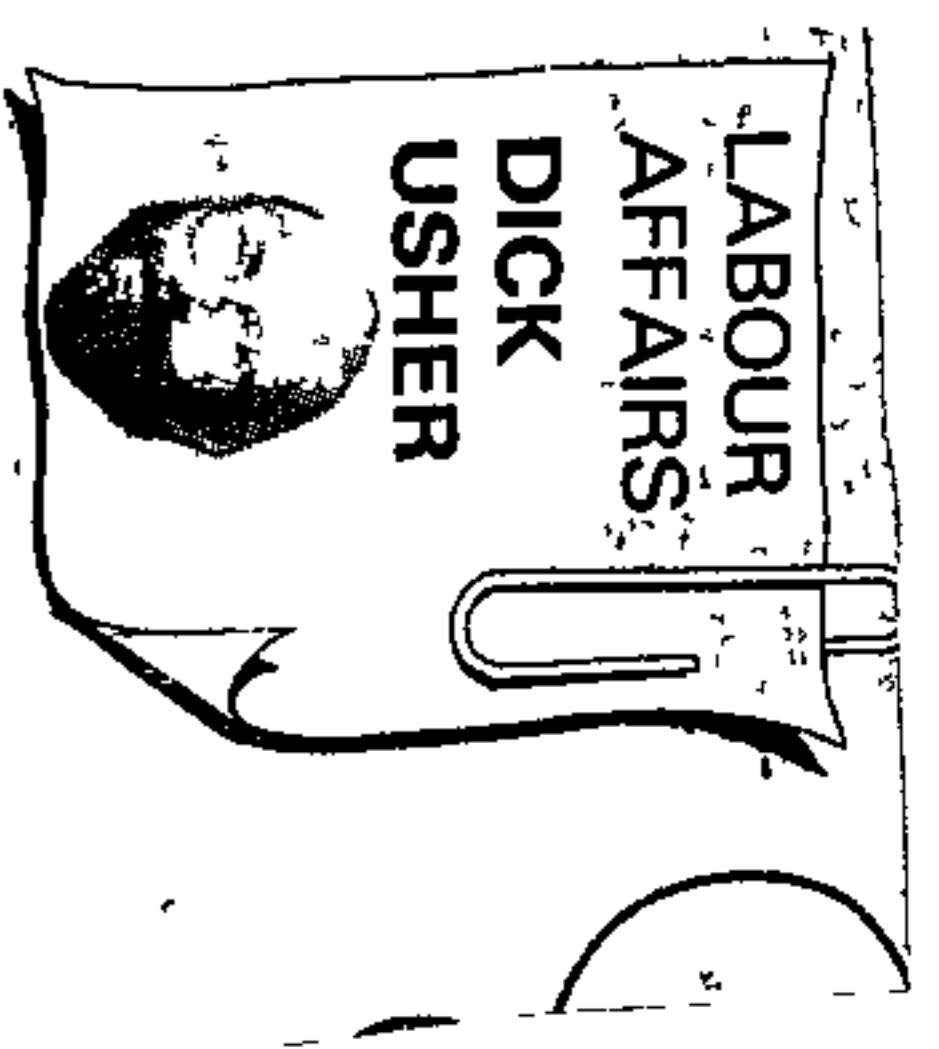
side are becoming more apparent. This should lead to a growing willingness to compromise"

The West would probably become increasingly understanding of the complexities of the South African problem

"The hypocrisy of the front line states as well as their economic incompetence may create a greater sympathy for those, who while opposing apartheid, also oppose socialism as an alternative

"Russia will have to decide whether to escalate or diminish its involvement in southern Africa. The defeat in Angola may help those who want Russia to limit support in Africa to the ideological only."

Mr Cooper predicted that the level and frequency of violence would escalate. The appointment of Mr Chris Hanu as Umkhonto we Sizwe commander suggested that the ANC could increase the level of urban terrorism



INTERNAL divisions in unions are a pain in the posterior for everyone concerned, heaping confusion on confusion

The latest, in the Commercial, Catering and Allied Workers' Union (Ccawusa), has created deep uncertainties among employers because, with two wings both claiming to be the "genuine" union, they are not certain whether current negotiations and agreements might not turn out to be a waste of time three or four months down the road

In fact, the confusion is so intense that people have even been calling me for help in trying to work out whether the group they're dealing with is the real thing or not

"We're negotiating with people who claim to be Ccawusa, but how do we know that any agreement

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w/c Mrs's 2/1/1977

Internal divisions in trade unions serve to heap confusion on confusion

isn't going to be chucked out in a couple of months?" asked one

Ellermes, who are facing a possible nationwide strike by Ccawusa members, have run up against the problem. This week they received a telex from the "Kganare group", which claimed to be the only genuine Ccawusa, requesting a meeting about the dispute. But they took the precaution of informing the other camp, the "Mtwa Ccawusa" about the contact, "to ensure that all representatives of employees are kept fully informed."

The groups split after a congress in June which was supposed to be about a merger with the Hotel and Restaurant Workers' Union and the Retail and Allied Workers' Union.

This ended in confusion, with one camp claiming the unions had merged and the other claiming that

whatever happened was unconstitutional. The Kganare group, which has been recognised by the Cosatu central executive committee, is the one that carried out the merger.

Vivian Mtwa was the general secretary of Ccawusa at the time of the split and still appears to have control of the union's head office and claims to represent about 75 percent of the membership.

Both elements claim that the other side is a break-away group and other accusations are thick in the air.

A statement from the Cosatu executive said "There are elements within the disaffected wing that conduct anti-Cosatu activities and undermine the policies and principles of Cosatu."

Among the seeds of the division, which have been germinating for some time, are Ccawusa's refusal to

accept the Freedom Charter and using space in the offices of the National Council of Trade Unions (Nactu) after the explosion which nearly wrecked Cosatu House.

At Ccawusa's national congress in June, shortly before the merger congress, it was noted that "the Freedom Charter is a historic document" with "important though limited" demands and resolved "to discuss at all levels... the importance of a socialist programme of action which will bind together all workers regardless of political affiliation."

The solution, as proposed by the Cosatu executive, is for the federation and the recognised Ccawusa to jointly convene a congress to deal with all outstanding issues.

The disaffected sections of Ccawusa must raise their problems through the structure of the recognised Ccawusa and the next congress.



Cape Chamber of Industries President Mike Getz (right), congratulates Cape Clothing Manufacturers Association chairman, Simon Jocum after the opening of the new Simon Jocum Training Theatre.

Cape Times 10/12/87

Labour relations 'vital' in 1988

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By DAVE PHILIP

LABOUR relations will be vitally important in the coming year, the chairman of the Cape Clothing Manufacturers' Association, Simon Jocum warned last night

Speaking at the opening of a lecture theatre for industry trainees, which has been named after him, he said "productivity, growth and sound industrial relations operate in tandem"

The clothing industry had for many years enjoyed industrial peace and a stable relationship with the unions

Commenting on recent changes in the structure and management of the unions he said, "It is hoped that good labour relations in the industry will not become a football being kicked around in the game between Unions"

He continued: "More and more wage demands will ensure that labour will become more expensive. Improved productivity coupled with improved industrial relations can offset this increased cost."

He commended the Department of Manpower for creating a six-week training programme for the unemployed and new work-seekers.

"To date we have trained 2 750 unemployed workers," he said, adding that they have become productive in the informal sector, which the Government is doing its utmost to encourage

IND. REL- WORKERS ORGANIZATION - GENERAL

1988

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Farmers told: Workers' unions 'inevitable'

Argus
12/1/88
134

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The Argus Correspondent
PRETORIA — Farmers will have to face up to trade unions among farm workers in future, according to Mr R Dredge of the Department of Agricultural Economics and Marketing

In the January issue of *Crops and Markets*, published by the Directorate of Agricultural Economic Trends, Mr Dredge said that "the current turmoil in South African labour relations" — the formation of trade unions, strikes and threats of strikes — could spread to the agricultural industry.

"Farmers will have to prepare themselves for these changes in the labour field by becoming *au fait* with modern personnel management techniques

RECRUITING PROBLEMS

"If farmers are able to identify and correct real labour grievances through the application of sound personnel management techniques it will reduce to a large extent conditions which encourage agitation.

"This will pave the way for meaningful employer/employee negotiations," he said

Farmers paid too much attention to mechanisation rather than improving productivity through sound personnel management techniques.

In spite of the high unemployment, farmers found it difficult to recruit workers because black and coloured workers were becoming less interested in farm labour

Unions wage psychological war

W/L ARGW 16/1/88
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WHEN it comes to negotiations between unions and employers, it's not only the physical forces that come into play — there are also the psychological aspects

Both sides employ them, but it seems that union negotiators might be somewhat more inventive and adventurous in their tactics — especially given the cross-cultural elements that exist — than employers

Most negotiators have encountered the old tactic of having one person on the team detailed off

to lose his or her temper should it become necessary. Nothing wrong with a bit of righteous anger at the appropriate moment as part of the total mix of tactics, it maintains an edge to the discussions

That sort of thing probably goes back into pre-history

Uncontrolled anger, however, is another matter and it's known for both sides to identify someone in the opposition who's susceptible to a bit of needle and subject them to it

If someone can be nig-

gled into losing control, they can often say something they don't really mean, become irrational and then the other side gets an edge

It's been suggested that such people tend to be from the older Tucsatype unions which rarely had the basic worker organisation which the newer unions have concentrated on. Jumping up and down was often all they had to offer

The newer unionists, often very skilled negotiators, know the advantages the other side can extract from unguarded

moments and do their best to avoid them

Their point of view is that they're negotiating on behalf of their members and that, if necessary, the anger can be expressed on the shop-floor by the workers rather than wasting it by shouting at employers. Worker solidarity gives them both confidence and a fall-back position

Somewhere around the same level, unsettling the opposition, is a move one organiser got quite gleeful about when describing employer reaction

"Reactions vary, but

LABOUR
AFFAIRS
DICK
USHER

some of them are totally baffled"

"They'll bring us tea. Instead of picking the cup up I leave it on the table and start slurping away," he said

"They never know how to react. They just don't know what they've got on their hands

5.12: Do-
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neighbours cordially and in a spirit of
co-operation, he said.

Mr P W
Botha

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SAF Times 20/1/88
Union factions dispute in court

Own Correspondent

JOHANNESBURG. — Two factions of the Commercial, Catering and Allied Workers' Union have gone to the Supreme Court in a bid to settle a dispute over the leadership of the union.

The court application has been brought by Mr Vivian Mtwa, general secretary of one faction which does not recognize the merger between Ccawusa, the Retail and Allied Workers' Union and the Hotel and Restaurant Workers' Union.

The matter was stood down in the Rand Supreme Court yesterday to allow the sides to negotiate a settlement and is expected back in court today.

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CAPE TOWN 22/1/88

Govt workers want better 'bargaining mechanism'

PRETORIA — Government workers are pressing for a more effective salary and wage bargaining mechanism

The issue was discussed on Wednesday night at the meeting of the Public Servants Association management board

It is understood strong representations will be made to the Minister responsible for the public service, Alwyn Schlebusch, for a prompt response to the PSA's demand

Senior PSA members say they are totally at the mercy of the Commission for Administration

If their pay representations are rejected, they have no comeback.

There is no appeal mechanism where disagreement can be thrashed

out and a compromise reached.

The other issue discussed was market-related salaries.

The PSA again claims the gap between private sector and public sector pay has widened

Linked to more effective negotiating machinery is the need for a system that takes more pertinently into account equivalent earnings in the private sector, it is claimed

The PSA's response to criticism that too big a slice of the national budget is set aside for the payment of government workers is that they are not responsible for staff demands of the tri-cameral system or the administration of other government policies

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No union garland for Franz Josef

By PHILLIP VAN NIEKERK

IN marked contrast to the smiling reception Bavarian Prime Minister Franz Josef Strauss got from President PW Botha in Cape Town this week, the Congress of South African Trade Unions and the United Democratic Front say the West German politician is not welcome in South Africa.

There has been international speculation that Strauss is on a mission to examine the prospects of a negotiated settlement in the subcontinent.

He is one of the few Western politicians still acceptable to Pretoria — and thus in any position to persuade them of the need for negotiation.

However, Strauss will meet few black leaders during his visit, with the possible exception of "homeland" politicians such as Lucas Mangope, president of Bophuthatswana, and Mangosuthu Gatsha Buthelezi, head of Inkatha and chief minister of Kwa-Zulu.

A "meet the people" reception to be hosted by the West German embassy next week will not be attended by the only group that *Weekly Mail* could establish has been invited: the National Council of Trade Unions (Nactu).

"It's not convenient for us," said

● TO PAGE 2

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Ident



A union chill for visiting Strauss

● From PAGE 1

Piroshaw Camay, Nactu general secretary He refused to be drawn on whether they were specifically boycotting the event.

A representative of the German embassy in Pretoria would not divulge who else was on the invitation list, and referred all enquiries to the South African Department of Foreign Affairs, which will be represented at the official reception

Frank Meintjies, an official of Cosatu, said the fact that his organisation had not been invited to the reception "said a lot"

"He hasn't requested to see us and we wouldn't want to see him even if he did," said Meintjies

Meintjies said Cosatu believed Strauss' visit was an essentially conservative mission "We see it as a plan to shore up the present regime," he said

"We don't believe he has a mandate to interfere in the way he is doing," he said "The outcome could only be destructive."

In a strongly-worded statement yesterday afternoon, the UDF said Strauss was not invited by the majority of South Africans and he and his "fact-finding" mission were not welcome in the country

22-28/1/88 w/ Mail



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W/E ARGUS 23/1/88

Busy year for unions employers

LABOUR
AFFAIRS
DICK
USHER

ALL the signs are that it is likely to be a busy year on the labour relations front

Not only will unions be maintaining the pressure on economic issues and defending those gains they've already made, but the question of freedom of association in the public sector is still outstanding, there are major changes to the Labour Relations Act in the offing and the pressures for holidays on Sharpeville Day, May Day and Soweto Day will probably intensify

All of these, and others, are issues on their own. But in the nature of things in South Africa today they are also bound together.

Their economic gains are seen by the unions as a result of working class organisations which have been created.

But the Labour Relations Amendment Bill and other legislation such as the Temporary Removal of Restrictions on Economic Activity Act are viewed as direct attacks, a State backlash, against the gains and the institutions.

The Bill is seen as a major attack on the right to strike and on working class unity in that, in its present form, it will outlaw sympathy strikes and other support actions by unions.

Other areas where unions feel these are under attack are the Government's proposals for privatisation of State-owned and parastatal industries and moves to end subsidies on basic food items such as bread.

Given that wages are continually

being eroded by inflation, it is highly possible that legislated moves to limit organisation — and therefore further economic gains — will be strongly resisted.

At the same time, if last year's pattern continues, many employers are going to show tougher responses to potential or actual strike action.

Major areas of confrontation will probably be the public sector and the mines.

The opening salvos in what promises to be a long and hard battle for the right to organise public sector employees were fired last year with the South African Transport Services (Sats) and Post Office strikes.

A commission under Professor Nic Wiehahn has made recommendations about employee organisation in Sats, but these have yet to see the light of day.

The public sector occupies a central position in the overall economy and employs many thousands of workers. The issue of their organisation is not going to remain dormant.

So another major strike is possible.

Although the outcome of the miners' strike last year was hailed by some as a victory for South Africa's industrial relations system, not only is this system likely to change if the proposed Bill passes Parliament, but there are several issues outstanding which the National Union of Mine-workers will certainly take up again this year.

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HOUSE OF ASSEMBLY

Indicates translated version
For written reply
General Affairs



Unemployment Insurance Fund - balance

20 Mr P G SOAL asked the Minister of Manpower

- (1) What was the balance of the Unemployment Insurance Fund at the end of 1987?
- (2) (a) what was the total amount (i) paid into the Fund by State employers and employees and (ii) paid out in benefits in that year and (b) to how many applicants were benefits paid,
- (3) (a) what is the present average rate of interest received by the Fund and (b) what amount was paid from the Fund in 1987 in respect of administration costs,
- (4) (a) what total amount in unclaimed money is held in the Fund and (b) how many persons are involved in this amount,
- (5) how many employers were registered with the Unemployment Insurance Fund as at 31 December 1987?

The MINISTER OF MANPOWER

- (1) R309 650 152
- (2) (a) (i) R24 977 480

(ii) Separate figures on the total amounts paid in benefits to unemployed contributors in the various sectors, including those who were in the employment of the State, are not kept. The total amount paid out in benefits to all beneficiaries amount to R388 274 527

| | (a) | (b) | (c) | (d) |
|---------------------|--|---------|--------|---------|
| Whites | 148 660 | 216 591 | 72 346 | 527 284 |
| Coloureds | — | — | — | — |
| Asians | — | — | — | — |
| Blacks | — | — | — | — |
| Arbitration awards | 161 099 | 136 709 | 41 089 | 571 177 |
| Wage Determinations | (Estimated figures) | | | |
| Orders | All races 129 969 (Separate figures are not readily available) | | | |



HOUSE OF ASSEMBLY

Apprenticeship contracts

23 Mr P G SOAL asked the Minister of Manpower

- (1) How many new apprenticeship contracts were registered in each trade in 1987 in respect of (a) White (b) Coloured, (c) Asian and (d) Black persons

(2) what total number of apprenticeship contracts was in operation in 1987?

The MINISTER OF MANPOWER

The following statistics are as at 31 December 1987

| Industry | (a) Whites | (b) Coloureds | (c) Asians | (d) Blacks |
|---|------------|---------------|------------|------------|
| Aerospace | 274 | 2 | — | 3 |
| Automobile Manufacturing | 40 | 23 | 2 | 15 |
| Building | 131 | 117 | 21 | 17 |
| Coal Mining | — | — | — | — |
| Diamond Cutting | 8 | — | — | — |
| Electrical Contracting Industry | 92 | 21 | 7 | 7 |
| Electrical Supply Undertaking | 104 | — | — | 1 |
| Explosives and Allied Industries | 101 | 3 | 5 | 4 |
| Furniture | 17 | 9 | 10 | — |
| Government Undertakings | 207 | 19 | — | — |
| Hard Dressing | 517 | 22 | 17 | 6 |
| Jewellers and Goldsmiths | 20 | — | 1 | 1 |
| Local Authority Undertaking (Northern Transvaal) | 40 | — | — | — |
| Metal (Engineering) | 2 322 | 247 | 153 | 269 |
| Mining and Building-Mines | 1 416 | 48 | 16 | 185 |
| Motor | 933 | 97 | 64 | 23 |
| Printing | 172 | 51 | 16 | 6 |
| SA Transport Services | 207 | 1 | — | 1 |
| Sugar Manufacturing and Refining | 7 | 3 | 17 | 19 |
| Tyre and Rubber Manufacturing (PE, Uitenhage and Brits) | 25 | 2 | 1 | — |
| TOTALS | 6 633 | 665 | 330 | 557 |

(2) A total of 25 689 contracts of apprenticeship were in operation on 31 December 1987

Registered trade unions: confinement of membership

Black persons were members of trade unions, as at that date?

The MINISTER OF MANPOWER

33 Mr P G SOAL 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 registered trade unions were there, and (b) how many (i) White, (ii) Coloured and Asian and (iii)

134

HOUSE OF ASSEMBLY

FRIDAY, 19 FEBRUARY 1988

There were also 287 303 members of registered trade unions in respect of whom no classification according to the various population groups was made

NOTE Statistics are as at 31 December 1987.

Unemployment insurance cards: employers prosecuted

36 Mr P G SOAL asked the Minister of Manpower

Whether any employers were (a) prosecuted and (b) warned in 1987 for failing to keep their employees' unemployment insurance cards up to date, if so, how many in each category?

The MINISTER OF MANPOWER

(a) and (b) Altogether 4456 employers were prosecuted and many others were warned for not complying with various provisions of the Unemployment Insurance Act, 1966 Separate figures on contributors' record cards are not readily available

301

QUESTIONS UNDER NAME OF MEMBER

| | | | |
|---|-----------------------------------|---|------------------------------|
| Andrew, Mr K M— | General Affairs | Lorimer, Mr R J— | General Affairs |
| Education and Development Aid, 10, 11, 13 | Own Affairs | Agriculture, 7 | Finance, 29, 30 |
| Education and Culture, 23, 24, 28 | | Malcomess, Mr D J N— | General Affairs |
| | | Finance, 30 | |
| Burrows, Mr R M— | General Affairs | Soal, Mr P G— | General Affairs |
| Defence, 11 | Law and Order, 12 | Law and Order, 2, 3 | Mandower, 29, 31, 32, 33, 35 |
| Own Affairs | Education and Culture, 20, 21, 22 | | |
| | | Suzman, Mrs H— | General Affairs |
| Dalling, Mr D J— | General Affairs | Law and Order, 5 | |
| Foreign Affairs, 1 | Home Affairs, 1 | Van Eck, Mr J— | General Affairs |
| | | Law and Order, 13, 17 | |
| Hulley, Mr R R— | General Affairs | Walsh, Mr J J— | General Affairs |
| Economic Affairs and Technology, 8, 9 | Own Affairs | Constitutional Development and Planning, 4, | 7, 8 |
| Education and Culture 20 | | | |

974-7012
20/2/88
1,8m
workers
belong to
mixed *134*
unions

Political Staff

HOUSE OF ASSEMBLY
— More than 1,8 million workers in South Africa belong to racially mixed trade unions or unions with no racial classifications among their membership, the Minister of Manpower, Mr Pietie du Plessis, said yesterday

He said in reply to a question by Mr Peter Soal (PFP Johannesburg North) that 446 779 whites, 310 196 coloureds and Asians and 835 122 blacks belonged to 106 registered trade unions

Whites only

There were also 287 303 members of registered trade unions which made "no classification according to the various population groups"

Mr Du Plessis said 41 unions confined their membership to whites, 29 to coloureds and Asians and 29 to blacks only

In reply to another question by Mr Soal, he said 964 881 workers, including 527 284 blacks, were affected by industrial council agreements and an estimated 910 074 workers, including 571 177 blacks, were affected by wage determinations

3/day 23/2/88

Unions reject privatisation

THREE Cosatu-affiliated unions said yesterday that workers in the public sector could not accept the proposed privatisation of state concerns.

The unions also expressed dissatisfaction with the proposed Labour Relations Amendment Bill.

The unions are the Post and Telecommunications Workers Union (Potwa), the South African Railways and Harbours Workers Union (Sarhwu) and the National Education, Health and Allied Workers Union (Nehawu).

The statement said privatisation

would lead to loss of jobs, greater profits for big business and the disruption of unions in the public sector.

The unions demanded proper bargaining structures be set up, a right to strike, parity for workers on all levels and a living wage.

The statement said the proposals were "a clear demonstration of the alliance between the state and big business against the workers".

The workers said they could not accept the reasons government had given for privatisation as "all this was done without consultation with worker organisations". — Sapa.

G/C ARGUS 27/2/88

First 10 years of trade union movement in SA — book gives insight

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A VALUABLE overview of the first 10 years of the "independent" trade union movement as reflected in the *South African Labour Bulletin* has just been published

The second in Ravan Press's Southern African labour series, *The Independent Trade Unions 1974-1984* was edited by University of Cape Town sociologist Johann Maree and is subtitled *Ten Years of the South African Labour Bulletin*

Maree has been intimately associated with the labour movement and the bulletin from the outset and is well qualified to deal with the movement and the changing nature of the relationship between it and the periodical.

The bulletin first appeared in 1974, the year

after the series of strikes in Durban which heralded the resurgence of trade unionism among blacks following several years of dormancy after the collapse of SACTU (South African Congress of Trade Unions) under Government pressure in the 1960s

It was, as Eddie Webster, who has served on the bulletin's editorial board since its inception, says in a prologue "directly linked to the emerging labour movement and was concerned to record both its struggles and serve its needs".

In fact, the first edition made its purpose clear by devoting itself, apart from slightly more than a page of news about the Institute for Industrial Education, entirely to an arti-

cle on the case for African unions.

Since then the bulletin's relationship with the movement has undergone several metamorphoses but, as Webster says, "it has always retained those early links and continued to draw its material and audience from people sympathetic to that movement"

As such, its immediate value would appear to be largely in the insights the book gives into the history, growth, struggles and issues with which the movement contended during its first decade. It should be compulsory reading for those whose relationship with trade unions is at an early stage

The book is arranged in five thematic sections covering the

LABOUR
AFFAIRS
DICK
USHER



emergence of the movement, significant industrial actions, the major industrial relations laws and their significance for unions, the inter-union debate on appropriate strategies towards the State and legislation and the political role of the unions.

Each section is introduced by an overview written by a bulletin editorial board member which outlines the major developments during the period and places the readings in their historical context

The book also contains an invaluable two-part index to the first 10 volumes of *South African Labour Bulletin*.

ALAN FINE

PRESIDENT P W Botha has invited the entire spectrum of trade unions to meet with him at Tuynhuis today for what unionists expect will be a pep talk on the need to exercise restraint in wage demands this year.

The discussions come amidst growing fears by the public-sector unions that the private sector will pay no more than lip service to Botha's appeal for restraint, and they will be the only ones to suffer in any anti-inflation campaign.

Invited unions include affiliates of Cosatu and National Council of Trade Unions (Nactu), the right-wing SA Confederation of Labour, as well as non-

PW to talk to unions today

aligned artisan and other unions such as the SA Boilermakers' Society, the Amalgamated Engineering Union and the SA Electrical Workers' Association.

But Nactu and Cosatu unions said they would not attend the gathering.

The invitation was not specific on the agenda for the meeting, stating merely

9/3/88 • To Page 2 B/day

PW to talk to wide range of unions today

it was "for a discussion on salaries and wages"

Unionists who were to attend were reluctant to comment on the stance they would take One said he was expecting

Botha to appeal to their sense of patriotism and to make financial sacrifices in order to reduce the inflation rate

← • From Page 1

24 MONTHS TO PAY
INTEREST IN REDUCING BALANCE
PHONE (011) 402-9260
SPEAK TO BERNIE CHANES
THE GOLD INVESTMENT CORPORATION
026312

CHRIS CAIRNCROSS

CAPE TOWN — President P W Botha yesterday warned trade union leaders to "guard against excessive wage and salary" demands this year and appealed for co-operation in the battle to combat inflation.

He delivered his warning at a meeting at Tuynhuys in Cape Town — held at his request — with the representatives of 22 SA trade unions.

Several unions (mainly black), including Cosatu, did not attend the gathering because it was alleged the meetings were to be split in two, one for predomi-

PW cautions union leaders

134
B/day

nantly white unions and the other representing blacks.

During the meeting Botha also called on the union representatives to assist in overcoming excessive price increases by "cultivating a spirit of price awareness among their members".

In a statement released after the meeting Botha said he had informed

~~scribble~~

● To Page 2 → 10/3/88

PW warns unions against excessive demands

trade union leaders that government was preparing legislation to provide increased powers to organisations such as the SA Consumer Council to act in the interest of the consumer

Referring to those trade union leaders who refused to accept his invitation to attend yesterday's meeting, Botha stressed the issues on the agenda had

~~scribble~~

10/3/88
● From Page 1
B/day

~~scribble~~

concerned matters of vital economic importance in the interest of SA.

Botha said those who did not attend the meeting missed the opportunity of making a contribution towards maintaining a sound SA economy

PW's warning to unions

CMF T-76 10/3/88

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Political Staff

PRESIDENT P.W. Botha yesterday warned trade union leaders to "guard against excessive wage and salary" demands this year and appealed for co-operation in the battle to combat inflation.

His warning was delivered at a meeting at Tuynhuys in Cape Town — held at his request — with the representatives of 22 trade unions.

The meeting was boycotted by several, including Cosatu. One of the reasons, apparently, is that it was understood the meeting was to be split in two, one for predominantly white unions and the other representing blacks.

During the meeting Mr Botha also

called on the union representatives to assist in overcoming excessive price increases by "cultivating a spirit of price awareness among their members".

In a statement released after the meeting, Mr Botha indicated that he had informed the trade union leaders that the government is preparing legislation to provide increased powers to organisations such as the SA Consumer Council to act in the interest of consumers.

Mr Botha said the issues on the agenda had concerned matters of vital economic importance. Those who boycotted the meeting, had missed the opportunity of contributing to maintaining a sound economy, he said.

Straight talking at the Tuynhuys

B/day
11/3/88

134

Unions seem set to hold firmly to course



● P W BOTHA

PRESIDENT P W Botha's appeal to trade unions for wage restraint was unlikely to change the unions' approach to collective bargaining, SA Boilermakers' Society

president Ike van der Watt said yesterday.

Van der Watt, who was present at the meeting with Botha at Tuynhuys on Wednesday, said the union representatives had told the President they had always acted responsibly and with restraint.

They had pointed out that increases won by their members in recent years had failed to keep pace with inflation.

ALAN FINE

Unless there was some method of curbing price increases they would be forced to continue to try to keep pace with cost of living increases, he said.

Van der Watt said if unions did exercise greater restraint the proceeds would merely end up in the pockets of shareholders.

Nactu statement

Another source said a speaker had told Botha his call for restraint had merely given employers a new weapon with which to beat the unions. Botha reportedly responded that this was not the intention and he would tell employers so

The meeting was attended by 22

unions, of which the Boilermakers was the largest. It is believed 46 had been invited but a number, mostly the Cosatu and Nactu unions, had refused to attend

Nactu said yesterday it would have nothing to do with government as long as apartheid existed. Further, there was no way in which Nactu could talk to the State President while Nactu members were in detention and action had been taken against legitimate people's organisations and their members.

In addition, the Labour Relations Amendment Bill now before Parliament, which aimed at seriously restricting trade union activities, made the whole idea of meeting the State President a futile exercise.

AR645 15/3/88

NATIONAL

5,8-m working days lost to strikes

PRETORIA. — The number of working days lost because of strikes rose to 5,8-million last year from 1,3-million in 1986, said the Director-General of Manpower, Dr P J van der Merwe.

The increase was attributable to the large mining strike, he told a labour relations training programme organised by the research unit for labour relations of the University of Stellenbosch's management school.

Total trade union membership last year exceeded 2,1-million, or 24 percent of the labour force, Dr van der Merwe said.

Unions achieved relatively high wage settlements in the second half of last year, averaging just under 20 percent — well above the inflation rate.

Nominal

This was made possible by a conscious union push for higher wages and increased corporate profits.

But most strikes ended with unions winning at best nominal improvements over pre-strike employers' offers.

A higher level of confrontation, violence and intimidation was discernible last year. Employers were more prepared to lock out and dismiss workers.

Managements "seem to have acknowledged the strength of particularly organised black labour and appear to have been prepared to pay a premium on wages as a cost of labour peace," he said.

But employers indicated there was a limit to the amount they were able or prepared to pay in this way.

Productivity

He reiterated National Productivity Institute findings that South Africa's gross national product per capita decreased by 2,05 percent between 1981 and 1985, while that of its trading partners was increasing.

Labour productivity in the manufacturing sector decreased by 0,2 percent during the period 1982 to 1985 — Sapa.

Ultimatum over labour bill

134
South
17-23/85

JOHANNESBURG - Four metalworker unions this week demanded that metal industry employers oppose the Industrial Relations Amendment Bill - or face possible industrial action by a third of the industry's workforce

The bill, currently before Parliament, will severely limit workers' right to strike

The unions issued their warning to the employers' body, the Steel and Engineering Industries' Federation of SA (Seifsa) on Tuesday at the start of national metal industry negotiations.

The warning was issued by Brian Fredericks, secretary of the SA council of the International Metalworkers Federation (IMF), on behalf of four local IMF member unions.

In a unique experiment in union co-operation, four South African IMF affiliates have entered negotiations this year for the first time with a set of joint demands. This follows a series of meetings attended by members of all four unions

The four unions are:

* The National Union of Metalworkers of South Africa (NUMSA), a Cosatu-affiliate. It has 157 000 members and is the country's second-biggest

union.

Numsa has brought 97 000 members into the alliance - its remaining 60 000 are in sectors such as car manufacturing and mining and are not covered by the Seifsa negotiations.

* Steel, Engineering and Allied Workers' Union of SA (Seawusa), an affiliate of the smaller, black exclusivist National Confederation of Trade Unions (Nactu).

Headed by Jane Hongwane, Seawusa claims a membership of 12 000 - with about 5 000 in the Seifsa negotiations

Mandates

* Electrical and Allied Workers' Trade Union of SA (Eawtusa), also a Nactu affiliate, with about 17 000 members of whom about 9 000 are covered by the Seifsa negotiations.

* Engineering and Allied Workers' Union, an independent union representing 3 000 workers.

Combined the four unions represent more than a third of the entire metal industry workforce.

The 27 000-member SA Boilermakers, Iron and Steelworkers, Shipbuilding and Welders Society, also an IMF affiliate, decided last week not to link up with the four-union IMF negotiating team

In addition to jointly-formulated demands - which include a

192% increase on the industry's R2,60 minimum wage - the unions have agreed to act, and to settle, only on decisions and mandates from IMF-organised general union member meetings.

Union officials believe the joint action could head off attempts by employers to outflank Numsa's demands, usually higher than those of other unions, as they have done in the past

Last year, although Numsa represented more workers than the other 12 negotiating unions combined, Seifsa achieved an Industrial Council settlement

Although Numsa was not a signatory, it is bound to an agreement when it is promulgated.

When Numsa voted for a national strike, Manpower Minister Pietie du Plessis hastily repromulgated the '86 agreement - thus outlawing Numsa's strike.

This year, with four unions united - and the possibility of support from the boilermakers - that strategy will be more difficult.

Employers, however, continue to recognise Numsa's 97 000 members as the major challenge.

Mines unrest self-destructive

THE TIMES 30/3/88 (213) (134) (217)

THE 1987 strike on our gold and coal mines was a major event second only — in terms of trauma — to that great convulsion 65 years earlier. In 1922 the number of strikers involved was far fewer — about 25 000 compared to 230 000 last year — but the loss of life in 1922 was far greater.

There are in fact no real similarities between the two strikes but the differences between them may hold some lessons.

The 1922 strike got out of hand, the state intervened with the military, more than 200 people died, four strike leaders were hanged, 5 000 people were arrested, the government of the day subsequently fell from power and new labour legislation was introduced to accommodate the political consequences of the strike.

The new measure, the Industrial Conciliation Act of 1924, was an excellent piece of legislation with however one major flaw in seeking to allay white fears it explicitly excluded blacks. This established a basically sound but discriminatory framework for industrial relations because while blacks were not precluded from forming unions, they were not part of the statutory system — members of the club, as it were — and they operated in a twilight world for more than half a century until the Wiehahn Commission recommendations undoing the discrimination were accepted by the Government in 1980.

In 1922 the State found it necessary to get involved whereas last year it largely kept out of the fray. In 1922 the government may have had no option but to intervene on the scale it did because the strike developed into a full-scale re-

bellion — the Rand Revolt or Red Rebellion as it became known. This begs the question: are there currently forces at work heading us in the same direction?

If there are and if at some stage the Government is obliged to intervene with force on our mines or in our factories, the consequences may well be far more serious than what happened in 1922.

No doubt the Government must have considered inter-

vening in last year's strike when it became clear that violence was again rearing its ugly head. Because — let us make no bones about it — paralleled in time with the advent and growth of unionism for our unskilled and semi-skilled workers there has been a deeply worrying increase of violence and bloodshed on our mines.

In 1985 violence caused 32 deaths and 188 injuries. In 1986 this rose to 38 deaths and 243 injuries and in the brief period from December 1986 to February 1987 52 deaths and 763 injuries were reported.

During the month of the strike — August 1987 — 18 people lost their lives, 15 in clashes between strikers and non-strikers. It appears that 12

of the fatalities were employees not wishing to participate in the strike. In addition to these deaths, many hundreds of employees were injured.

That the Government — under these circumstances — did not intervene says a great deal for its restraint and for its faith in the industrial relations system and in the parties involved. A point not always appreciated is that the strike was in the end resolved through agreement and settle-



EXTRACTS from an address by the president of the Chamber of Mines, MR NAAS STEENKAMP, in Johannesburg this week.

ment and not through force or curtailment of the parties' freedom. It was a victory for moderation and restraint and it was a victory for our industrial relations system, though the cost was high, to union members and to employers alike.

So if you ask me just where industrial relations is heading in our country and in the mining industry in particular my answer must be that this would depend on whether management and workers set enough store by their relationship and the system under which they operate to want to protect it from intrusion whether by the liberation movements or by the Government.

If indeed the parties are pre-

pared to work positively to safeguard their system the Government can be kept out of it. Not that I am suggesting the Government has no role in industrial relations. On the contrary. The role of the State is, first and foremost, to provide a framework in which collective bargaining can operate freely and democratically with minimum interference, and this appears to have been accepted.

But the catch is that labour law and the industrial relations system are limited in design and intent. They can only provide the preconditions for negotiation, compromise and peaceful resolution of disputes.

They cannot contend with violence, intimidation, murder and insurrection or serve the aims of revolutionaries. If the system is deliberately abused by these methods it will crack under the strain and the Government will sooner or later intervene.

It would be ironic if emergent unions, by brutalizing a tried and trusted system which has gained them genuine power in the industrial decision-making process, were to destroy both the system and a power base on which so much more could have been built.

There has already been a clamp down on Cosatu — luckily not on the Cosatu affiliates with whom the employers must negotiate. I am prepared to read this as a welcome sign that the authorities still have faith in the collective bargaining process as such and I hope we will prove that faith to have been justified.

Launching of new federation

Secretary
12/4/88
134

A NEW trade union federation representing about 700 000 transport workers in eight countries in southern sub-Africa has been launched following a workshop held in Swaziland.

Interim president of the Southern African Transport Unions Co-

By **THEMBA MOLEFE**

ordinating Council (Satucc), elected at the end of a five-day workshop in Mbabane over the Easter holiday is Mr Amos Mabuza, executive member of South Africa's Transport

and Allied Workers Union, a Nactu affiliate

The workshop was officially opened by Swaziland Minister of Labour and Public Services, Senator B M Nsibandze, and closed by secretary general of the Swaziland Federation of Trade Unions, Mr Jan Sithole

The interim committee comprises Mr Mabuza, Mr Horacio Mula, Mozambique (first vice president); Mr Edwin Setlhare, Botswana (second vice president), and Mr Shokie Museve, Zimbabwe (secretary general)

The assistant general secretary is Mr Johannes Fakudze, Swaziland, and an additional member is Mr Pickett Matsamai of Lesotho

Some of the recommendations and resolutions adopted at the workshop considered the growth and development of unions in the region and identified problems facing transport workers in Southern Africa as destabilisation, bandits in Mozambique, Angola and Zimbabwe, health and safety, overworked drivers, ill-developed roads, the harassment of drivers at border posts, the refusal of multinational companies to adhere to parent company policies and the International Labour Organisation standards

Satucc, which has been charged with drafting a constitution and the formation of the Southern African Transport Workers Federation, is to call a larger launch conference to be held in Harare, Zimbabwe, not later than September 1988.

The Satucc workshop was sponsored by the African-American Labor Centre (AALC-AFL-CIO) with which it has pledged solidarity.

ARBUS 13/4/88

the inflation rate

Extent of unionisation disclosed

By MIKE PAGE 134

MORE than 25 percent of respondents indicated that their employees belonged to trade unions.

They tend to come mainly from the manufacturing sector and from the larger organisations. Although this result in itself is not surprising, this sector also gave significantly different responses to several other questions.

The segment tends to be more negative about the state of the Western Cape economy and a higher proportion, 75 as opposed to 66 percent, feels that a significant downturn

will occur within the next two years

These respondents also see labour problems and increasing costs of employee benefits as far greater threats to their business's future prosperity.

In both cases three times the percentage of respondents mentioned these factors than for the respondents with non-unionised employees

Firms with unionised workers expect to give marginally larger increases than those with non-unionised workers. An average increase of 13,5 percent is expected.

A smaller percentage expect to reduce their work-

force (15 versus 20 percent) while those who expect to increase their workforce expect to do so by an average of 4,5 percent — or 0,5 percent more than for the respondents with non-unionised employees.

It is apparent that even for owner-managed businesses unions provide increased stability for the employee

Even though this segment is more negative about the economy, it nonetheless forecasts higher wage increases and proportionately greater job creation, while fewer businesses expect to retrench any employees.

Unions look at unity

(134) 9/1/88

FOUR South African Trade Unions met in Zimbabwe last weekend to explore trade union unity, both inside and outside the Republic.

A National Council of Trade Unions statement released to Zimbabwe's domestic news agency, Ziara, said those at the meeting were Nactu, the Azanian Trade Union Co-ordinating Committee, Cosatu and Sactu.

The meeting was jointly hosted by the Organisation of African Trade Union Unity and the International Labour Organisation in preparation for an ILO conference against apartheid.

The four trade unions concerned accepted an offer by OATUU's secretary general, Hassan Adebay Sunmonu, to explore trade union unity.

"The offer was accepted on behalf of Nactu by its president, James Mudaweni. The Cosatu and Atucc delegations also endorsed the offer.

"The Sactu delegation, led by veteran trade unionist Mark Shope and international secretary, Aaron "BB" Pemba, acknowledged and stressed the need for trade union unity and agreed "there are more issues that unite us than divide us". Sapa

J. D. D. D.

(ii) To various persons in the public and private sector with whom the Department liaises regularly

(iii) R345,64

(iv) The Department of Transport

(c) Yes. It is the policy that the South African Transport Services, as a business enterprise, send Christmas cards country-wide to its public

(i), (ii), (iii) and (iv) Statutes of this nature are not kept and it will take much time and expense to gather such information

(2) Yes, but in the case of the Department of Transport 496 were distributed under cover of the official stamp of the Department

Christmas cards sent out

603 Mr P G SOAL asked the Minister of Economic Affairs and Technology

(1) Whether (a) he, (b) the Department of Trade and Industry and/or (c) the Department of Mineral and Energy Affairs sent out Christmas cards in 1987, if so, (i) what total number of cards was printed, (ii) to whom were they sent, (iii) what was the total cost of producing and distributing these cards, and (iv) who was responsible for printing them, in each case.

(2) whether postage stamps were used to send out these Christmas cards; if not, how were they distributed?

THE MINISTER OF ECONOMIC AFFAIRS AND TECHNOLOGY

(1) (a), (b) and (c) Yes

(i) (ii) (iii)

| | | |
|--|-------|--------|
| Minister of Economic Affairs and Technology | 1 000 | R2 783 |
| Deputy Minister of Economic Affairs and Technology (Mr G S Bartlett) | 1 200 | R4 955 |
| Deputy Minister of Economic Affairs and Technology (Dr T G Alant) | 1 000 | R1 230 |
| Director-General Trade and Industry | 500 | R817 |
| Director-General Mineral and Energy Affairs | 200 | R520 |

J. D. D. D.

Regional offices of the Department of Trade and Industry
Foreign trade representatives of the Department

Director-General Mineral and Energy Affairs

Ministers and Deputy Ministers

Heads of Departments

Regional offices of the Department of Mineral and Energy Affairs

Foreign representatives of the Department

Contacts in the mineral and energy industries

(1) (iv) The Government Printer

(2) Yes, in respect of Christmas cards sent abroad Christmas cards distributed within South Africa were sent as official mail which is handled by the Post Office at the normal postage rate

Suburban railway lines: delays

641 Mr J VAN ECK asked the Minister of Transport Affairs

(1) With reference to his reply to Question No 228 on 29 July 1987, (a) how many delays of (i) less than 30 minutes, (ii) 30 to 60 minutes, (iii) one to two hours, (iv) two to three hours and (v) more than three hours occurred during the period 1 May to 31 December 1987 on the (aa) Cape Town to Simon's Town, (bb) Cape Flats, (cc) Cape Town to Kapteensklop, (dd) Cape Town to Bellville and (ee) Cape Town to Bellville via Monte Vista suburban railway lines and (b) how many commuters were affected by these delays in each case;

(2) (a) how many of the trains that were technically delayed for longer than 60 minutes on each of the above routes were cancelled and (b) how many commuters were affected by such cancellations on each of these routes?

THE MINISTER OF TRANSPORT AFFAIRS

| | | | |
|--------------------------------------|------------|-------------------------|----------------------|
| (1) (a) (i) (ii) (iii), (iv) and (v) | (aa) 1 529 | 80 | Due to the intensive |
| (bb) 714 | 30 | scheduling of passenger | |
| (cc) 2 093 | 137 | suburban trains, trains | |
| (dd) 3 345 | 146 | which are technically | |
| (ee) 101 | 4 | more than 60 minutes | |

late are cancelled as the passengers concerned will have travelled with a subsequent train

| | |
|--------------------------|------------------|
| (b) Less than 30 minutes | 30 to 60 minutes |
| (aa) 865 613 | 44 138 |
| (bb) 262 336 | 10 659 |
| (cc) 1 688 852 | 109 599 |
| (dd) 2 252 144 | 97 140 |
| (ee) 14 950 | 311 |

| | |
|---------------------------------------|-----------|
| (2) (a) (b) | (a) (b) |
| Cape Town — Simonstown | 91 41 399 |
| Cape Flats | Nil Nil |
| Cape Town — Kapteensklop | Nil Nil |
| Cape Town — Bellville | Nil Nil |
| Cape Town — Bellville via Monte Vista | Nil Nil |

Amendment of conditions of service of teaching personnel: consultation with staff associations

657. Mr R M BURROWS asked the Minister of National Education

Whether he is required to consult with any staff associations prior to the amendment of any conditions of service of teaching personnel, if so, in terms of what statutory provisions?

THE MINISTER OF NATIONAL EDUCATION

No, but according to section 2(3) of the National Policy for General Education Affairs Act, 1984 (Act 76 of 1984) the Minister of National Education shall establish a committee to advise him on any matter relating to the salaries and conditions of employment of staff. He shall also establish a research committee on which the organized teaching profession shall be represented, to assist the said committee in the performance of its functions.

Members: membership of trade unions

719 Mr C J DERBY-LEWIS asked the Minister of Defence

(1) Whether any members of the South African Defence Force are permitted to belong to trade unions, if so, (a) what unions operate within the Defence Force and (b) what are the functions of these unions,

STR
4
3
134 B/day 15/6/88

Labour peace: 'no easy road'

PRETORIA — A decade of experience with black trade unions had shown there was no easy road to either labour peace or constructive relations, Anglo American group consultant on industrial relations Bobby Godsell said yesterday

Speaking at the SA Institute of Mining and Metallurgy symposium, Godsell said few still harboured the illusion that unions would either never arrive, or would somehow disappear

Legitimate workers' aspirations as articulated by unions had to be addressed Equally, coercive, unfair and at times even barbaric behaviour had to be effectively resisted.

Godsell said the trade unions reflected new power realities.

Union leadership, and especially the relationships management had developed and maintained with union membership, would determine the constructive or destructive use of newly acquired worker power.

"There is no way to take the power away.

"There is no road open back to the

GERALD REILLY

past," Godsell said

He said in many industries wages and working conditions were not what they should be.

If white managers and artisans could legitimately expect to be paid wages roughly comparable with those in developed economies, so could black operatives.

And if white workers enjoyed a properly funded retirement benefit, so should black workers

Godsell said industries could not stand still and racial inequities had to be addressed.

Management should not wait for coercive union tactics, he said

They should seize the initiative and set the agenda for improvements industry could manage

Most second-line supervisors were white and they had found themselves managing men at work simply because they were the last line of white employees.

"They are more *baases* than bosses," Godsell said

The days of racially based authority, if not completely over, were rapidly departing, he added.

OFS unions call indaba on dismissals

134
By DAN DHLAMINI

19/6/82
Cape
THE dismissals of workers who participated in the recent Cosatu/Nactu three-day protest, has prompted trade unions in the small town of Kroonstad to call a workers' indaba.

The meeting will be held on Tuesday at Kroonstad's Fawu offices

According to Thami Phaliso, the trade union spokesman, the meeting has been called to discuss ways of persuading the employers to reinstate the workers who were dismissed for heeding the protest call

Phaliso alleges some members of Sarhwa were forced to sign forms without having been afforded time to consult their union or seek advice on the matter.

He said the unions which would be represented at the meeting were Fawu, Sarhwa, Ccawusa, Actwusa, the South African Municipal Workers Union, the National union of metal workers of SA, the Domestic workers union and the Transport and general workers Union

(134)

Sarhwu wants legal action

19/6/88
City Press

CP Correspondent

THE Natal branch of the South African Railways and Harbours Workers Union has instructed lawyers to make a second attempt to have its members released from the South African Transport Services' staff association, the Black Trade Union.

In the first attempt, the Durban Magistrates Court in April granted a Sarhwu shop-steward, Themba Pakkies, an order prohibiting Sats from deducting Blatu union fees from his salary, and he was subsequently released from the staff association. Sats was ordered to pay legal costs.

Sarhwu maintains this was a test case and the rest of its members - about 1 500 - should be treated as Pakkies was and be released from Blatu.

However, a Blatu spokesman said the court order applied only to the worker who launched the court application.

Legal sources said the court order applied only to Pakkies, but it had set a precedent and the others were likely to get the same ruling if they applied.

At the launching of Sarhwu's Natal branch two days after the court order and attended by about 1 000 people, workers resolved to resign from Blatu.

But the Blatu spokesman said the mass resignations were invalid because workers had signed petitions instead of individual resignation forms.

The battle between the two unions took an unexpected turn when a pamphlet issued by Blatu and addressed to workers in Durban, accused Sarhwu of tribalism.

The pamphlet accused Sarhwu of using slogans which insulted Kwazulu Chief Minister Mangosuthu Buthelezi and also of boasting that it had taken money from "fools" after taking money from Zulu workers - Concord

Two men thrown from train in wave of strike unrest

The Argus Correspondent

JOHANNESBURG. — Four men have been murdered and several others assaulted in attacks on workers defying a strike at Afcol plants in Johannesburg in the last few weeks.

Two Eldorado Park men, Mr Johan Abrams and Mr Fazel Jappie, died after apparently being thrown from moving trains and two others, Mr I Singh and Mr D Hanriden are in a serious condition in the Johannesburg Hospital after they were attacked on their way to work at the Transvaal Mattress and Furniture Company in Village Deep.

The other two murdered men are Mr Ben Rampu, a shop steward for the Boilermakers Federation, who worked at the Edblo plant, and a casual worker, who has not yet been named, who worked at the Powercraft factory.

It is believed the four deaths and wave of assaults at the factories have been the result of some workers refusing to join a strike demanding the reinstatement of workers dismissed recently.

The sister of one of the dead men, who did not want to be named, said she was deeply shocked by her brother's death.

"Two weeks ago my nephew found a job at Transvaal Mattress. He told his father about it, and he also applied for work. They had only been working there a few days when this terrible thing happened.

STOPPED AT CAFE

"They were walking from the bus stop to work when my brother stopped at a cafe to buy cigarettes. My nephew was waiting outside when other people on their way to work came rushing past. They told him to run because they were being attacked.

"My nephew went into the shop to warn his father, and as they came out, they were confronted by this group. My nephew, who is only 16, managed to run away, but my brother could not run fast enough.

"They caught him and apparently beat him up in the coa-

lyard before they took him back to the station. We are not sure exactly what happened, but the doctors told us he was thrown from a train."

The sister said her brother was 42 years old, was married and had six children, the youngest of whom was two years old.

"We can't believe that a thing like this can happen. It is really terrible," she said.

The human resources director for Afcol, Mr George Kimmont, said they were still investigating the situation.

"We are in a difficult situation because we still don't have all the facts. We know that a number of people who are employed in the Afcol group have been injured and that some have been killed. There's no way I can suggest why that might have happened but it is true that the employees who were killed were non-strikers," he said.

The labour dispute at Afcol plants was sparked several months ago after a number of workers at Star Manufacturers were dismissed for alleged assault. Workers at the factory went on strike and were then dismissed.

This was followed by a wave of sympathy strikes at other plants. Negotiations are in progress between Afcol and the union concerned, the Paper, Printing, Wood and Allied Workers Union to resolve the issue.

A spokesman for the union said it would issue a full statement today in response to inferences that its members had been involved in the murders and assaults.

"In terms of policy, we are a non-violent union committed to negotiation and we would never encourage members to commit such acts. The union will take steps to investigate the matter fully," she said.

Police confirmed four men were thrown from trains, two of whom have died, and said incidents of intimidation had been reported. They declined to give details in order to protect those involved.

Only radical unions against 'strike curbs'

CAP T. A. R. 28/6/88



By BARRY STREEK

THE only people opposed to the amendments to the Labour Relations Act were the radical trade unions who did not want to obey any rules in South Africa, the Minister of Manpower, Mr Pietie du Plessis, said yesterday.

These were the very unions which used intimidation, wanted to make the country ungovernable and bring the economy to a standstill, he said in reply to the debate in the House of Assembly on changes proposed to the Labour Relations Amendment Bill.

Despite the opposition of both the Progressive Federal Party and the Conservative Party, the amended bill was passed without a division.

Last week, lawyers representing Cosatu unions met Department of Manpower officials to express opposition to the bill, but both the adoption of the bill by the House of Assembly and Mr Du Plessis's strong attack on the "radical" trade unions indicates that little compromise seems possible.

Yesterday, the Progressive Federal Party spokesman on manpower, Mr Jan van Gend, said the amendments would disrupt good labour relations, frustrate the process of collective bargaining and lead to increased uncertainty.

Mr Van Gend said the standing committee on manpower had declined to amend the most important and controversial clauses including the ban on

sympathy strikes, intermittent strikes and product boycotts.

"The evils in the bill are a manifestation of the Nats' design to squash political opponents by prohibiting all strike action which could be used to exert political pressure."

Mr Du Plessis said he disagreed with every point Mr Van Gend had made.

Many of the trade unions and all the employer groups supported the changes to the definition of an unfair labour practice.

Mr Van Gend had said the bill would curb strikes and he agreed with this.

"We are going to curb strikes. We are going to curb illegal strikes and I am telling you the moderate trade unions and the mixed unions support this legislation totally."

The South African Consultative Committee of Labour Affairs (Saccola) not only supported the bill but had also published advertisements in newspapers explaining their position.

"Who is complaining about it? The only people complaining are the radical unions who do not want to obey any rules in South Africa."

These unions were acting in a way to fulfill the calls by Joe Slovo to make the South African economy unprofitable, and the ANC president, Oliver Tambo, who had said the ANC wanted to disrupt labour relations.

"We want to take a firm grip. We want to stop them disrupting the economy."

Truck Driver
 Chief Cleaning Services
 Senior Foreman Cleaning Services
 Gardener
 GA I Cleaner
 GA II Cleaner
 GA III Garden Labourer
 GA II Cleaner
 GA I Garden Labourer
 GA I Garden Labourer

R10 371 X 432 - 11 667 X 576 - 13 395
 R9 939 X 432 - 11 667 [576 - 14 547
 R7 932 X 381 - 9 075 X 432 - 11 667 - 12 243
 R6 441 - 6 789 X 381 - 9 075 - 9 507
 R4 353 X 348 - 5 745
 R4 353 X 348 - 5 745
 R3 735 X 270 - 4 005 X 348 - 5 049
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 R3 195 X 270 - 4 005 - 4 353
 R3 195 X 270 - 4 005 - 4 353

Employment figures

1313 Mr C J DERBY-LEWIS asked the Minister of Manpower

How many (a) Whites (b) Coloureds, (c) Indians and (d) Blacks were employed in Pretoria Johannesburg, East London, Port Elizabeth and Durban respectively, in each of the latest specified five years for which figures are available?

The MINISTER OF MANPOWER

(a) (b) (c) and (d) The Department of Manpower does not keep this information and is therefore unable to furnish the figures requested

Trade unions, members

1314 Mr P J PAULUS asked the Minister of Manpower

How many (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks were members of each of the 11 trade unions, the names of which have been furnished to the Minister's Department for the purpose of his reply, on 31 March of each year from 1983 up to and including 1988?

The MINISTER OF MANPOWER

(a), (b), (c) and (d) The particulars furnished by individual trade unions is regarded as confidential and making them known is in the public interest not regarded as desirable. The joint figures for the trade unions concerned are as follows

| Year | Whites | Coloureds | Indians | Blacks | Total |
|------|---------|-----------|---------|---------|---------|
| 1983 | 136 041 | 28 843 | 0 | 60 000 | 224 884 |
| 1984 | 139 308 | 31 193 | 0 | 111 402 | 281 903 |
| 1985 | 142 565 | 24 629 | 0 | 268 738 | 435 932 |
| 1986 | 143 689 | 24 114 | 0 | 266 907 | 434 710 |
| 1987 | 146 520 | 24 114 | 0 | 267 066 | 437 700 |

Figures for 1988 will be submitted in 1989 only

Africans permanent residence

1325 Mr C J DERBY-LEWIS asked the Minister of Home Affairs

(a) How many (i) Zulu (ii) Tswana, (iii) Northern Sotho, (iv) Venda and (v) Shangaan-speaking Africans reside permanently in (aa) the Witwatersrand area (bb) the Eastern Transvaal (cc) the Northern Transvaal, (dd)

| | (i) | (ii) | (iii) | (iv) | (v) |
|------|---------|---------|-----------|--------|---------|
| (aa) | 678 867 | 364 235 | 248 269 | 57 221 | 122 114 |
| (bb) | 456 690 | 11 126 | 198 907 | 3 891 | 84 378 |
| (cc) | 22 364 | 59 034 | 1 752 513 | 78 523 | 609 942 |
| (dd) | 18 451 | 440 495 | 9 031 | 1 466 | 13 297 |
| (ee) | 14 644 | 28 415 | 66 557 | 6 102 | 15 132 |

The MINISTER OF HOME AFFAIRS

(a) Figures in respect of persons residing permanently in the different areas, are not available — *de facto* survey results are furnished

the Western Transvaal and (ee) Pretoria and (b) in respect of what date is this information furnished?

(b) 6 May 1980

NOTE Areas are as follows

- (aa) Magisterial districts of Krugersdorp, Randfontein, Roodepoort, Westonara, Randburg, Johannesburg, Kempton Park, Germiston, Alberton, Benoni, Boksburg, Brakpan, Springs and Delmas
- (bb) Development region F
- (cc) Development region G
- (dd) Transvaal portion of Development region J
- (ee) Pretoria Magisterial district

Financing/purchasing of publications

1327 Mr C J DERBY-LEWIS asked the Minister of Information, Broadcasting services and the Film Industry

Whether the Bureau for Information is involved, directly or indirectly, in the (a) financing and/or (b) purchasing of publications put out by a certain organization, the name and local address of which have been furnished to the Minister's Department for the purpose of his reply, if so (i) what (aa) is the name of this organization and (bb) are the names of the publications concerned and (ii) what total amount is involved?

The MINISTER OF INFORMATION, BROADCASTING SERVICES AND THE FILM INDUSTRY

- (a) No
- (b) No

- (i) (aa) Falls away
- (bb) Falls away
- (ii) Falls away

The Bureau for Information is however a subscriber to a certain number of copies of some of the publications of this organization but I do not believe that this is what the honourable member meant by this question

Toll roads

1352 Mr A GERBER asked the Minister of Transport Affairs

Whether it was recently decided to increase the

toll charges for the various roads in the Republic, if so, (a) (i) why, (ii) when, and (iii) by what percentage and (b) (i) when was the previous increase granted, and (ii) what was the percentage increase, in each case?

The MINISTER OF TRANSPORT AFFAIRS

- No
- (a) and (b) Fall away

Motor Vehicle Accidents Act, special courts

1354 Mr C J DERBY-LEWIS asked the Minister of Transport Affairs

- (1) Whether he has received any representations for special courts to be established to hear cases in terms of the Motor Vehicle Accidents Act, No 84 of 1986, if so, what was the main content of these representations,
- (2) whether it is the intention to establish such courts, if not why not, if so, (a) where and (b) when,
- (3) whether delays of up to eight years are experienced in connection with claims covered by this Act, if so (a) what are the reasons for these delays and (b) what steps are being taken to expedite the settlement of such claims?

The MINISTER OF TRANSPORT AFFAIRS

- (1) Yes, the honourable member is referred to the Report of the Commission of Inquiry to the Handling of Litigation in terms of the Motor Vehicle Accidents Act, 1986 (Act 84 of 1986) (RP35/1987)
- (2) The Department of Transport is not involved in this matter
- (3) Yes, in some cases

- (a) The late submission of claims amongst others in respect of minors and delays in establishing the extent of injuries to claimants and
- (b) Parties concerned are induced to settle the claims without delays

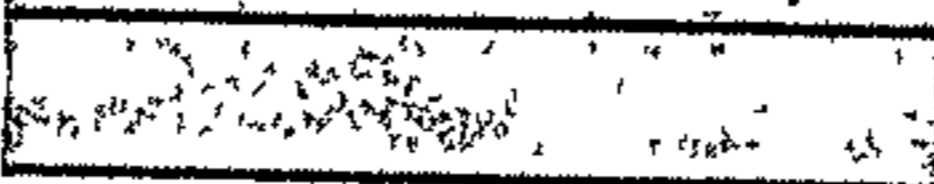
Diaz/Huguenot/Great Trek festivals

1365 Mr K M ANDREW asked the Minister of Agriculture

- (1) Whether his Department has contributed or intends to contribute to the (a) Diaz

TAMARA

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i. CAN TIMES 30/6/88



Unions set for 'growth'

Own Correspondent

JOHANNESBURG —
The most important development since the introduction of the 1979 labour reforms was that workers had turned into human beings in the eyes of employers, the architect of the 1979 legislation, Professor Nic Wiehahn, said yesterday

Speaking at the public launch of Webber Shepstone Findlay, a new law firm specializing in labour law, Prof Wiehahn said the 1990s would see a further growth in unionization.

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Trade unions are making big inroads into farming

20/11/88
7-7/88

134

From MALCOLM FOTHERGILL

JOHANNESBURG. — Trade unions are making big inroads into farming with potentially dire consequences, says labour relations consultant Dr Phillip van Welbergen.

Unless the industry can set some fair and professional employment standards soon, it could be crippled by union action, he warns.

"There are more than one million farm workers, all of whom are poorly paid and poorly educated and who live a serf-like existence.

"They present a perfect breeding ground for unions."

Dr van Welbergen says if a farm worker loses his job, he loses home and hearth with it.

Nor does he have any means of complaining, because he has been excluded from the Labour Relations Act, which means he cannot go to the industrial courts, which means he is effectively excluded from the collective bargaining machinery.

"So who is going to break a lance on his behalf? The unions — that's who."

Having started in the large corporations and worked their way down into medium and now small businesses, the unions have now begun moving in on farming, says Dr van Welbergen.

They are particularly active

in the Orange/Vaal region, the Northern Free State, the Western Transvaal and the Vaal Triangle.

"It is a natural spill-over to move from industry to farming. The unions have cut their teeth on industry and have learned a lot. They have also got the necessary infrastructure and are well organised."

The problem is that farmers do not believe they are anything like big business.

Yet the average farmer has nearly R1-million tied up in assets, at replacement value, and employs between 20 and 30 permanent workers.

However, while an urban employer can charge workers with unfair labour practice and indirectly get a claim against the union if shop stewards are involved, the farmer is excluded.

"The unions know farmers have no way to combat any union activity. What can they promise their workers other than moral support?"

Dr van Welbergen says some corporate farms already have a manpower policy dealing with matters such as job descriptions, appraisals and grievance procedures.

These farms are owned by large conglomerates who have learned the hard way that a manpower policy works.

Other farmers will have to create similar policies.

copy this 11/7/88 (134) (134)

Dramatic drop in SA strikes

Own Correspondent

JOHANNESBURG. — Strike action in South Africa in the first six months of the year is down by 89% on the same period last year, and is at its lowest levels since 1983, according to a preliminary survey of mandays lost conducted by industrial relations consultants Andrew Levy and Associates (ALA)

The survey, which excluded political stayaways, showed 120 035 mandays were lost to strike action in the period to June 30, compared to 1,1m last year. The data was based on analysis of 76 strikes

By far the industrial sector most hard hit by industrial action was automobile and allied, which accounted for more than 42% of the mandays lost. Next was the public sector with 13%

The report noted that the retailing and mining sectors, normally high on the list of strike-prone industries, were conspicuous by their absence. Non-auto parts of the metal industry, too, have enjoyed their most strike-free period for years.

An analysis of strike triggers indicated a dramatic reduction

in the proportion of strikes due to disciplinary incidents. The survey showed just 12% of strikes were triggered by disciplinary action, compared to close to 25% last year.

The ALA report suggested this could indicate that the handling of discipline on the shopfloor has become more institutionalized as a result of greater experience on the part of management and labour. Part of this included the large number of disciplinary cases referred to the Industrial Court and to private arbitration.

'War-weariness'

The wage dispute trigger accounted for just over 30% of strikes, similar to last year. Other grievances, with no single one prominent, accounted for the remainder.

Explaining the dramatic downturn in the incidence of strike action, ALA's Mr Gavin Brown argued this did not necessarily mean the beginning of a long-term trend. More likely, he said, the unions were suffering a "war-weariness" and were taking a "breather" after the numerous high-profile, large and lengthy strikes last year which "caused a significant loss of membership

and imposed crippling legal, administrative and financial burdens on the unions involved"

The report said the figures may also confirm the commencement of a review of strategies and tactics on the part of labour.

Mr Brown said unions' previous propensity to strike relatively early during a dispute, or even during negotiations, as a form of leverage, had been replaced this year by a willingness to keep on talking. But while strike levels were likely to increase in the long-term, the rate of increase was likely to slow down, he said.

One factor, already beginning to show, was that the increase in union membership was slowing down.

"Many sectors are approaching saturation point in terms of unionizable workers. Where there remains potential for growth — as in the public sector — is where strike action is becoming proportionately more significant," he said. In future years the same could apply to the agricultural sector.

Commenting on the survey, Nactu's Ms Dale Tiffin said it reflected a more mature union approach, in that "people were thinking more strategically"

Catharsis or nemesis?

■ There is a different mood among unions as far as strikes are concerned

The Greeks developed the idea that high drama, to succeed, should purge the emotions. They called the process catharsis — “the purging or purification of the emotions through the evocation of pity and fear, as in tragedy” Something of a ritualistic drama was enacted and all passions were spent afterward. Does the same apply in industrial relations? Up to a point

What might be called the “catharsis theory” of trade unions holds that large industrial unions worth their salt will, from time to time, feel impelled to exercise their muscle — most dramatically by striking. This demonstration effect is a kind of emotional release, in addition to seeking to pitchfork one side or the other into deadlock

If the black miners found their catharsis — some might say nemesis — when they struck the mining industry last year, the question is whether the metalworkers feel this year is theirs for letting off steam. So far the evidence says it's not. Perhaps the union movement as a whole is taking a breather after the intense conflict of recent years

The unprecedented level of strike action by the unions in 1987 entailed great sacrifice by workers in lost pay, but left them with

precious little to show for it. Exhausted, poorer and facing a much tougher government and employer stance, the upshot this year appears to be that the rank and file as well as the unions have put a brake on the propensity to strike. This is borne out by a report from industrial relations consultant Andrew Levy & Associates (ALA) on man days lost through strike action in the first six months of 1988 compared to the same period last year (see graphs), which saw protracted battles in the retail, transport and postal sectors

It should of course be remembered that the figures exclude man days lost as a result of politically motivated work stayaways, which are very difficult to quantify accurately. In recent years, though, ALA research has found that stayaways account for roughly three-fourths of all man days lost and strikes for the rest. As a function of shopfloor developments, however, the number of days lost is clearly down on the trend over the past five years and may mean that those who have seen the unions' role as “political” have suffered a setback.

Even though the Cosatu unions did achieve wage increases above the rate of any other group of employees last year, this was not a direct result of strike action. The best example is of course Cyril Ramaphosa's union of mineworkers (NUM), which, he has conceded, was damaged by its three-week strike last August. This year, a less mighty NUM decided discretion was the better part of valour and accepted (after having declared a dispute) the Chamber of Mines' final wage offer — with a sweetener in the shape of the swifter introduction of a retirement benefit scheme for all workers (*Current Affairs* July 8)

The planned provident fund for miners is an historic achievement and is no doubt the kind of workplace issue many would argue is the proper function of unions — other (political) things being equal.

The NUM, after its “strategic retreat,” will concentrate on rebuilding and consolidation. It has made huge gains for its members in recent years and even this year's wage offer keeps its lowest-paid members abreast of inflation from a higher base. Whether the ease with which it settled with the chamber signifies a whole new maturity in collective bargaining, or merely war weariness, remains to be seen. After four years of NUM-chamber bargaining, perhaps the two sides have now found the measure of each other.

An important question now is whether the miners' settlement will affect their fraternal affiliates' approach to bargaining disputes, most importantly the metalworker unions grouped under the IMF, which will now

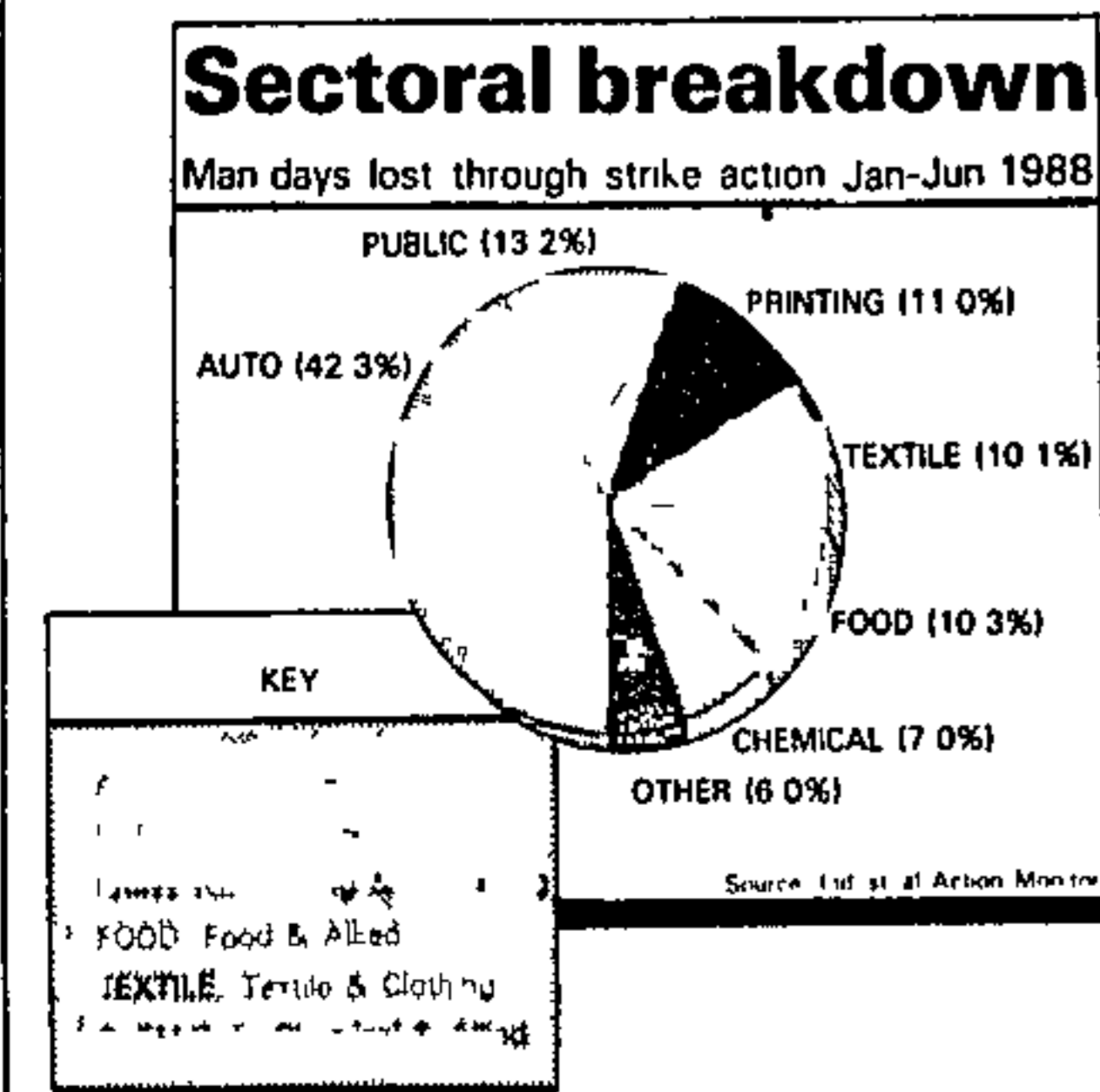
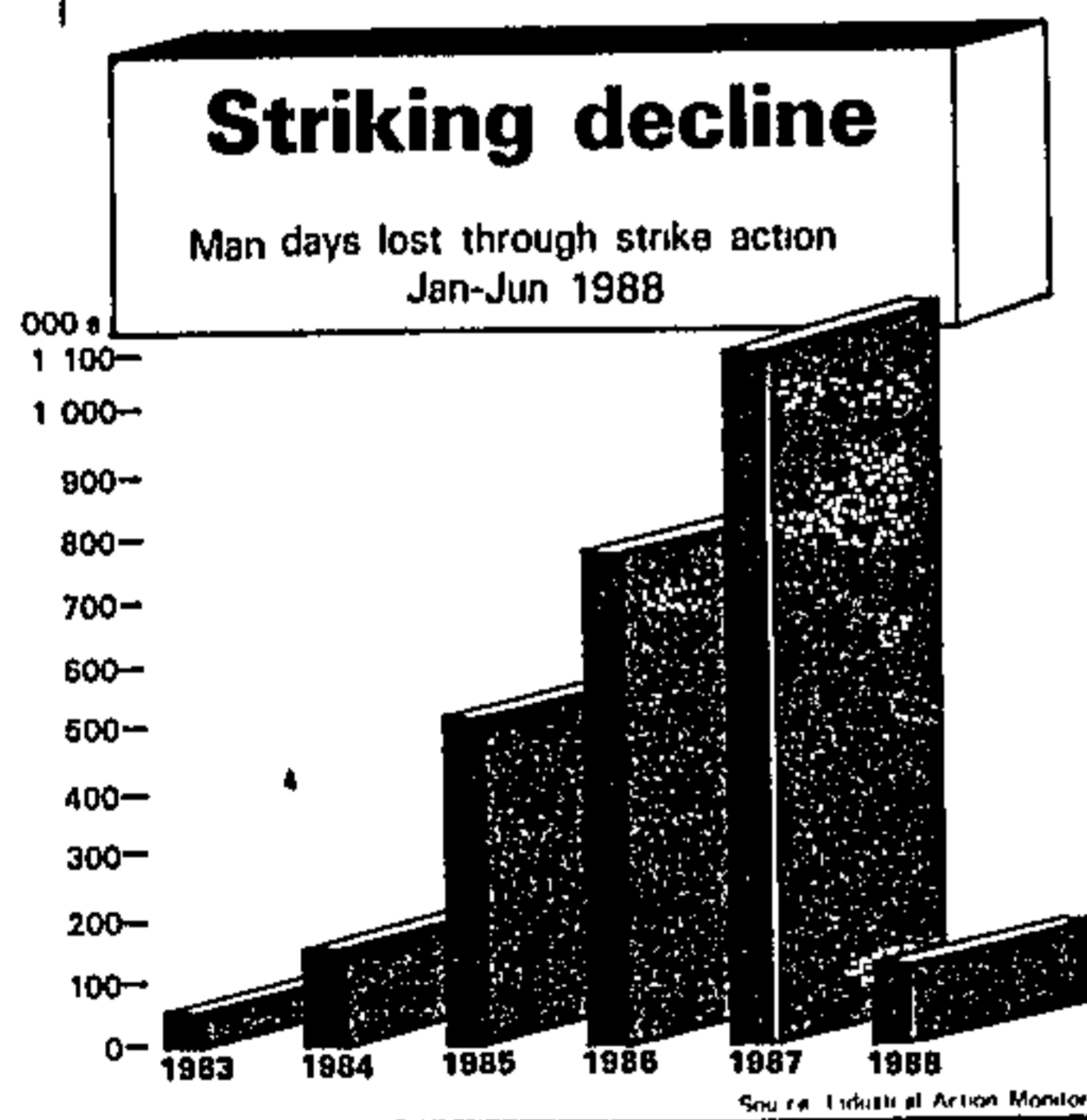
decide on Wednesday whether to strike or accept Seifsa's wage proposals

A strike in the metal industry by half its 300 000 work force, the IMF half, would naturally bump up dramatically the number of man days lost for the year as a whole. Once again, however, the appetite for a strike coming so soon after five stayaway days (with their consequent loss of earnings) is not there. The union is, partially for that reason, not at all keen on a strike and will probably accept Seifsa's 1988 wage offer if a suitable facesaver (say on public holidays) is thrown in.

A more significant ramification of the miners' settlement within Cosatu, where the NUM has been the flagship and a leading proponent of the “populist” or political tendency (as opposed to the more “workerist” line), could well be that the latter will gain ground as being better pragmatists. It must, however, be noted that Cosatu acknowledged at its special executive meeting in May that it needed to improve its various structures and pay more attention to democracy and consultation within its ranks. Greater cognisance of rank and file feeling over industrial action is to be welcomed, especially given the old charge of intimidation, of which there is probably less than employers like to believe and more than the unions like to admit.

Possibly, too, the unions are realising the need for a strategic reassessment in the light of government's stated intention to dampen unacceptable levels of extra-legal activity. The risk here is that this could also swamp legitimate trade union activity, hence the resurgence of the pragmatists who know progress is still possible within the rules of the game.

If there is a new reality facing the unions, it applies no less to the employers and government, suggests Kate Jowell of UCT's Graduate School of Business. Employers,



NUM's Ramaphosa ... some call it 'strategic retreat'

FM 19/7/80

(134)

she observes, have also been on a "learning curve" in that they have become more astute at bargaining and are less likely to behave precipitately and so see a dispute run away with them. On the other hand, they've also become firmer and the lack of resolve sometimes evinced in the past is gone. Encouragement may also be taken from

the fact that the employers (grouped as Saccola), the unions and government are prepared to discuss differences — over the highly contentious new labour Bill, specifically. According to Jowell, the three parties ought to be trying to develop a social contract of sorts, since workplace co-operation affects the wider society.

Industrial relations is indeed the one sphere of SA life where black-white conflict has been successfully institutionalised. At a time of acute political polarisation and gloom, the collective bargaining system retains its strength and proves that given the right framework, compromises can be reached.

BIO-TECHNOLOGY

The gene revolution

■ Far from a Frankenstein monster, genetic engineering is here to stay

Everyone knows that the major sanction against SA is the embargo on new investment. Included in that could be the transfer of technology — particularly what is called bio-technology, the science of beneficial genetic tampering. The world of eight-legged chickens and 10 t cows lies a way off yet, but there are more intriguing and immediate possibilities.

After all, out of such methods came the Green Revolution, which converted India from a major food importer to self-sufficiency, with big spin-offs for a more prosperous peasantry — some would say, just what we should be doing in our own rural areas.

Alas, all such processes cost money and there is no formula for growing the millions of rands needed to finance technological wizardry. Not in SA.

So — because we lack venture capital — SA could end up an "also ran" when it comes to the rewards of what, despite a few knocks and bumps, still promises to be one of the really significant international economic growth areas of the next few decades.

Bio-technology — the use of living organisms, or substances derived from them, in trade and industry — has been with us since man first learnt to brew beer, make cheese, or even selectively grow crops for food.

But it took on a new meaning and dimension in the mid-Seventies when US molecular biologists learnt to selectively alter life processes, through genetic engineering, to produce pre-determined useful end-objectives. The breakthrough came when scientists found ways of re-shaping genetic structures (the templates which give life forms their characteristics) of living plant and animal cells to fulfil different functions.

Application of these new techniques could well mean that agriculture's green revolution will be superseded by a gene revolution. The technology raises hopes of eventually harvesting crops from deserts, seawater and other environments which do not at present support farming. Furthermore, bio-tech developments in pharmaceuticals promise more innovative advances in the next 10 years than occurred in the past 200.

Bio-technology is also likely to have major implications for the environment. Products of genetic engineering could dramatically

improve human and animal health with new drugs, new therapies, and new ways of controlling disease vectors. Energy derived from plants could increasingly substitute for non-renewable fossil fuels. New high-yield crop varieties and those resistant to unfavourable weather conditions and pests could revolutionise agriculture.

Integrated pest management will become more common. Bio-technology could also yield cleaner and more efficient alternatives to many wasteful processes and polluting products. New techniques to treat solid and liquid wastes could help solve the pressing problem of hazardous waste disposal.

It didn't take long for US entrepreneurs to latch on to this awesome commercial potential (other people conjured up horrific images of the catastrophic effects of this new-found expertise either being abused or going accidentally awry). The result was that in the mid to late Seventies microbiologists streamed from the universities to establish bio-technological start-up firms with venture capital — which was theirs almost for the asking, initially through private financing and later through going public.

But the catch — and it remains a big one — is that to bring a bio-technological prod-

uct from initial research through to being ready for commercial manufacture, typically takes upwards of 10 years — a long time to wait for any financial return. In the US it is reckoned to cost about US\$100m to fund a new pharmaceutical bio-technology product from early research through to marketing.

Undaunted, Europe, Japan and Australia soon followed the US. The saying did the rounds that the two growth sectors to be in were micro-technology (computers) and microbiology (bio-technology). Needless to say SA did not jump on the bandwagon in any but the smallest way — there was no rush to supply or demand venture capital. Even at the height of the listings boom, the JSE had no bio-tech newcomers beating paths to its doors seeking public support in exchange for a share in the spoils of the gene revolution.

The flag, it seems, in this field — almost to the exclusion of others — is being carried by large chemical firms such as AECI and Sentrachem (which have their own laboratories as well as funding work by universities) and the Department of Agriculture. Perhaps the one notable exception is a specialist bio-technology firm, Sandton-based Bioclones; and even it has close ties with SA Druggists.

That AECI, SA Druggists and Sentrachem are involved may indicate the promise of this area. However, it is a sad reflection of SA's big business syndrome, coupled with an inferiority complex, that investors and those who seek capital have not even caused a ripple of activity. Had bio-technology, like computers, meant importing technology rather than developing it locally from scratch, investors would probably have fought for a slice of the action.

The FM understands that when one highly qualified microbiologist did the rounds seeking support for a bio-tech company her proposals fell on deaf ears. She eventually rejoined a university team to do just what she had proposed as a commercial undertaking.

However, perhaps the problem is more fundamental. Barry Adams, senior partner at consultant Arthur Andersen, argues that long-term venture capital could be available but the incentives aren't attractive.

"We don't have start-up firms because there isn't the motivation there is in other countries (particularly Japan). This is partly



Business moving right — but look left, unions told

Staff Reporter

WHILE much of the private sector is swinging to the right, change is likely to come from a small grouping on the left, according to business executive Mr Christo Nel.

However, he urged trade unions to begin distinguishing between conservative and progressive businesses so that progress in labour relations could be made.

Writing in the influential Leadership magazine, Mr Nel, who delivered a paper on economics at talks with the African National Congress in Dakar, said South Africa was experiencing a rise in business conservatism parallel to the rise of the Conservative Party.

Yet at the same time a "small, creative minority" was emerging that was ready for "a leap into the future".

Mr Nel said last year's white elections had resulted in the re-emergence of "verkramptes and closet supporters of the Government" and quoted the managing director of a company as saying: "I would never have supported the Nats, but now I feel I must — to help keep the rightwing at bay."

However, change in business thinking was "never initially wrought by a majority".

It was brought about by a creative minority which showed the "courageous pioneering spirit" needed to break new ground.

But this needed to be matched by differentiation on

the part of organised labour between conservative and progressive employers

"The challenge lies in the development of an understanding of each other's limitations and accommodation of the different dynamics driving each other.

"This could open the way for the creative minorities within business to accommodate non-negotiable positions, while responding to those opportunities for interaction that do arise."

It could also enable organised labour to "focus its energy more productively on change-minded creative minorities rather than waste time hoping for a cohesive mass-response which is not likely to be forthcoming"

Mr Nel argued that the current pattern of indiscriminate labour action, which he said took no account of individual businesses' positive efforts, weakened the position of progressive businesses while strengthening that of conservative ones.

Above all, the rise of conservative business should not be viewed as an "insurmountable obstacle".

"To succumb to such an illusion would constitute an abdication, if not of responsibility, then of opportunity by either organised labour or the creative minority within management

"Both parties would be guilty of entrenching the current phase of polarisation and conflict."

ST 27/7/88

Union stops court action, says Ergo

34 By Mike Siluma, Labour Reporter

The all-white Mine Workers' Union (MWU) has withdrawn its industrial court action over recognition against the East Rand Gold and Uranium Company (Ergo), a company spokesman said.

According to the spokesman, the MWU had taken Ergo to the industrial court after the failure of a conciliation board in May to resolve the dispute. The union had accused Ergo of committing an unfair labour practice by refusing to negotiate on substantive issues until recognition had been concluded.

However, the general-secretary of the MWU Mr Peet Ungerer denied the union had withdrawn its application. "The fact of the matter is that we had an executive committee meeting (on Wednesday) to discuss very urgent matters. I asked the registrar of the industrial court not to withdraw the case but to temporarily remove it from the court roll."

"We have now asked the court to place the case on the roll again," said Mr Ungerer.

The Ergo spokesman said the union had declared a dispute when the company insisted on clarification of the following points prior to recognition of the MWU.

- The conflict of the MWU's constitution with Ergo's non-racial employment policy and equal opportunity philosophy
- The MWU's rejection of joint bargaining with other unions, and the implications of the MWU's recognition for black employees who would be excluded

418 c-7-115 6/18/88

Metal industry shop stewards meet today

13/4

JOHANNESBURG — Some 450 shop stewards in the metal industry will meet here today to decide whether to extend the strike, now in its third day.

The local secretary of the International Metalworkers' Federation (IMF), Mr Brian Fredericks, announced yesterday that the strike — initially planned to last between two and five days — could be extended to two to three weeks.

Between 14 000 and 25 000 workers, mostly in the Witwatersrand area, have been striking since Wednesday morning.

The proposed extended action is an attempt by the union to push Seifsa into reopening wage negotiations and raise their offer of a 17,4% increase, including an hourly minimum rate of R3 02. The four IMF unions are demanding a minimum wage increase of 23%.

Mr Fredericks said the full shop stewards council would meet at Wits University today to decide whether the strike should continue for longer than five days.

Seifsa's director, Mr Brian Angus, yesterday said he had received more reports of strike action, but could not confirm when the workers had begun striking. He said 14 800 workers at 102 companies had taken action since Wednesday — Sapa

About turn on employee benefits

By AUDREY D'ANGELO
Financial Editor

BLACK trade unions have become extremely sophisticated about employee benefits — demanding packages tailored to meet the needs of their members — and all the major life insurance offices have been courting them in recent years

Dave Geary, senior marketing manager (pensions) at Sanlam explained yesterday "Black pension and provident fund business amounts to at least as much as white. Although on average black wages and salaries are lower than white, there are many more blacks than whites in the total workforce and numbers are growing."

Sanlam, Old Mutual and Southern Life are among life offices which emphasize that the days of "paternalistic" schemes are over and that employers should consult the workforce on the benefits they want. All three advise that worker representatives, either through the union or from the shop floor, should be among

the trustees of pension or provident fund schemes

Against this background Old Mutual has offered a package of what appears to be three existing schemes, all offered by all the major life offices — pension scheme, provident fund and group savings scheme — as a new product under the name "bridgebuilder"

An announcement accompanying the launch this week laid great emphasis on the fact that the scheme does not tie up all a worker's contributions but makes money available as loans when it is needed, and gives complete flexibility to meet individual requirements

Old Mutual's group marketing manager, Eric Le Roux, explained that this was done by putting each individual worker's arrangements on a computer. The worker can choose whether to belong to a pension scheme, with regular monthly payments after retirement, or a provident scheme with a lump sum payment. He can decide his retirement age. He can also decide how much to pay into a

group savings scheme. Funds can be withdrawn from the pension or provident scheme — up to the amount he has contributed — only towards the purchase of a house. But he can withdraw money he has invested in the group savings scheme at any time when faced with a "life crisis"

Pointing out that lower-paid workers usually have no chance of a bank overdraft, Le Roux said that many left jobs if they needed money, purely to recover their pension contributions, and later suffered hardship as a result

Geary said Sanlam could also offer complete flexibility to any organization by offering a choice between pension and provident funds and had been offering such packages for 10 or 12 years. Its research showed that 94% of lower-paid workers realized the necessity of providing for retirement, and 51% preferred a single lump sum to a monthly pension while 49% preferred a pension

But, Geary said, although Sanlam provided group savings

schemes when required it had never actively marketed them. "To utilize funds earmarked for long-term needs to meet short-term needs does not make sense"

Geary agreed that such schemes might not be the best way of saving because there was a risk of double taxation if a contributor withdrew funds from a group savings scheme set up through an insurance policy. The insurance company was taxed on the proceeds, and the individual could also be taxed on any funds withdrawn in less than 10 years

Charles Davies, Southern Life GM (employee benefits) said that Southern strongly advocated consultation with employees over benefits and had stressed its importance in a statement issued two and a half years ago

This was one of the reasons for its success in this market. It provided flexible schemes "we are like a pantry. We can provide what the organization wants us to"

Court.

IMF 7/25 11/8/84 *(initials)* *134*

IMF in wage rise deal

JOHANNESBURG. — The International Metalworkers' Federation (IMF) yesterday concluded a wage deal with the giant Siemens group for wage increases ranging from 56 to 80 cents an hour. The IMF said striking employees at their plants returned to work yesterday.

enq Times 11/2/68
**Bargaining deal
for public sector**

130
Own Correspondent

PRETORIA. — The framework of a new collective bargaining system for public servants has been submitted to the cabinet.

It is backed by a memorandum from the Commission for Administration and provides for "impartial" arbitration in the event of deadlocked salary negotiations.

The issue of greater involvement of public service staff associations in determining salary increases and other employment conditions has been a problem for years.

Until now, the public sector had to accept the deal handed them by the cabinet.

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1976-1978

Union to meet on Seifsa strike offer

Own Correspondent

JOHANNESBURG. — The International Metalworkers' Federation's national strike committee is to meet today to consider a fresh offer by the Steel and Engineering Industries' Federation of South Africa (Seifsa) aimed at resolving the 11-day-old metal industry wage strike

Neither the unions nor Seifsa would disclose details of the offer. Seifsa stressed it had been made informally after three meetings last week and still had to be confirmed by membership

CAPE TIMES 19/5/68

Unions more
responsible,
says Pietie

DURBAN — Trade unions were displaying more realism and acting more responsibly, Mr Pietie du Plessis, Minister of Manpower, said at the Natal National Party congress yesterday

This had been reflected in massive reductions in the number of workers involved in strikes

There had been 321 strikes in the first six months of this year compared with 355 in the same period last year

But the number of workers involved had dropped from about 180 000 to 52 000 and man-days lost had plummeted from about one million to 156 000

Many unions had started out radically but were now adopting the system

But if unions wanted to snatch political power through revolutionary means, the government would restrict them

AN 645 19/8/88 (134) 135 136 137 138

Metal workers' strike ends with settlement

The Argus Correspondent
JOHANNESBURG — The metal workers' strike is over.

A settlement described as historic by the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa) was agreed to this week, securing a return to work by thousands of metal workers by Monday.

Although workers will not get an increase above the Seifsa final offer of 17,4 percent, Seifsa has made concessions concerning public holidays, attendance bonuses and stop order facilities.

It was the first time the 90 000-strong union — the largest in the industry — had agreed to sign the main agreement for the metal industry.

The Confederation of Metal and Building Unions, representing mainly skilled workers, the Mineworkers' Union and the SA

Iron, Steel and Allied Industries Union also accepted the proposals at a special Industrial Council meeting yesterday

Numsa spokesman Dr Bernie Fanaroff said the strike had been "successful" and had "changed the power-balance in the industry".

"It is the first time Seifsa has recognised that it must now deal with the unions that represent the majority of workers in the industry," he said.

Seifsa director Mr Brian Angus described the agreement as a "breakthrough" for collective bargaining

Agreed proposals included:

- A 17,4 percent rise (76c an hour for artisans and 41c an hour for labourers), backdated to July 1; and

- An amendment to the main agreement to give compulsory stop-order facilities to unions which are party to the Industrial Council

Numsa, IMF in dispute on strike

OWN CORRESPONDENT

JOHANNESBURG — A row has broken out between the National Union of Metalworkers of SA and other affiliates of the International Metalworkers' Federation (IMF) over Numsa's "unilateral" settlement with Seifsa last week of the 15-day wage strike.

Mr Tommy Olifant, IMF local president and general secretary of the Electrical and Allied Trades Workers' Union, said on Friday that his union and two others felt betrayed at not having been involved in the negotiations which finally resolved the strike.

"Seifsa has won the day. They succeeded in dividing the IMF unions — with Numsa's help," he said. The wage dispute was originally declared jointly by the four IMF unions.

A Numsa spokesman said the allegations were without basis. The deal had been negotiated with Numsa because only Numsa members had participated in the strike, he said.

Big unions

spurn

invitation

to talks

with State

W/K ARGUS

Staff

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Weekend Argus Correspondent

JOHANNESBURG — At least two major black industrial unions have turned down a government invitation to the Manpower 2000 conference, to be held in Pretoria in three weeks' time

The meeting has been organised by the Minister of Manpower, Mr Pietie du Plessis, to discuss key issues including privatisation, deregulation and developments in the country's economy

It is expected that South Africa's foreign relations would also come under the spotlight

The meeting, to be opened by President PW Botha, will also be addressed by the Minister of Finance, Mr Barend du Plessis, the Minister of Administration and Privatisation, Dr Dawie de Villiers, the Minister of Foreign Affairs, Mr Pik Botha, and Mr du Plessis

See no point

The National Union of Metalworkers (Numsa), one of the unions invited, said it would not be attending.

"We are opposed to National Party government policies and we see no point in going to be lectured by them

"Our experience of (the government's) bona fides is bad because they implemented the Labour Relations Amendment Act in September without notice to either the unions or the employers who had talks with them. We believe the act will have the effect of killing the unions," said a Numsa spokesman

A spokesman for the biggest union in the National Council of Trade Unions (Nactu), the SA Chemical Workers' Union, said the union would not be attending because it did not believe the talks would benefit it. The spokesman, Mr Humphrey Ndaba, said his union was also bound by Nactu's policy of non-collaboration

Some not invited

National Union of Mineworkers' secretary general Mr Cyril Ramaphosa, another of those invited, said the invitation would be one of the issues discussed at a regular meeting of the union's executive committee. Union sources do not, however, expect the NUM to accept the invitation

However, the general secretary of the white SA Confederation of Labour (Sacol), Mr L Cilliers, said his leadership had been invited to the summit and would be attending.

Earlier this week, two of South Africa's biggest labour federations said they had not been invited

The director of the Steel and Engineering Industries Federation, Mr Brian Angua, confirmed that Seifsa had received an invitation to attend the meeting

A spokesman for the Federated Chambers of Industry, Mr G Bezuidenhout, said his organisation had not yet received an invitation, but hoped that one would be forthcoming

Announcing the summit, Mr du Plessis said the meeting would provide an opportunity for the government to hear different points of view and meaningful dialogue

Eskom in court over salary raises for 22 000

APR 65 8/1/88
Labour Reporter

SALARY increases for about 22 000 Eskom employees hinge on the outcome of arbitration due to start in the Industrial Court in Cape Town today.

The arbitration involves eight unions representing Eskom employees and arises from cost-of-living increases given by Eskom from April this year.

The matter has gone to arbitration because Eskom employees are barred from striking.

The unions claim that in November last year they and Eskom management agreed that pay increases for this year, to be implemented from April 1, would combine a cost-of-living and a merit component.

HIGHER ACHIEVERS

But that in the interim Eskom worked out a "pay for performance" system and in March announced 4 percent increases for employees in band three of performance ranking and slightly higher increases for those in bands one and two of higher achievers.

Both the increases and the unilateral implementation by management are being contested by the unions.

They claim that a 16 percent increase would be necessary to keep pace with inflation as salaried staff's pay has been significantly eroded over several years, that previous salary increases consistently showed some relation to the consumer price index but the April increase fell far short of the pattern, and that the performance system showed serious shortcomings in design and implementation.

Employers warned over suing trade unions

THE Institute for Industrial Relations has come out with a warning to employers about assuming that they can resolve industrial relations issues simply by suing trade unions for damages

The institute, a non-profit organisation with employer and union members, said employers should be cautious that the consequences of adopting such drastic measures could ultimately be more financially devastating to their own interests and should not believe that short-term retributive action was a better solution

"The institute believes that it is not in the interests of sound industrial relations to sue trade unions"

"Responsible employers want to deal with strong unions who have the resources to educate and train their members and representatives in responsible industrial relations practices

"Weak unions who cannot effectively meet the needs and aspirations of their members are not the sort of unions which South Africa needs," it said

The institute also pointed out that Section 79 of the Labour Relations Act did not only allow for trade unions to be sued, employers could be sued by employees with a claim to have suffered because of illegal industrial action by the employer

Threat of damages

It urged both parties to avoid suing for damages which was "certainly not likely to foster a sound and productive employment relationship in the short, medium or long term"

Meanwhile, the threat of damages suits has had a probably unexpected side-effect in that unions, wary of being too closely associated with industrial action at the outset, have backed off somewhat from going to newspapers with strike news

So a lot of information now comes from workers in the first instance. The problem here is that workers are usually not as versed in all the nuances and complexities of industrial relations issues as their union organisers which means that the information they communicate is sometimes less full or less reliable than it could be

Got consequences

This has got immediate and historical consequences

Immediate because the news about industrial actions has become more difficult to get, historical because newspapers, apart from their other functions of enlightening, educating and entertaining, are also source documents for the future

Any historian in 2025 who wants to find out what was happening in 1968 will use newspapers as a primary source of information and reducing what's in the Press will simply make the historian's life a little more difficult



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'Privatise industrial relations'

MORE and more employers and unions would come to realise that the only effective industrial relations structures were bilateral ones, independent of the state, SAB beer division human resources director Rob Childs told the IPM conference at Sun City yesterday.

Alluding to the Labour Relations Amendment Act (LRAA) and emergency restrictions placed on Cosatu's political activities, Childs said attempts to curb legitimate union ac-

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(134) ALAN FINE ~~SEE~~
tivity destroyed the ability of capital and labour to resolve industrial conflict, channeling it into areas where it could not be dealt with properly.

Thus, Childs believed, more individual employers would contemplate "privatising" their relationships with recognised unions. This would mean the avoidance of official structures and a greater use of private mediation and arbitration. 14/10/88

Union membership jump is 'dramatic'

CHRIS CAIRNCROSS

CAPE TOWN — The most dramatic measure of progress in SA industrial relations in the post-Wiehahn years since 1979 had been the significant jump in trade union membership, said Mine Surface Officials Association president Robbie Botha.

The statistics spelled out the measure of progress that had been achieved in eroding racial barriers in the union movement over this period, Botha told the Bifsa congress.

Botha recorded that when Wiehahn was first briefed in 1977 there were some 174 registered trade unions in SA, with a total paid-up membership of 670 000.

Ten years on, union membership had grown to about 2,1-million, or 34% of the economically active workforce.

Even more dramatic, the combined membership of the predominantly black federations Cosatu and Nactu was probably about 850 000.

Botha said a second "burning" issue of the post-Wiehahn era was the industrial council system.

The new unions had been able to enter these forums and, although they undoubtedly required some changes, the system now seemed destined to continue.

B/day

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25/10/88

Industrial councils 'give unions clout'

CNE Times

25/10/88

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By AUDREY D'ANGELO
Financial Editor

SA's industrial council system "gives trade unions more clout in respect of negotiations than any other system in the world", Robbie Botha, executive president of the Mine Surface Officials' Association, told delegates to the Building Industries Federation of SA conference yesterday.

"It prevents fancy tricks by both employer and employees".

Botha pointed out that although the industrial councils were initially condemned by the newer trade unions as "outdated, undemocratic and a dubious survivor from an old order", these unions took part in the system now that they were bigger.

"With their growth, the newer trade unions have been able to enter the industrial councils and although the system does undoubtedly require some changes I am confident it will continue."

Praising the Wiehahn Commission for the reforms resulting from its report, Botha said that by introducing them in spite of opposition from hardliners in his own party, the then Minister of Labour, Fanie Botha, had saved SA from disaster.

Without these changes in labour legislation, "Armageddon would probably have been upon us before reform could cushion the impact of mounting revolutionary onslaught".

However, Botha said "The massive increase in black union membership has had a profound effect on the whole spectrum of industrial relations".

"In the first place there has been a dramatic change in the topography of trade union groupings. The Trade

Union Council of SA (Tucsa) which was pre-eminent in the 1970's and which had a truly "mixed" membership has gone out of existence.

"The present predominant federation is the mainly black Congress of SA Trade Unions (Cosatu). Quite apart from the fundamental differences in policy and operation between the two there is an irony of fate here.

"Tucsa was the voice of the organized white and coloured workers. Cosatu is the voice of its predominantly black membership.

"In 1977, before Wiehahn, it was the black worker who lacked a powerful and coherent voice. Now it is the white and coloured workers who find themselves in that position. The exclusively white unions are relics of the pre-Wiehahn era and are becoming increasingly irrelevant."

Botha said violence and intimidation were assuming alarming proportions in industrial relations with "brutal physical violence and murder unfortunately too common".

Because of this he doubted whether the Wiehahn recommendation that peaceful picketing be legalized, could be carried out.

However, no industrial relations system, anywhere, could be regarded as having reached its ideal form. "We are doubtless a long way from that in SA but by the same token we have come a long way since the appointment of the Wiehahn Commission.

"If in future developments we can keep the principles on which the Wiehahn Commission based its work as the fundamental guidelines, then our developing system will reflect not only equity in industrial relationships but also the kind of society which will give equal opportunity of security and happiness to all."

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27/10/88

CHRIS CAIRNCROSS

Unionists 'should help productivity'

CAPE TOWN — Trade unionists should accept they as much as employers had an obligation to help create stability and improved productivity.

SA Clothing Industries director Denis Solomon said they should also recognise the need to become more work-orientated and not remain merely politically driven.

Addressing members of the clothing industry at a function organised by the Menswear Group here yesterday, Solomon said it was accepted that the relationships between management and unions must inevitably be of an adversarial nature. But they should also be carried out in a spirit of co-operation and not confrontation.

Unions must not put the livelihood of their members at risk, but should rather endeavour to work productively for their interests.

Dealing with the challenges facing the industry, Solomon said the sector was faced with the problem of being the "nut" squeezed on both sides by the supplier of textiles and the retailer.

Frustrations of supply were created by the unbalanced situation of having 1 300 clothing factories in SA serviced by only 40 to 50 textile outlets.

There were very few major retailers, with more than 50% of all clothing units sold in SA distributed by only five companies — placing a stranglehold on

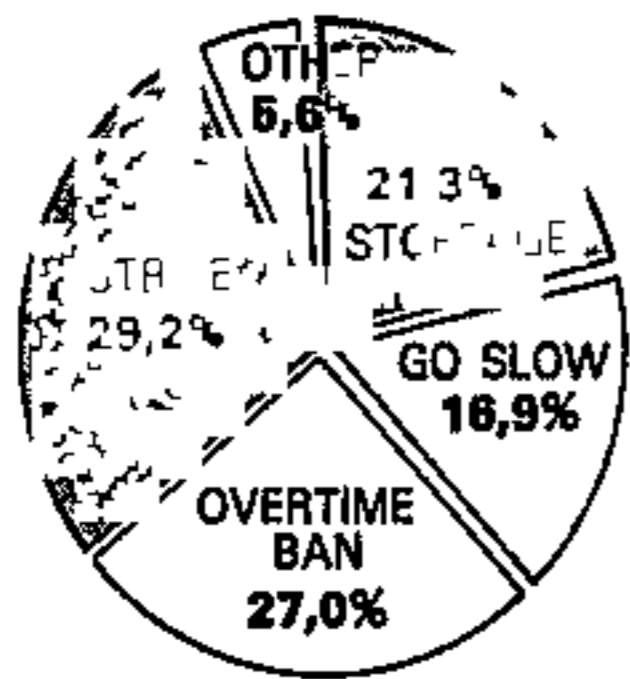
manufacturers.

He suggested that in view of the constraints on the country's balance of payments, the clothing industry acknowledge that import controls were here for some time.

This meant local sourcing of raw materials had become of even more vital importance than ever before. Preference should therefore, within reason, be given to domestic suppliers rather than to imports, Solomon argued.



Types of industrial action reported in support of wage claims - 1987



Source ALA

strength

But success has been mixed, as seen in the splits in the commercial and catering affiliate, Ccawusa

Yet the major strikes of 1987 were not over overtly political issues — they were mainly triggered by wage and retrenchment disputes (see diagram 1) Yet they took on a distinct flavour of opposition to the perceived State/business establishment. And as if to turn on the pressure, the scale, duration and level of strike action was probably unparalleled in South African labour history (so was violence) "Protracted trials of strength in key industries were a notable feature of the year's pattern of strike activity," notes Levy. In a sense, he comments, "labour mobilisation during the past year has advanced the aims of the broader anti-apartheid movement far more than those of the labour movement, despite the fact it has focused on routine workplace issues, and has in part led to the ironical situation where industrial wars may have been lost, but political battles have been won"

Man-days lost

For the first time, too, Cosatu struck against the State sector, including Sats, Iscor and the Post Office, in its drive to organise public-sector employees (diagram 2) This, and the unusual length of the 10 major strikes of the year, dramatically bumped up the number of man-days lost (9m) through industrial action (diagram 3) These figures, Levy comments, are "definitely affected by the growing political dimension and the Emergency, which, it now appears, will ensure the escalation of strike activity" This dimension is borne out by the higher incidence of national and sympathy strikes (diagram 4), a measurement of union solidarity that shouldn't be underestimated, Levy adds

Paradoxically, however, Cosatu affiliates lost more disputes than ever before, and many of their strikes cannot be seen as victories in either the economic or IR sense. Some argue that with more pragmatism, accepting limited tactical gains, the movement could have been more successful

An example here is the costly (to Cosatu as much as the employer) Sats strike.

In spite of mineworkers' (NUM)

leader Cyril Ramaphosa's threat of a strike in 1988, Jowell argues that both the unions and management achieved significant progress for IR in the settlement of the mine strike "The industry achieved public acknowledgement from the Minister of Manpower of the legitimacy of strikes as an economic weapon as long as the Queensbury rules are followed," she says, adding. "I see it as a pragmatic decision to settle against the hawks, on both sides"

The old distinction between legal and illegal strikes is thus becoming blurred

Surveying the year in labour relations, Jowell also maintains it saw the beginnings of union dialogue with business on broader social and economic issues. Cosatu leaders appeared more frequently on business platforms in 1987

For example, its general secretary Jay Naidoo, despite the tenor of his speech to the FM's Investment Conference in November,

MAIN TACTICAL LOCKOUTS IN 1987

| Company | Union | Number | Length | Issue |
|----------------|-------|--------|----------|------------------|
| SAPDC | SACWU | 400 | 2 months | Wages |
| NUFCOR | NUM | 110 | 2 weeks | Wages |
| Vitafoam | SACWU | 150 | 3 days | Wages |
| Suncrush | SAAWU | 150 | 2 days | Wages |
| SA Breweries | FAWU | 600 | 7 days | Continuous shift |
| Highveld Steel | NUMSA | 2 100 | 1 month | Wages |
| Plascon Evans | CWIU | 89 | 9 days | Go slow |

of bargaining than whether there will be bargaining at all."

However, unions fared less well in 1987 than in any other year since the early Eighties, and ended up compromising more than employers, according to Levy

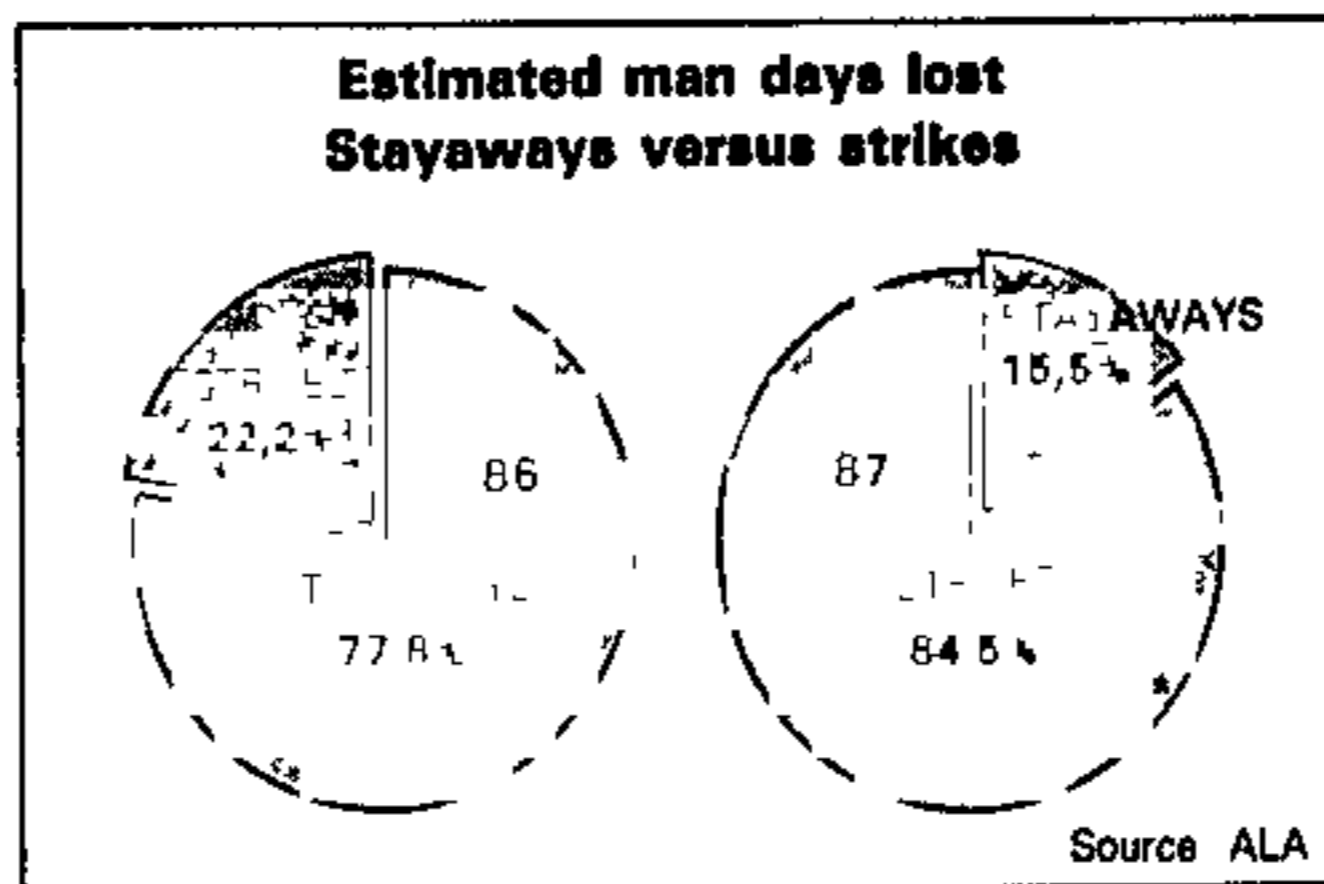
Contrary to the declining trend in union membership elsewhere in the Western industrial world, South African unions overall increased their membership in 1987 (diagrams 5 and 6)

According to last reported figures (1986), 36% of the economically active population were union members

The bulk of this growth has come from black workers joining Cosatu, which has clearly emerged as the union federation to be reckoned with

Cosatu's rival, the National Council of Trade Unions (Nactu) made hardly any progress at all during the year

Its strong black consciousness stance has prevented unity with the bigger federation, which could turn its fortunes. Similarly, the whites-only SA Confederation of Labour (Sacol) saw its membership decline to around 60 000. As part of the Right, however, it is suggested that its influence could



Source ALA

was praised for actually agreeing to appear at such a forum and enter into dialogue with business

Jowell sees Cosatu's document on the "South African political and economic crisis" as a very positive indication of its willingness to debate such questions

In spite of the unions' political profile, Levy states that reasonably stable bargaining relationships have developed "As a result, industrial conflicts, at least in the private sector, have become more institutionalised. It now centres far more on the content

in future extend well beyond its numbers.

The Inkatha-linked United Workers (Uwusa) achieved registration, and therefore full bargaining status this year

But despite its pro-free enterprise stance, Uwusa's IR ability appears to leave much to be desired

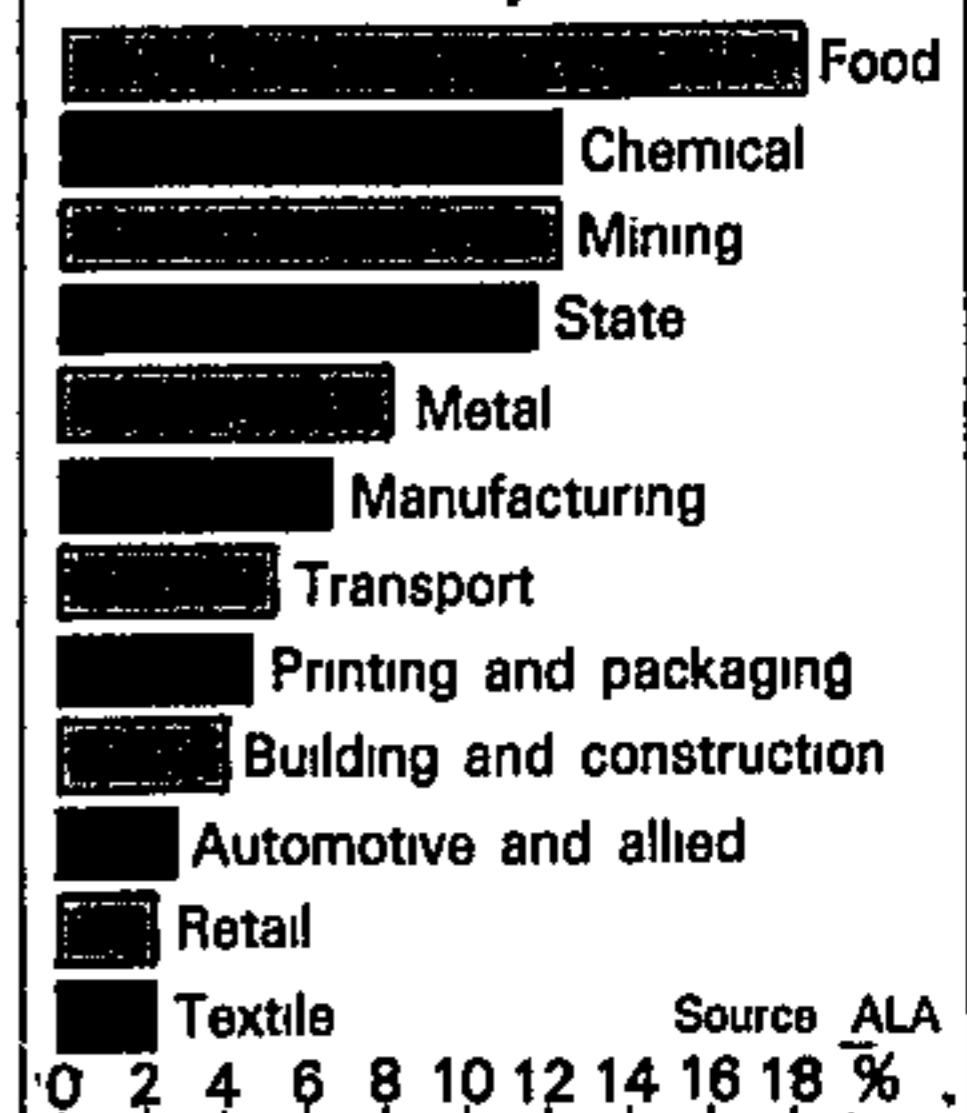
All in all, concludes Levy, labour relations in SA continue to provide a safety valve, a means of organisation, protest, and the expression of conflict, as well as providing a vehicle and proving ground for the concepts of negotiation and compromise

10 MAJOR STRIKES OF 1987

| Length (days) | Estimated strikers | Company | Union | Trigger |
|---------------|--------------------|--------------------------|--------|-----------------------------|
| 63 | 11 000 | Post Office | POTWA | Parity in wages with whites |
| 46 | 2 600 | Mercedes Benz | NAAWU | Wages |
| 30 | 20 000 | SATS | SARHWU | Dismissal |
| 28 | 270 | Kohler | PWAWU | Wages |
| 22 | 600 | Lebowa Transport | TAWU | Recognition |
| 22 | 7 000 | Iscor | NUMSA | Wages |
| 21 | 250 000 | Chamber of Mines | NUM | Wages |
| 20 | 5 000 | Post Office | POTWA | Dismissal |
| 18 | 85 | Revertex | CWIU | Wages |
| 16 | 970 | Mining Industrial Rubber | CWIU | Wages |

Source Giles Files

Number of strikes Distribution by sector 1987



Source ALA

Handwritten scribbles and the number 134 in a circle.

a flood of money is poised to move into equities — up to \$250bn over the next two years from private individuals, bolstered by increasing investment by pension funds with assets of \$920bn

Outsiders are less sanguine, with predictions of average profits (as Westerners normally understand them) growing by only 6% which still leaves the average prospective Tokyo p.e close to 60 while dividend yields are not expected to rise above 1% Even taking total cash flow (used to show the real underlying picture), Japanese manufacturers' shares are selling at double the price of those in Europe and the US

On balance it is possible Tokyo will outperform the rest of the major markets

THE QUAKE OF 1987

| | Percentage change | | |
|-----------|-------------------|----------|--------------------|
| | Jan 1 To peak | To crash | Change on low year |
| New York | +44 | -36 | + 2,3 |
| Tokyo | +42 | -21 | +14,9 |
| London | +46 | -36 | + 2,0 |
| Frankfurt | - | -41 | -37,0 |
| Paris | +16 | -42 | -30,0 |
| Sydney | +57 | -60 | -12,0 |
| Hong Kong | +53 | -52 | -11,0 |

(Main equity indices)

Foreign holdings of all shares have shrunk from 8% to 1,5% so they are less of a factor But domestic institutions (as opposed to the

private clients of investment houses) have not shown an inclination to wade in and there are fears that if manufacturing activity picks up it will see a withdrawal of "zaitekku" money for investment in plant and equipment

Few were prepared to call a halt to the bull run in international markets last year Equally few are offering a certain course through the uncharted waters of 1988 so long as currencies oscillate and macro-economic forecasts remain subject to a high degree of risk Caveat investor is the watchword (although European bonds are favoured) or, according to the *Financial Times* headline "A time for keeping your money under the mattress?"

THE UNIONS

Score-card in 1987

The main measurable achievement of the unions (which really means those grouped under Cosatu) in 1987, has been to secure for their members higher wage increases than any other group of employees in SA At average settlements of 18%, unionised black workers appear to be the only ones who have kept up with inflation (*Current affairs* December 11) Cosatu can, therefore, justifiably claim a measure of success for its continuing "living wage campaign," launched at the beginning of the year

Together with better wages, of course, have come improvements across the range of working conditions, thus firmly establishing the principle of having the whole job package up for negotiation with employers. In this sense, the unions have achieved what UCT's Kate Jowell calls a "consciousness raising among employers" Labour consultant Andrew Levy observes. "There is little doubt that what Cosatu achieves today becomes standard employment practice tomorrow, and in this respect they are the trend-setters for the SA employment scene in many respects"

But while economic improvement, the proper *raison d'être* of unions, was achieved, the overriding impression of the year's industrial relations (IR) scene has been its political character

As the State of Emergency became omnipresent, and alternative political avenues of expression for blacks were crushed, the unions, particularly those grouped under Cosatu, took on an increasingly political stance. They gained many strictly industrial relations benefits; but also lost out in terms of strike "victories."

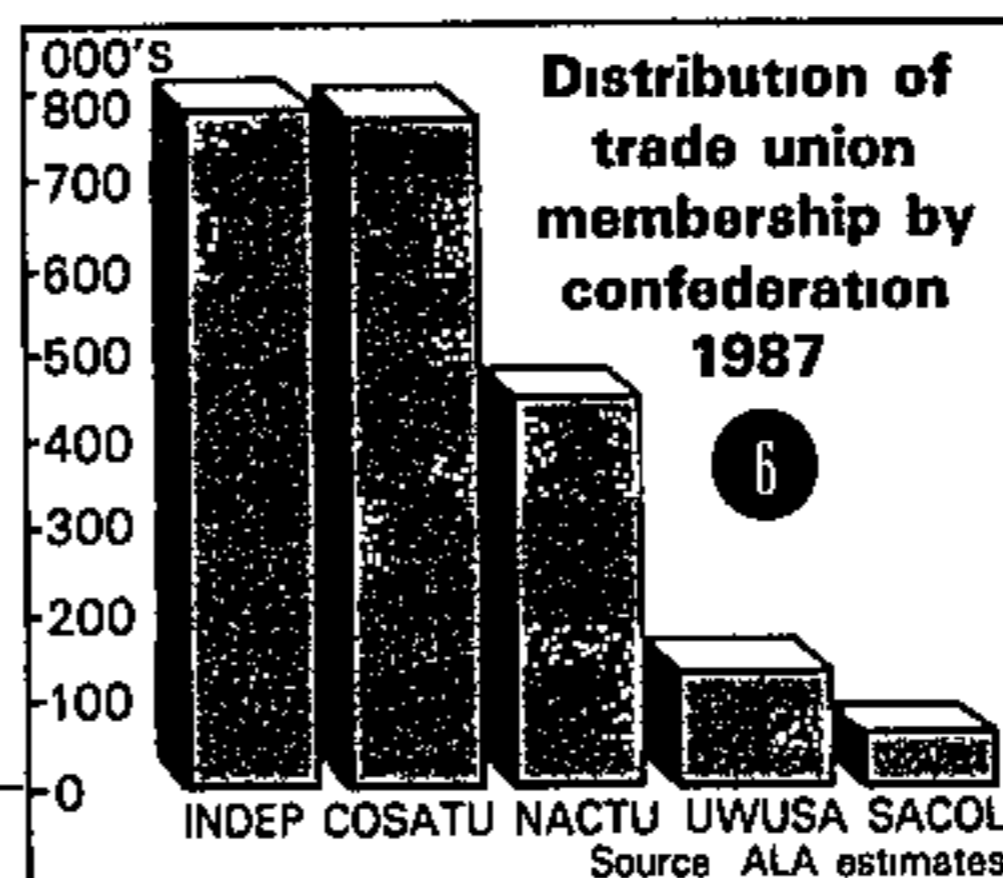
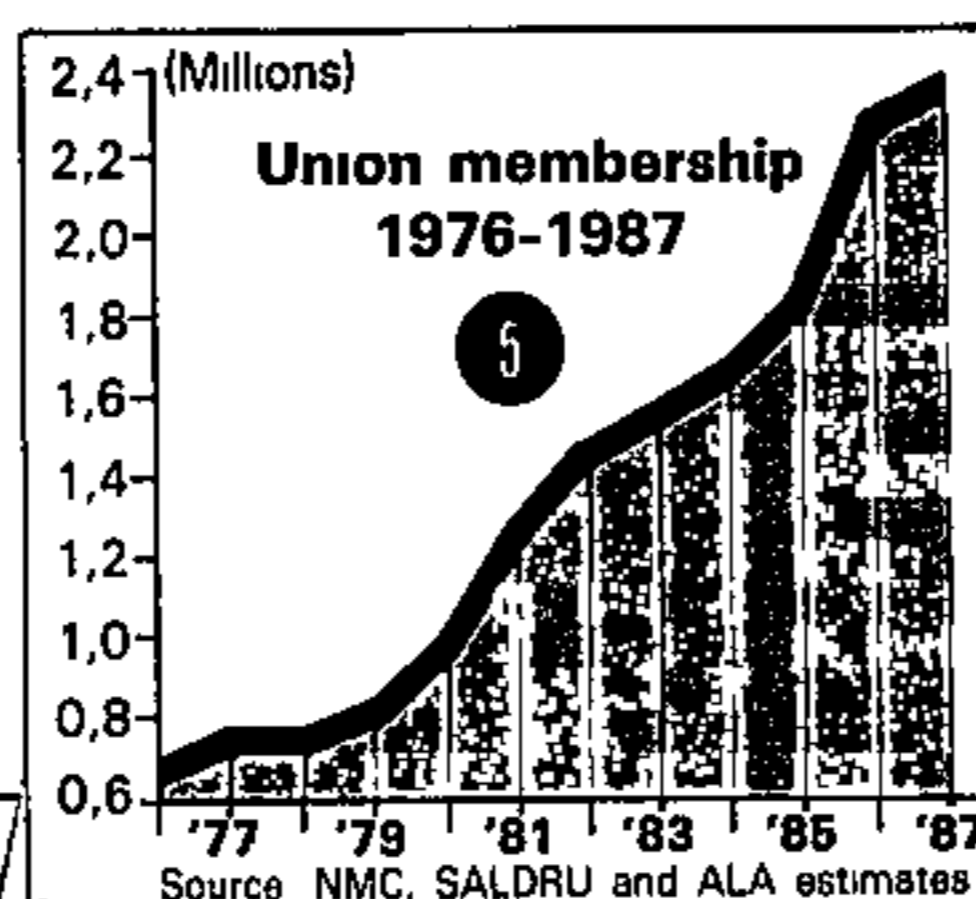
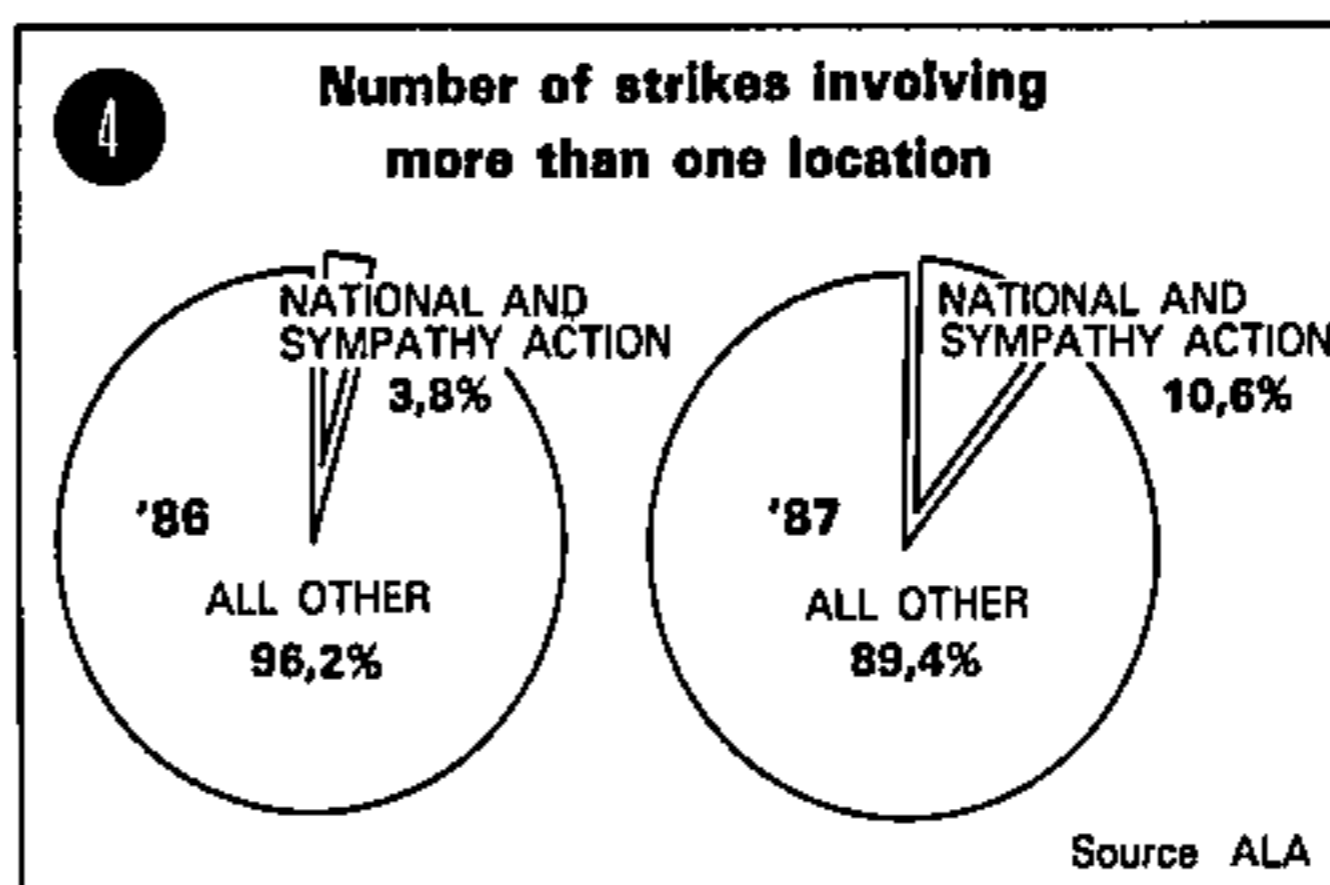
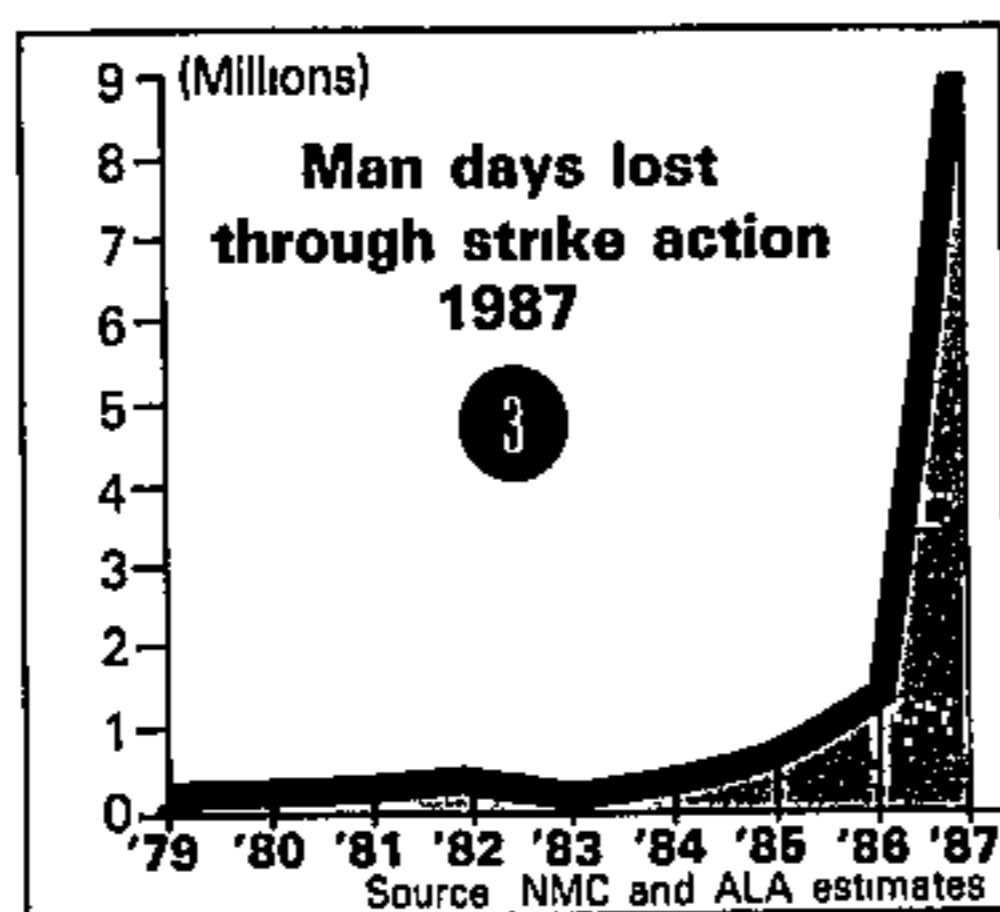
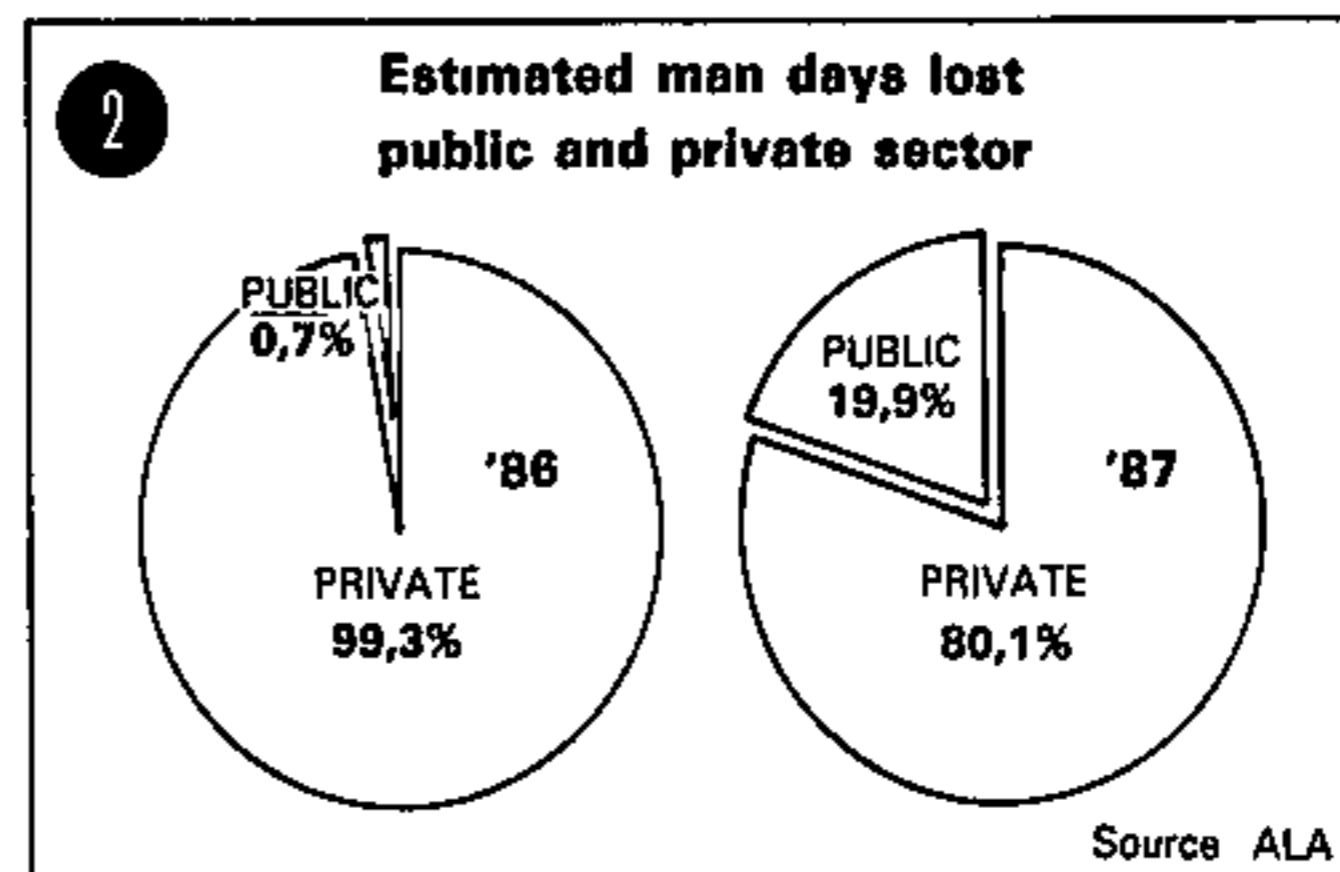
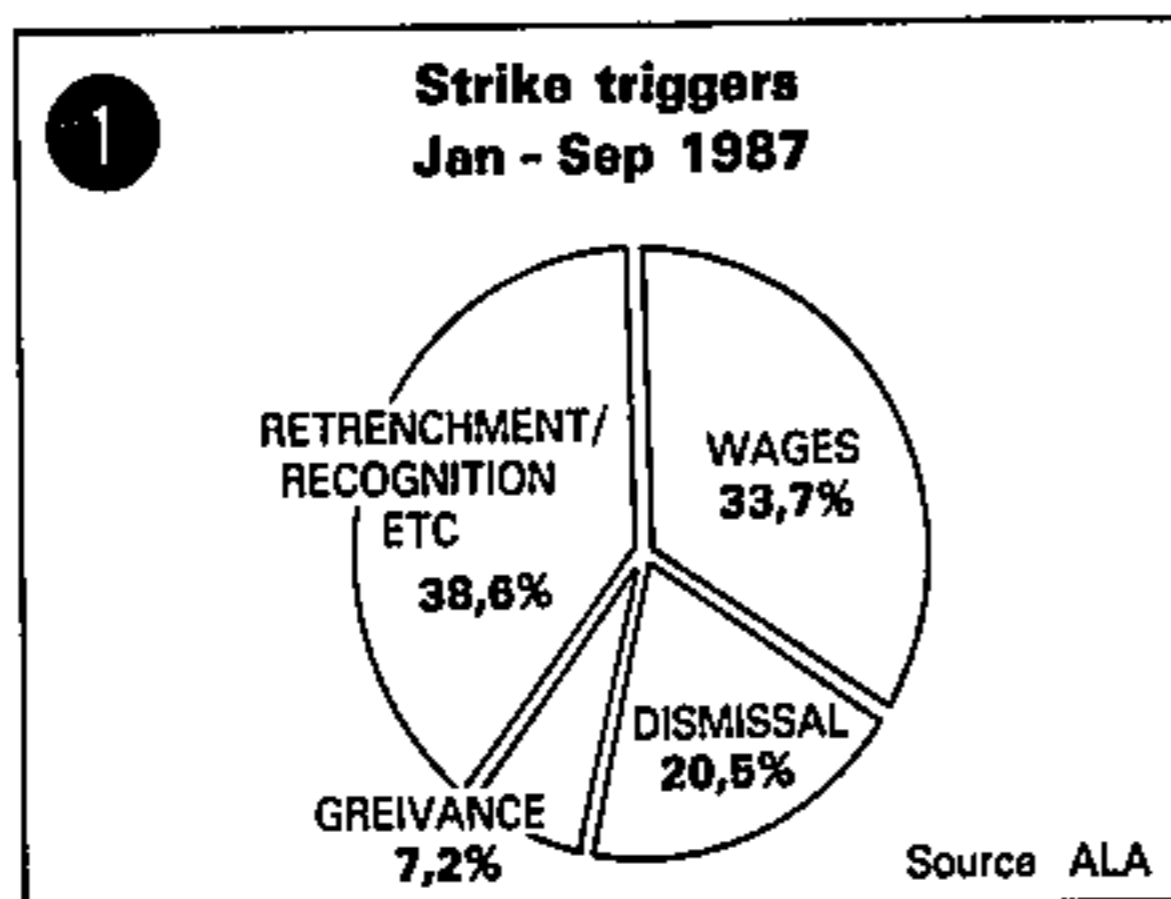
As never before, the black trade union movement was impelled into political terrain As, in many ways, the "vanguard of the struggle" — since community groups, the UDF, and even the ANC were effectively clamped down on by government via the State of Emergency — this was inevitable, and confirms the trend of the past decade Of course, the value of unions taking on a high political profile, understandable though it may be in the South African context, is dubious in terms of sound labour relations,

however much it may do for political consciousness raising among blacks

At its second national congress in July, Cosatu adopted the Freedom Charter as its guiding philosophy with much rhetoric about building socialism, and "feeding into" the international sanctions campaign This policy, however, appeared to throw the unions into disarray as worker opposition to the adverse consequences of disinvestment began to be felt During the protracted strike at Mercedes-Benz, for instance, shop-stewards

clearly stated "We do not want Mercedes to leave SA"

Rhetoric apart, the Cosatu conference also saw greater union unity — a little too fast in terms of organisational problems, some believe — in the formation of 12 industry-based unions for better bargaining



APARTHEID DRAGS THE TRADE UNIONS INTO POLITICS

134
3/11/88
A/Reis

BECAUSE blacks have a limited economic voice and no political voice, the degree of union involvement in social and political justice shall remain high, according to Lot Ndllovu, national vice-president of the Black Management Forum.

Addressing a recent workshop on "Trade Unionism and the Law" organised by the University of South Africa, Ndllovu pointed out that because South Africa was not an open society, it consequently could not qualify for the freemarket system.

"Our discussion of the economic system and of the key players starts with the political order and ends with the political order. In fact, there is no discussion at all until political democracy and the rule of law is established," he said.

White trade unions, he argued, have had a peculiar history of locking out black workers on political grounds and since the division between them and capital had been less pronounced, they were co-authors of "apartheid-capitalism".

White capital, which was seen to be in bed with apartheid, was consequently party to the possession of blacks. As a result, anything they defended or promoted was attacked and rejected by labour, he said.

Ndllovu asserted that for capital to clear its credentials, employers needed to open up opportunities, affirm their belief in the dignity of all men and clearly indicate that blacks must own the land and exercise the vote.

"With the adulterous relationship between capitalism and apartheid how can labour, in engaging capital, avoid confrontation with the forces of apartheid? It is apartheid that drags trade unions into the political arena," said Ndllovu.

He pointed out that efforts aimed at preventing labour from supporting and aligning itself with socio-political organisations were thus provocative, impractical and illogical. Trade unionism must fight for the removal of this stipulation in the Labour Relations Act, he asserted.

"To harass and ban socio-political groups to which black workers belong is to broaden the scope and challenge for the labour movement as the legitimate vehicle for

such aspirations. Strictly speaking, blacks are involved in the struggle for franchise - politically and economically. This is what makes trade unionism so significant in South Africa," he said.

Trade unionism, he explained had a role to play which was much bigger than just rejecting the free enterprise system. It must fight for the removal of race and colour bias at the workplace, and it must also investigate and probe ways of taking cases to the Industrial Court where racial discrimination was evident in appointments and promotions, he said.

"Trade unionism must be proactive in exploring ways of sharing in the wealth of companies. It must also join efforts in

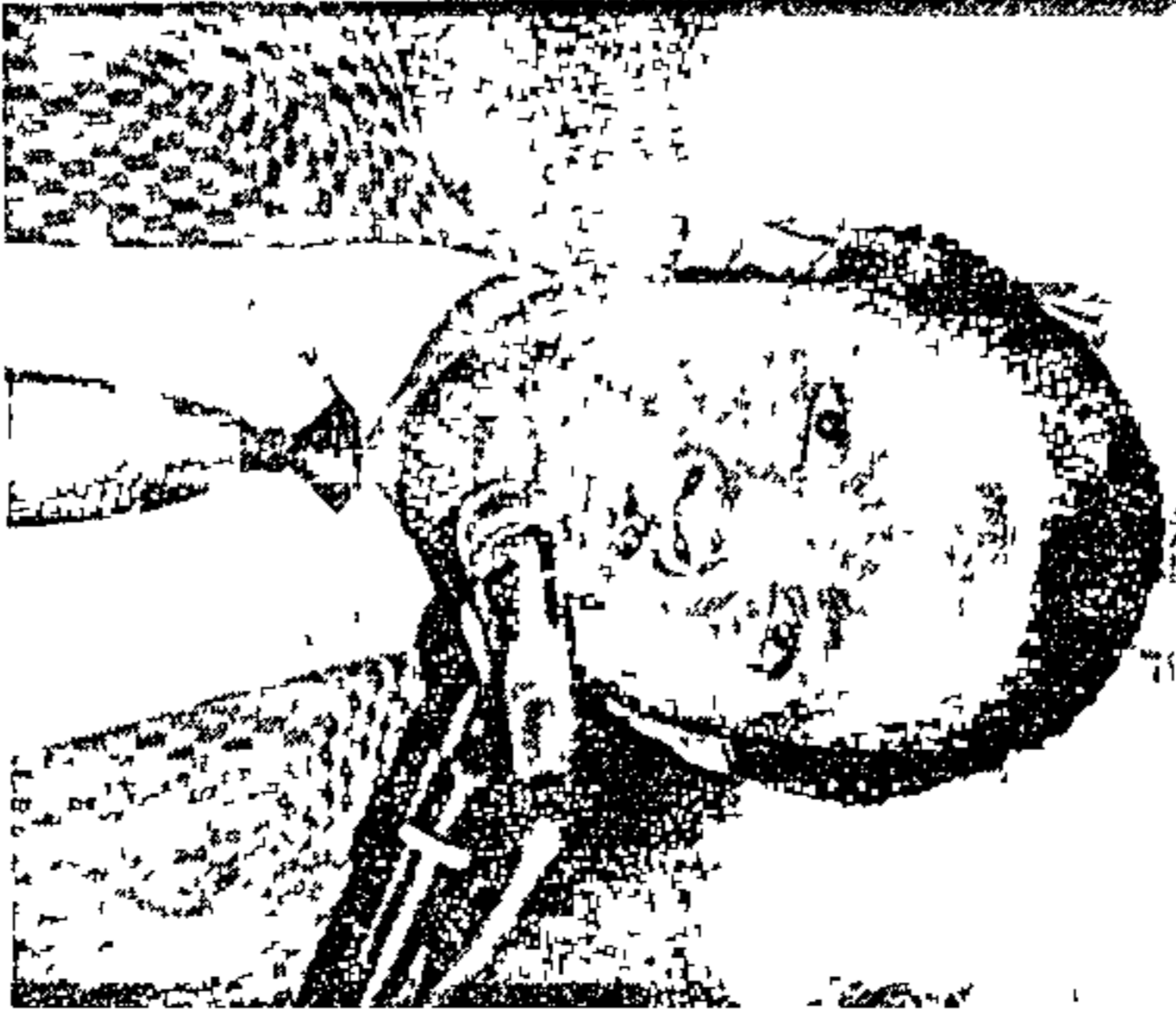
other quarters which are aimed at the indigenisation of the economy.

"It also has a major role to play in black advancement. In fact the emergence of black trade unions can be ascribed to the lack of black advancement in the macro and macro sense. Unions also have the responsibility of educating blacks to run far employment

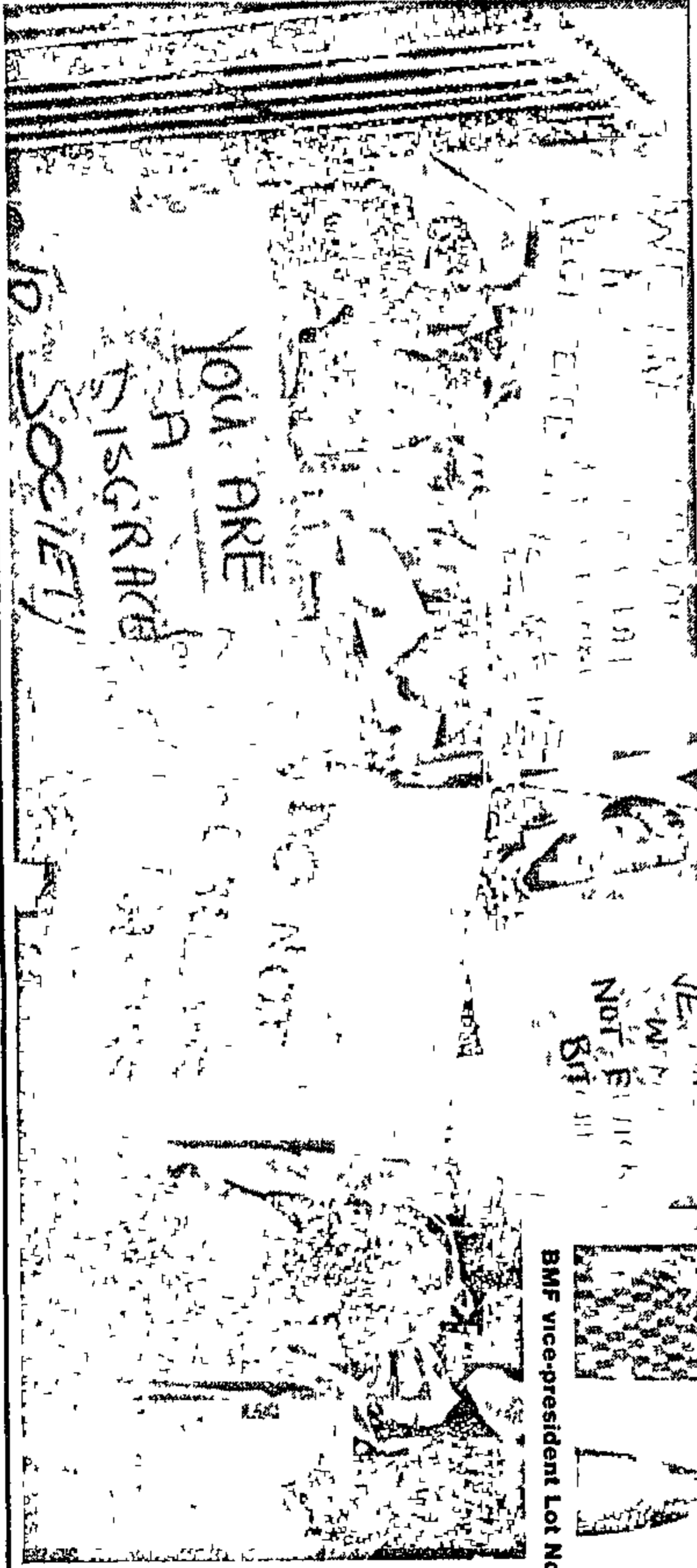
practices," he said.

"Trade unionism is best at collective bargaining which sets the parameters of power. Such power must be underpinned by reasonableness, fairness and justice.

"The trade unions must, of necessity, focus more on blacks' respect and dignity," said Ndllovu.



BMF vice-president Lot Ndllovu.



Black women workers strike against racism at the workplace

According to Ndllovu, because of the close inter-relationship between economics and politics in SA, trade unions, when the confront capital, cannot avoid confronting apartheid as well.

~~12/17~~

12/17 Sunday 15/7/88

SA unions reject PW's Bothanomics

THE LATEST example of the gulf in perceived socio-political interests in SA is the rejection of President P W Botha's new economic deal by the trade unions in the midst of business enthusiasm for the package.

Business enthusiasm is tempered only by a more than sneaking scepticism over whether Botha will fully deliver on his promises, and some dissatisfaction over the comparatively minor issue of the toll roads.

On the other hand the black labour movement — through Cosatu, Nactu and some individual Cosatu affiliates — has had not a single kind word to say about it.

In essence, most of the labour spokesmen have said that the economic solutions proposed by Botha and approved of by business effectively mean further impoverishment for the poor and/or enrichment for the wealthy.

Another central view that emerges is that overspending by government is a function of its apartheid policy, and an economic solution requires, at the very least, a reallocation of state expenditure away from "apartheid expenditure".

In its critique of the package, Numsa rejected present and future forms of indirect taxation — GST

ALAN FINE

and VAT. In that union's view, a greater portion of the tax burden should be carried by the wealthy who could best afford it — through higher marginal tax rates on high personal incomes, and possibly higher company taxes.

Reflection

Not surprisingly, the unions were not impressed by either the wage freeze in the public sector or the appeal for wage restraint in the private sector.

In most statements, attacks on the freeze were less pronounced than those on wage restraint — probably a reflection of the underdeveloped state of Cosatu and Nac-

tu's organisation in the public sector.

Nevertheless, Numsa argued that the freeze was unjustified. If there was a need for cuts in government expenditure, the tremendous expenditure on apartheid ideology — the tricameral system, the duplication of services in the homelands and, above all, the security forces — should be the target.

Numsa expressed fears that government spending cutbacks would further hit already inadequate social services, whereas increased funding was required here as well as for the development of the infrastructure in black townships and rural areas.

Some employers have said that they will try and apply Botha's appeal for wage restraint. But while this may heighten levels of industrial conflict, there is an expectation from employers — and resolve

from the unions — that levels of wage increases this year will not be significantly affected by the appeal alone.

Pointing to the absence of any mention of restraint on prices, profits and dividends, union assertions abound that government and employers expect workers alone to bear the brunt of the battle against inflation.

Concentration

Privatisation is widely seen as likely to increase the concentration of wealth in the hands of SA's major private corporations.

Numsa argued this concentration would not increase competition or, therefore, efficiency. And while the parastatals were now not responsive to community needs, they would become even less so when privatised.

Whites told they should join Cosatu

WHITE workers should realise that their future lies in unity with the organised black workforce, the Congress of South African Trade Unions said in a statement at the weekend.

Cosatu information officer Mr Frank Meintjies said white workers were being dumped by the Government which was "now firmly committed to an alliance with the powerful interests" controlling industry and commerce.

The federation was responding to the Government's decision to impose a wage freeze in the public sector.

Mr Meintjies said workers in the public sector — including thousands of white workers — faced the grim prospect of increased poverty and hardship.

"Cosatu members in the public sector have

had to suffer starvation wages, racial wage scales and a complete lack of basic trade union rights," the Cosatu official said.

Cosatu, he said, was heartened by "the rising tide of anger" among white workers in the public sector

"Their militancy echoes the militancy of black railway workers who faced a barrage of repression during the railway strike last year," Mr Meintjies added.

Demand

The federation supported the demand by white railway workers for a "living wage". But white workers must realise their future lies in unity with the organised black workforce.

There was growing awareness among white workers about the Government's deep-rooted commitment to the cheap labour system, Mr Meintjies said.

134
22/2/88
Meintjies

Unions can't escape politics, managers told

Argus Correspondent

JOHANNESBURG — The politicisation of the union movement is a natural consequence of the absence of channels for the expression of black political aspirations at the centre and is likely to continue to bedevil labour relations for some time, says the president of the Chamber of Mines, Mr Naas Steenkamp.

He said at the annual meeting of the Association of Mine Managers that as a result managers had to deal with unions driven by grievances rooted outside the workplace.

"It lies beyond our capabilities and beyond our legitimate role to address the problems of political participation, but this does not mean that we can in the meantime decline our share of responsibility for promoting the process of democratising our society.

"Thus we can do in several ways, not least by demonstrating continued faith in the collective bargaining process even when it, on occasion, imposes major strains on us"

Wage talks

Mr Steenkamp said the mining industry's approach was to try to resolve conflicts through collective bargaining

"It is in this spirit that we enter the 1988 negotiations," he said, referring to forthcoming wage negotiations with the National Union of Mineworkers (NUM)

He said last year's strike was an unfortunate episode. It was hoped that an acceptable settlement would be reached this year without a repeat.

"Although the strike was interpreted in some quarters as a victory for the employers, there were no winners. For the industry, the strike was damaging and disruptive. For the strikers the lessons learnt were painful and expensive"

Profits

Recalling Mr Cyril Ramaphosa's statement that the 1987 strike had merely been a dress rehearsal for 1988, Mr Steenkamp said he hoped the NUM would enter this year's bargaining process in good faith.

He said industry profits were under extreme pressure and the viability of some mines was on the line as costs continued to spiral upwards

He said the mining industry had to work for lower inflation and had to bear this in mind in its wage and salary reviews

11/6/88 28/3/88 (134) (14/88)

CWU 7/1/81 3/5/81
**Unions 'use power
base for
politics'** *(134)*

Political Staff
Political Staff

THE trade union movement has in the past year made increasing use of its power base for political or quasi-political purposes, according to National Manpower Commission (NMC) chairman, Mr Hennie Reynders

In a foreword to the NMC's annual report tabled in Parliament yesterday, Mr Reynders comments that this trend is burdening the labour relations system with matters that actually do not form part of the relationship between employees and employers

He notes that the focus of labour relations in SA is largely on the conflict potential between employer and employee and predicts that this will continue to be the case for some time as a result of the circumstances that are peculiar to this country

This is in sharp contrast to labour relationships in the West where they exploit the co-operation potential including worker participation in management decisions.

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Workers enjoy day of culture

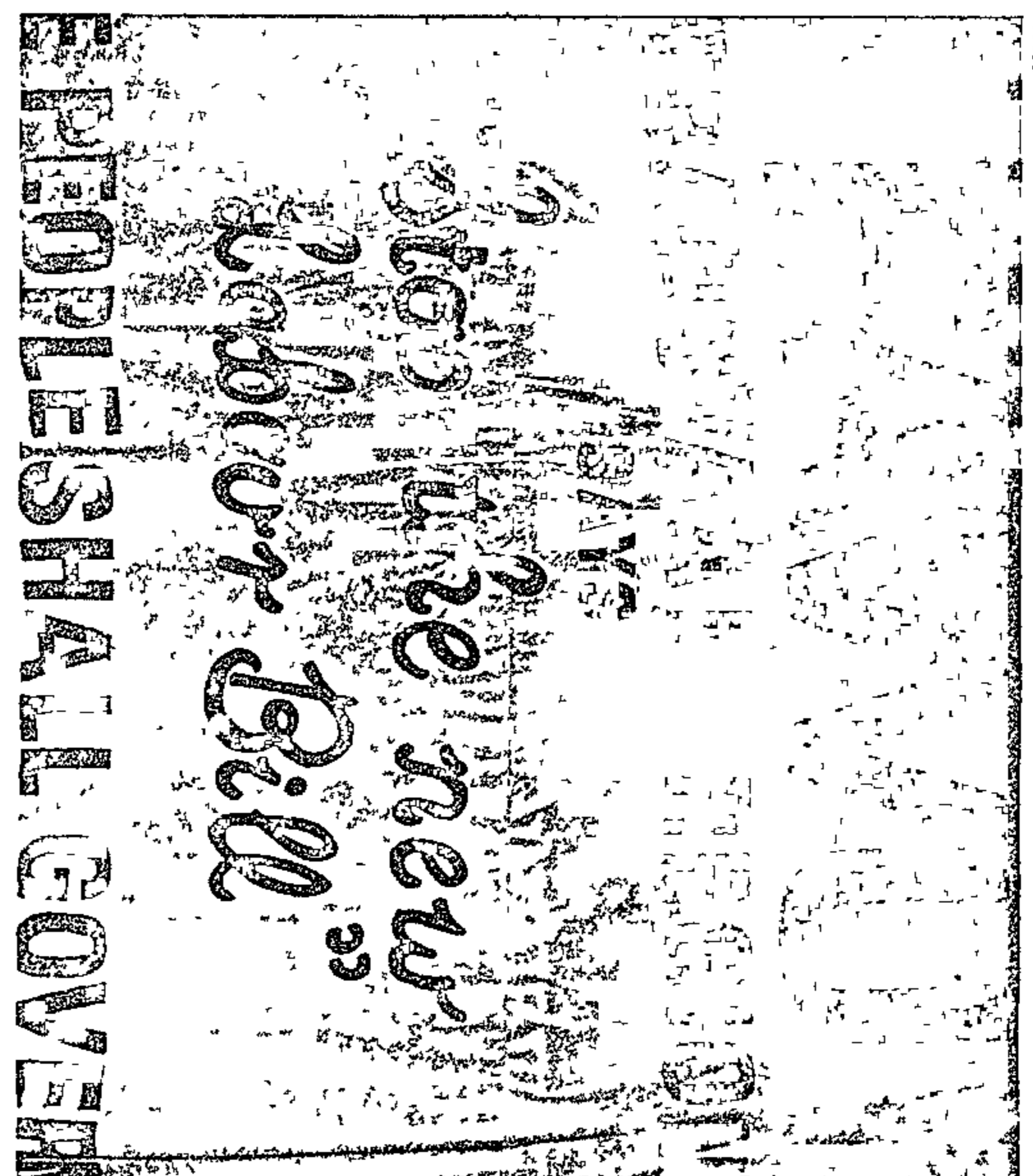
By KERRY CULLINAN
CROWN Mines in Johannesburg came alive when thousands of workers from all over the Transvaal attended a Food and Allied Workers' Union cultural day on Saturday.

Worker and youth plays, gunboat dancing, speeches and singing were some of the acts that the 3 000-strong crowd were treated to, while stalls displays and barbers reading "Fawu says stop the Labour Bill" decorated the hall.

"We need culture in our struggle to express the aspirations and emotions of our people," said the Federation of Transvaal Workers' Amanda Kwadi.

"Through unity, action and organisation we are going to win our liberation."

Other speakers included Cosatu cultural co-ordinator M Hlatshwayo, the New Nation's Sefako Nyaka and a representative from the National Union of Namibian workers.



Fawu cultural day banner protests the Labour Relations Amendment Bill.

The showdown ends

First as Cosatu, Nactu join forces



Food workers celebrate their culture at a day of singing and dancing.

By REVELATION
NTOULA
THE three-day showdown is over. Independent sources put the stayaway figure at 80 percent on the first day.

The three-cornered event featured black workers, business and the government.

While business tended to understand organised labour's grievances, the government issued threats and blamed agitators and outside interference.

One of the striking features of the stayaway was the fact that for the first time the two opposing labour organisations, Cosatu and Nactu, agreed on a common stand on a matter which affects black workers.

It was also endorsed by the South African Council of Churches and clergyman.

Although the central issue was a protest against the Labour Relations Amendment Bill, the government-imposed restrictions in February also formed the basis for the peaceful protest.

The aim of the Bill, workers feel, is to curtail their newly-found bargaining power which appears to have become a thorn in the flesh of both the employers and the authorities.

After the economically hurtful effects of the stayaway and its political implications, it now seems unlikely that the government will persist on the passage of the controversial Bill.

An important side effect of the stayaway was the fact that in a rather unusual move, Manpower Minister Pietie du Plessis invited Cosatu for frank discussions on the Bill.

The Minister's invitation was seen as a radical departure from the government's usual tactics.

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Seminar on worker politics amid protest

Amanda Kwadi addresses Fawu cultural day
By KERRY CULLINAN
THE Institute of Industrial Relations
ordinating Committee on Labour Affairs advert se-



of singing and dancing.



Amanda Kwadi addresses Fawu cultural day

Seminar on worker politics amid protest

By KERRY CULLINAN

THE Institute of Industrial Relations held a seminar on political issues in the workplace on Tuesday - the middle of a three-day national workers' protest.

One of the intentions of the seminar was to encourage debate between trade unions and business on the role of politics at work and whether unions should involve themselves in politics.

Businessmen far outnumbered unionists, with all those belonging to Cosatu and Nactu-affiliated unions staying away from the Sandton Holiday Inn, where the seminar was held.

Instead, it was left to Bokkie Botha, chairman of the Federated Chamber of Industries' manpower committee, Don Maitland of the whites-only Mine Surface Officials' Association, and others to explore the issues.

Botha, speaking on the role of employers' organisations, said that in the last few days employers had come together as never before. He quoted the SA Co-

ordinating Committee on Labour Affairs advertisement in support of the Labour Relations Amendment Bill as one example of employer unity.

He agreed unions should have the right to engage in political protests, but did not see why employers had to suffer because of government policies.

"Workers could have worn black armbands or held lunchtime demonstrations instead of staying away," he said.

Maitland said Cosatu was being used by outside communist powers, and appealed to trade unions and churches to stay out of politics.

He also said Cosatu was guilty of misusing its power by calling the three-day protest, which he claimed was aimed at drumming up flagging overseas support for revolution in SA.

Graeme Rowan of the SA Society of Banking Officials said politics divided people.

"Polarisation has already occurred in Cosatu as a result of its political stance."

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The Minister's invitation was seen as a radical departure from the government's usual tactics.

Although angered by the effects of the stayaway and failure to avert it at last week's pre-protest meeting with Cosatu, business leaders seem willing to continue the debate on the Bill.

They now also appear to agree that they can no longer divorce themselves from politics or matters concerning civil liberties.

Workers employed by parastatals like Iscor, Sats and the SABC who did not report for duty during the stayaway, are unlikely to get sympathetic treatment by their bosses, who would like to be seen to be "no-nonsense" employers.

Whether this week's stayaway will lead to better understanding and the creation of better lines of communication between workers, employers and the government, will largely depend on the authorities' attitude.

Unions and politics go hand-in-hand

IN SPITE of employer objections, trade unions are involved in politics and will remain so for the foreseeable future

There is a strong move within South African management circles against the involvement of trade unions in politics, saying they should confine themselves solely to bread-and-butter issues such as wage and working condition negotiations

The notion is, of course, ridiculous. When the majority of the population is denied meaningful political rights, they are going to grab whatever chance they are given to express their political aspirations, and in SA that means trade unions

There is a powerful European precedent for such involvement. Whether right or

wrong, it makes no difference. Unless the Government bans every trade union in SA, the unions will continue to make political statements

Chamber of Mines' external relations senior general manager Johan Liebenberg bears this out. At a recent luncheon held by the Public Relations Institute of SA (PRISA), he said

"Trade unions are the vehicle for the expressions of black aspirations. They will continue to play a major role in SA politics and challenge the whole system until other developments take place"

IR consultant Duncan Innes goes even further. He believes that any union which

does not address itself to political issues is not adequately fulfilling its duty to its membership

In the Business Magazine he states "Many large employer bodies indulge to a greater or lesser extent in politics

"If it is right for employers and other groups to indulge in politics, then surely the same right cannot be denied to organised labour"

To govern people while denying them political representation is unjust. To tax a people while denying them political representation is unjust. Such injustices are the source of all major confrontation in SA, he says.

134
9/10/88
Times

Unions 'pressured into SA politics'

Cape Times 7/12/88

Cape Times Political Staff 7/17/88 (134)

BLACK trade unions are pressurised to become involved in politics because black South Africans do not have a direct say in the first tier of government, the Minister of Manpower, Mr Pietie du Plessis, has admitted in an interview

However, "the establishment of acceptable structures through which the social, economic and political aspirations of black South Africans can be met, will lessen the pressure on black trade unions", he said in an interview in the latest RSA Policy Review, published by the Bureau for Information

"In this manner, they will be in a position to direct all their attention to labour matters"

The Labour Relations Act stipulates that unions cannot be used to further the aims of political parties or use their funds or offices to further interests of political parties

Mr Du Plessis said there was no doubt that some union leaders did not strive for labour peace, but "want to further their revolutionary aims under the guise of unionism"

He also said he was convinced the majority of white employers supported the labour relations system

Unity still 'on cards'

From MONO BADELA

JOHANNESBURG. — Joint action against apartheid appears to be the basis on which unity between the Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) could be built

This emerged from interviews with Cosatu general secretary Jay Naidoo and Nactu's assistant secretary Phandelani Nefholovodwe

The two union leaders were asked how talks on unity had progressed following talks in Harare between various anti-apartheid organisations, including the two rival trade union bodies, the African National Congress and the South African Congress of Trade Unions (Sactu)

Recently Cosatu and Nactu co-operated during a three-day stayaway against the new Labour Relations Amendment Bill, which is expected to curtail union activities severely

Peaceful protest

Cosatu's Naidoo said. "Unity can only be achieved through action against apartheid and exploitation

"We are prepared to enter into action with all anti-apartheid organisations and have committed ourselves to calling a conference of a broad range of anti-apartheid organisations to further deliberate on the above issues."

He confirmed Cosatu met Nactu "to clarify the confusion on the number of days for a peaceful protest".

"We still reiterate our commitment to the principle of 'one federation one country' and we believe that much progress can be achieved by joint action on the ground."

Nactu assistant secretary Phandelani Nefholovodwe said during the talks with Cosatu before the three-day stayaway "we agreed we would investigate future cooperation in what we termed 'common action'

"It is only by joint action that we shall achieve that unity. There is some hope at the moment.

"Nactu took a policy decision at its founding congress in Broederstroom in 1986 to unite with all non-collaborationist worker organisations. We don't see any difficulty whatsoever in discussing the question of unity with Cosatu," Nefholovodwe said.

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INDUST. REL. - WORKERS' ORGANISATION - GENERAL

1989

Shades of Rand Revolt

134

24

S/Times

15/11/82

THE attitude of the Mine Workers Union (MWU) to training black workers and thereby allowing them into more skilled positions is reminiscent of what happened in 1922.

It hardly surprising March 10, 1922, marks the day when the Smuts Government mobilised its troops to crush the bloody Rand Revolt. But 67 years later little has changed.

Regulations published in July 1988, changing the eligibility requirements for applicants for certificates of competency in mining, were denounced by MWU as disgusting.

Effectively, the regulations removed a provision which prevented Transkei, Bophuthatwana, Venda, Ciskei and non-South African citizens from eligibility and did away with the need for a Standard VIII education.

Although black trade unions welcome the change, they have problems with the powers given to the four advisory committees provided for in the regulations and the fact that applicants must be able to communicate in English or Afrikaans both orally and in writing.

A certificate of competency allows the holder to do skilled work, and is required for 13 mine jobs. The reason why MWU is so opposed to the change and the issue of training is highlighted in the SA Institute of Race Relations (SAIRR) Quarterly Countdown.

It says "Black mine employees will not be able to obtain the necessary qualifications to gain a certificate of competency unless qualified white workers agree to train them.

"Thus is unlikely to be an obstacle in the highly skilled jobs, but will be a severe one in those occupied by members of white trade unions."

If becomes clear why the MWU is opposed in principle to training black workers So far the SA Technical Officials Association (SATO) is the only white union with members in the relevant jobs which has formally agreed to allow the employment of blacks.

The Quarterly Countdown says the chief obstacle to the training of black mine employees is the MWU.

Last November "the Industrial Court ruled that its refusal to train coloured workers as winding machine drivers was an unfair labour practice. If this precedent is followed, white unions may be unable to resist training black workers."

Crucial congress for MWU

ALAN FINE

THE whites-only Mineworkers Union (MWU) is to stage its most crucial annual conference in recent years next week, with strategies for countering the employment of qualified black miners topping the agenda.

The first black miners acquired blasting certificates late last year after amendments to the Mines and Works Act, and at least 17 have since been deployed underground.

Negotiations between the MWU and the Chamber of Mines on the issue — with the MWU seeking extensive safeguards for members' job security — have not been concluded.

MWU general secretary Peet

Ungerer declined to detail the options to be considered. However, sources believe the union is likely to bring one or more court actions, alleging that mining companies acted unfairly and/or contravened agreements between the MWU and the industry.

These agreements, negotiated when job reservation was in force, do not address the new circumstances. The closed shop agreement requires that blasting certificate holders employed on chamber mines be MWU members. At issue would be whether this applies to whites only.

THE importance of international solidarity cannot be underestimated. International solidarity of the working class is a rallying call for unity of workers the world over

SOVIETIAN 27/1/89 134

SECTARIANISM DESTROYS ROLE OF SOLIDARITY GROUPS

This unity is seen as being imperative for workers to stress the balance between employer exploitation and a fair share of the wealth

The abhorrence of racism by humanity the world over has resulted in solidarity groups being formed in almost all countries to support our struggle for freedom, independence and social justice

The motivation behind the mushrooming of solidarity organisations is that when even just one person is oppressed and

exploited simply because of his race, the entire world should stand up and shout foul

These solidarity groups organise material support for the liberation movements and organisations in the country. They organise meetings and prepare literature to inform people in their own countries about the state of affairs in the affected country

Above all they embark on programmes to isolate the regime in accordance with resolutions of the Organisation of African

Unity, non-aligned governments, the United Nations and other relevant organisations. Their role is, has been and must always be to assist programmes of the oppressed and exploited. But never to decide for them

These solidarity groups have now undergone a gradual and radical metamorphosis to a point where they now regard themselves as arbiters and custodians of the black people's struggle in this country. This is mainly due to the tendency to regard

certain organisations within the liberation movement as "sole and authentic representatives" of our people. In most cases this is done without regard to the reality of the situation

Recent reports in the media about the British Anti-Apartheid Movement and my own experiences in Britain and the United States of America have shown that these organisations have forgotten what their role should be

The British AAM has not been the sole

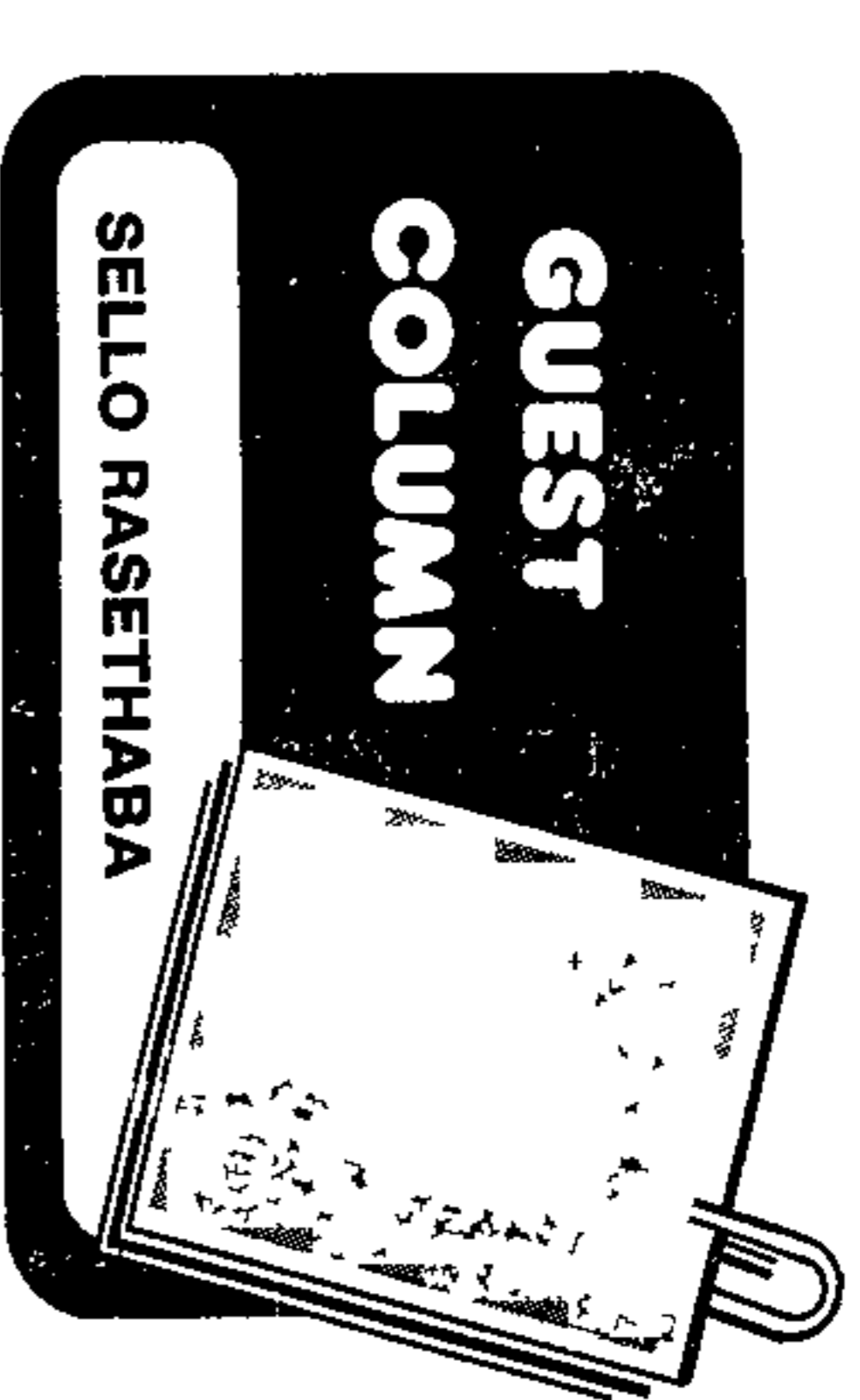
transgressor. This unfortunately leads to manipulation by agent provocateurs of imperialism to sow discord within the liberation movement

A case in point is the International University Exchange Fund (IUEF) which through pursuance of sectarian policies was manipulated by the Bureau of State Security (now NIS) agent Craig Williamson, who generated much conflict and discord within the liberation movement, putting back the liberation of Azania by about 10 years

The painfully comical side of the sectarian support of the AAM came into focus when the AAM, notably the British, opposed the Graceland music world tour which was an effort by black musicians to take black music to the world

When an element of the South African ruling class, Johnny Clegg, took a corruption of the same music to the world there was thunderous applause all over the Western media and a deafening silence from the AAM which begs the question "Whose interests is the AAM really serving?"

Recently there was drama at the British



AAM conference when I and a SWANU representative were refused entry. This led to a perception, voiced at the conference and later in newspaper reports by us that the AAM was setting in motion a new form of colonialism that of colonising the resistance of the oppressed

As Steve Biko said "not only do they apply the kick, they also tell you how to respond to the kick"

A similar anti-apartheid movement, Trans-Africa, based in Washington DC, has also been responsible for promoting sectarianism. This organisation only entertains the opinion of certain sections of the liberation movement

The Western media has also not been sanely in this regard. The revolutionary efforts of the liberation movement both within and outside the country are given prominence depending on which side of the ideological fence they

are

The sectarianism has also disgusted freedom and justice loving people in the same countries where these solidarity groups are based

This has led to the emergence of solidarity groups which direct their support towards all elements of the liberation movement

I would like to commend the London Anti-Apartheid Movement which is a breakaway from the British Anti-Apartheid Movement, the National Black United Front based in the USA, the Movement for True Humanity in France and all organisations which have taken this uncompromising stance of non-sectarianism

The Azaman people need the support of solidarity groups internationally, but this should not be at the expense of our integrity, independence and self-determination

Metal industry

union proposals

met with

GPP 7/11/87 (143)
15/2/87

Seifsa demands

EAWTUSA and Numsa have previously been among a number of unions to operate jointly under the auspices of the local council of the International Metalworkers' Federation. It is understood this arrangement fell apart because of anger that Numsa last year negotiated a separate strike settlement with Seifsa.

Seifsa has proposed that small businesses be exempted, if they wish, from the terms of the agreement. The term "small" is not defined in the initial proposal.

Employers have also proposed that the statutory prohibition on the employment of artisans who do not have formal qualifications be removed, and that non-qualified but sufficiently skilled persons be permitted entry to these occupations.

Seifsa has further proposed a clause protecting employers from be-

ing compelled by unions to negotiate company-level agreements — a legacy of last year's strike where numerous employers entered private agreements with Numsa.

Employers have also proposed removing the 10 hour a week limitation on overtime work, in contrast to Numsa which has proposed the limit be reduced to five hours.

Numsa has also proposed a five-hour reduction in the working week, improved shift allowances, restrictions on temporary labour, new retrenchment provisions, fully-paid maternity leave for six months, improved sick pay and structures to eliminate sex discrimination.

The CMBU has proposed improved overtime and sick pay and annual leave, improved shift allowances and a system of service increments.



Sanctions in perspective

AR662 17/2/89
134

Excerpts from a speech by MR HARRY OPPENHEIMER at the annual meeting of the World Economic Forum in Geneva

IN South Africa a majority of the black people and some of the more liberal-minded whites are persuaded that the end of racial discrimination is impossible without the adoption of a socialist system.

This is all very understandable. Free enterprise in South Africa was introduced by white settlers and was associated with the colonial system and today is often regarded as a form of neo-colonialism.

This rejection by black radicals and some whites of private enterprise as a form of neo-colonialism creates a barrier which prevents co-operation with businessmen who would otherwise be their allies in the battle against "apartheid".

The future of trade unions calls for special attention.

The opening up of the movement to black workers on the same terms as to whites is one of the most important reforms carried out by the government — and it deserves more credit for it than it often gets. In the South African context it was a revolutionary change.

Black unions are already a very powerful force but their further development on sound lines will require great wisdom and patience from the workers' leaders and industrialists alike. Great difficulties must be faced.

The union leaders are inclined, for easily understandable reasons, to use their power not only for legitimate industrial purposes but, as an instrument in the political struggle.

The result is that industrialists who share the unions' hatred of racial discrimination often find themselves involved in conflicts in a manner which can easily cause them to be perceived as allies rather than opponents of the government's policy.

I bring these practical details to your consideration not only as important in themselves but as a suggestion of the means by which people of goodwill might help to transform South Africa.

They illustrate by implication too what is wrong with a policy of sanctions.

The proponents of sanctions are very rarely prepared to define their objections, and in so

far as they do attempt to do so they invariably seek to prescribe an unrealistically short time scale.

For the most part they aim at majority rule with no guarantee of the rights of minorities.

They are quite willing, in some cases eager, to see private enterprise replaced by state socialism, and apparently would not be unduly concerned if South Africa's policies should be aligned with those of the Soviet bloc.

They give tacit, even sometimes open, support to Kwame Nkrumah's demand "Give me first the political kingdom".

It is implied of course that as soon as political power is exclusively in black hands all other good things would necessarily follow.

Nothing could be further from the truth.

The fact is that in the majority of the new African states a new tyranny has limited individual freedom, wrecked the economy and over large areas has produced a state of endemic violence and sometimes starvation.

"But if sanctions won't work to transform South Africa, what will?" This rhetorical question is thought by many people to be sufficient in itself to justify a vicious and ineffective policy.

The underlying assumption is that apartheid is so horrible that something must at all costs be done about it, and if you can't find something sensible to do it is better to do something foolish than to do nothing at all.

The argument is, to say the least, a doubtful one! But fortunately it is just not true that there are no sound alternatives to sanctions.

There is a growing acceptance by South Africans that the constructive and practical exercise of influence and pressure from outside could help to solve our problems.

This should take the form of promoting what has come to be called "Black Empowerment". Much can be done in a practical way to improve the social and economic situation of black South Africans, and I hope it will not be thought mere special pleading if I point, by way of example, to the work of the Urban Foundation with which Mr (Jan) Steyn and I are closely concerned.

And while I do not believe it to be possible or desirable for others than South Africans to work directly in the political sphere there can be no doubt that social and economic reform would exercise a strong, if indirect, influence on the distribution of political power.

To work for change in South Africa along these lines involves hard work and is not spectacular.

It is not likely to appeal therefore to those whose interest in South Africa concentrates on the invention of slogans and the organisation of demonstrations which may be useful in the internal politics of their own countries.

Trade union membership up

THE pattern of union membership shows that 30 percent of the Western Cape businesses surveyed employed 66 percent or 25 800 of the unionised workers

Of these businesses, just over half of the employees are members of trade unions. This means that 33 percent of the labour force represented by the sample is unionised and also implies an increase relative to last year where 27 percent of the respondents indicated that they had union members on their payroll.

Over the next year, a 2,7 percent growth in jobs can be expected for this sector of the economy. On a pure number of jobs created basis, the non-unionised segment will create about 700 jobs while the larger businesses will create about the same. Across sectors, the service sector is likely to make the most significant contribution to job creation.

Looking in percentage terms, no union smaller businesses and service sector businesses will be the major contributors to employment creation.

As with most rosy pictures however, there is a darker side.

Wages and salaries are expected to decline in real terms. Owner-managers expect to give lower salary increases than their inflation expectation.

Businesses with unionised employees expect to give higher nominal salary increases than non-unionised firms but nevertheless, real wages will decline by almost two percent. Only for the manufacturing sector is the decline in real wages expected to be less than one percent.

When the declining real wages are combined with the net expected increase in employment, however, the result suggests that business total wage bills are expected to

By MIKE PAGE

increase in real terms across most sectors

The major real wage bill increases are expected to occur in the smaller, non-unionised businesses and in the service sector. This result is directly due to these segments being expected to increase employment by more

than the others

Given the fact that the wage bill is expected to increase in real terms by more than the anticipated real growth in sales, the question one is led to ask is how is profitability to be maintained.

Owner-managers expect to increase productivity principally through increased cost

control and computerisation
It is instructive to note that

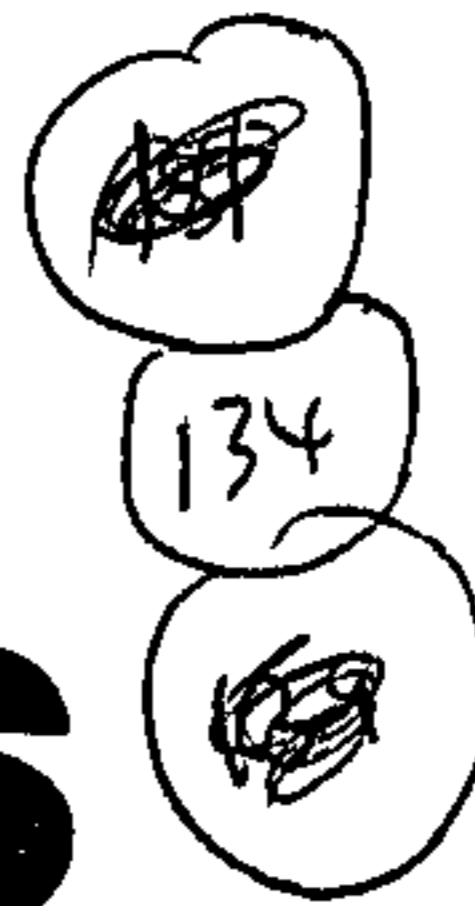
increased training is not perceived to be a priority

Given the expressed trends of negative real wage increases and increased employment, possibly managers should re-examine the aspect of training and its potential for increasing productivity

Abel 28/2/89 134

Insult angers workers

Sowetan 6/3/89.



BLACK workers at the United Brewery in Garankuwa are angry about management's failure to take action against the white employee who has allegedly referred to a black colleague as a "kaffir".

Workers told the *Sowetan* that the black employee was instead persuaded to "make peace" with the white electrician who allegedly called him a kaffir. They said the incident took place three weeks ago at the time when members of the staff were being issued with beer rations.

According to them, the black employee was charged with the issuing of beers. They said trouble started when he refused the white man permission to sign on behalf of a friend who was not present.

They said when the man explained that it was against company regulations to accept beer on behalf of someone else, the white man reacted and allegedly said he was becoming white "Kaffir, jy raak wit"

Staff members said they were angered by the "racist remark." They said the man in question has on many occasions been summoned to appear before the disciplinary committee because of his attitude towards black people

Other employees also pointed out that relations between white and black employees were "generally strained" They said most of the whites

By ALINAH DUBE

employed at the factory did not associate with their black colleagues. They said some have allocated themselves places to sit at the factory's pubs and the canteen

Mr Mike Hall, the United Brewery's general manager, refused to discuss the matter with the *Sowetan*. He would not confirm or deny the allegations but stated "such behaviour would not be tolerated by this company. Necessary action will be taken should we find out there has been such an incident"



after

The MINISTER OF TRANSPORT AFFAIRS

- (a) 670 742
- (b) R5 172 032
- (c) 7 December 1988 to 16 February 1989

Trade unions applying for registration **134**

162 Mr P G SOAL asked the Minister of Manpower

How many trade unions applied in 1988 for registration in respect of (a) Black employees only, (b) White employees only, (c) Coloured employees only and (d) employees of more than one population group?

B364E

The ACTING MINISTER OF MANPOWER

- (a) One
- (b) One
- (c) None
- (d) Seven

Wage-regulating machinery: Indians affected

163 Mr P G SOAL asked the Minister of Manpower

How many Indians were affected by (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 1956, which were in force as at 31 December 1988?

B365E

The ACTING MINISTER OF MANPOWER

- (a) 65 337
- (b) None
- (c) None
- (d) 40 000 (estimated figure)
- (e) These figures are not readily available

Own Affairs

Private schools pupils of different population groups

25 Mr A GERBER asked the Minister of Education and Culture

- (1) (a) How many (i) White, (ii) Coloured, (iii) Indian and (iv) Black pupils are there at present in private schools under the

(b) tenth school day of 1988,

- (2) (a) R34 549 000 for the 1988/89 financial year,
- (b) budget vote 3 programme 2

School transport amount spent

29 Mr A GERBER asked the Minister of Education and Culture

What total amount was spent by his Department on the transportation of pupils from their parental homes to school and back in each province in 1986, 1987 and 1988 respectively?

B391E

The MINISTER OF EDUCATION AND CULTURE

The honourable member is referred to the answer to question 181 of 1988-09-27

Wage-regulating machinery: agreements in force

119 Mr P G SOAL 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 1956, were in force as at 31 December 1988,

B271E

The ACTING MINISTER OF MANPOWER

- (1) (a) 68
- (b) None
- (c) None
- (d) 48
- (e) 5

| | (a) | (b) | (c) | (d) |
|---------------------|---------|---------|--------|---------|
| Industrial Council | Wh | Col | Asn | Blk |
| agreements | 182 | 196 | 205 | 648 |
| Conciliation board | 65 | 337 | 535 | 620 |
| agreements | — | — | — | — |
| Arbitration awards | — | — | — | — |
| Wage determinations | 171 000 | 143 000 | 40 000 | 596 000 |

(Estimated figures)

Orders All races 132 876 (Separate figures are not readily available)

Mooi River toll plaza

123 Mr R W HARDINGHAM asked the Minister of Transport Affairs

- (a) How many vehicles have passed through the toll plaza at Mooi River since it was opened in December 1988, (b) what amount has been collected there in toll fees and (c) in respect of what date is this information furnished?

B287E

CMT-Text
14/3/89

Perception of trade unions 'not correct'

Political Staff

THE general perception that labour unions in South Africa were undesirable and irresponsible was not correct, the President's Council economics committee said yesterday.

It had been authoritatively told that most of the trade unions in South Africa were reasonable and responsible in their bargaining, their actions were not considered newsworthy and they consequently got little publicity.

Although the number of strikes increased dramatically in 1987, the committee was informed that 56% lasted for less than one day and 80% for less than three days. Only 7% of the strikes had lasted for 14 days or longer.

The committee said in its report on "a strategy and action to improve productivity in South Africa", which was tabled in the council yesterday, that it was stated in evidence that "radical demands on the labour front are as a rule made by the trade union federations as opposed to the trade unions.

"These demands get extensive publicity but have no force in the bargaining process between the labour union and the employer."

Job security was an important consideration for many employees, particularly in the public sector, the committee said.

In order to foster workers' security, the committee said it was convinced that employers should avoid re-trenching workers as a result of increases in productivity. Other ways of reducing staff, such as not filling vacancies, should be preferably be used when the work force had to be reduced, the committee said.

Anger over paid holiday swap deal

Soweto 5/14/89

134

EMPLOYERS in the metal industry yesterday said they would grant employees a paid holiday on Founders' Day tomorrow while those who opt to work will be paid overtime rates.

A spokesman for the Steel and Engineering Industries' Federation said the arrangement was agreed by trade unions and member companies in the industry last year. The agreement also allows employees, through ballots, to swap

By LEN MASEKO

Founders' day for June 16

But the deal has angered the right wing White Workers' Union, which has warned of action — including a possible strike — against employers who tampered with the legal public holiday system.

The union has warned that the trend towards swapping the two days is creating an explosive situation, with June 16

“being forced down the throats of white workers who wished to have nothing to do with Soweto Day”.

In terms of the Seifsa agreement, employees are allowed, by a 75 percent ballot, to decide whether they wish to substitute June 16 as a paid holiday for Founders' Day. This means employees who voted in favour of the substitution will get a paid holiday on

Soweto Day while those who are against this arrangement will get a paid holiday tomorrow

Employees who want to work tomorrow will get overtime pay. “They will also get the opportunity to work in time should a closure be observed on June 16, 1989,” the Seifsa spokesman said

Seifsa has also recommended to its members to make alternative arrangements for employees who were against the substitution

Political Staff

A NEW law is to be introduced this year to make provision for some trade union rights in the civil service, the Commission for Administration has disclosed.

The measure, in the form of an amendment to the Public Service Act to provide for collective bargaining, could dramatically change labour relations in the civil service.

The commission said the draft system was approved by the cabinet last year and the proposed legislation would be tabled in Parliament this year.

It added that the need for collective bargaining, in one form or another, for the public service was first emphasised by the Wiehahn Commission, which recommended that the principle of collective bargaining rights for personnel in the public sector be accepted.

The cabinet then instructed the commission to investigate the matter further.

"Solutions had to be found to meet the public sector's circumstances

Trade union rights for civil service

"This system of bargaining would have to do justice to the needs and interests of both the state as employer."

The commission said a design for a possible bargaining system was developed and made available to "the recognised staff associations" for consideration and comment. The staff associations commented extensively and made proposals.

Contributions were also obtained from other experts and in this way a system was developed which was acceptable to both the commission and the staff associations.

This was then submitted to, and accepted by, the cabinet.

CAB
Times
10/4/89
1300
280

(134) 11/4/89

Council to negotiate Post Office salaries

Labour Reporter 11/4/89

LEGISLATION for a unique collective bargaining mechanism for the Department of Posts and Telecommunications should be accepted this year, says the Postmaster-General, Mr Johan de Villiers

He was opening the congress of the Postal and Telegraph Association of South Africa in Kimberley last night

He said the idea was to defer salary and other service conditions to a bargaining forum, to be known as the Negotiating Council

The council would have the authority to negotiate salaries and service conditions and to take binding decisions

But in the case of general salary adjustments the Minister would have the authority to refer matters back to the negotiating council should he disagree with its decisions

The council would meet under the chairmanship of a neutral labour expert

Recognised staff associations and the department would be represented on an equal basis

said the union would declare another dispute with BP over its refusal to proceed with negotiations.

Warring drivers halted

DURBAN _ Four taxi drivers in KwaZulu's Isithebe industrial park were permanently interdicted against assaulting members of the Amalgamated Clothing and Textile Workers' Union (Actwusa) last Friday.

Over 30 men wielding knives, panagas and knobkerries ambushed national and local organisers Elias Banda and Siphwe Ngidi and 16 female shopstewards in a combi on February 2.

Banda recognised three Inkatha-affiliated United Workers' Union (Uwusa) officials before he vaulted a two-metre fence to escape men shouting, "Get his head".

The Actwusa unionists, who fought and received industry-wide recognition for about 8 000 workers a month later, had to meet in a combi after the KwaZulu Finance Corporation evicted them.

Union lawyer Craig Tanner said an interdict against Uwusa, postponed when they did not show up in court the first time, had been extended until May 9.

13-17/4/89

134

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South

No decision yet on unions

CAPE TIMES 20/6/89
THE Department of Manpower had not reached any decision on whether farm workers and domestic workers would be allowed to organize themselves into trade unions, the Acting Minister of Manpower, Mr Eli Louw, said yesterday. Introduction of legislation in this regard would be considered once consultations had been concluded, Mr Louw added.

CA 7/17/88 25/4/88 (134)

Workers: 35% unionists

SOME 35% of South Africa's economically active population belonged to trade unions last year, the Department of Manpower said. A total of 2 084 323 employees belonged to registered and an estimated 330 000 to unregistered unions at the end of 1988.

White miners agree to a 13,5 pc rise

White miners agreed yesterday to a wage increase slightly below South Africa's 14 percent inflation and well down on their original 20 percent demand.

The Chamber of Mines, representing the six major gold mining companies, agreed on a 13,5 percent rise with the Council of Mining Unions (CMU) for 1989/90. It took effect from this May, the chamber said.

The CMU represents 26 000 miners, mostly whites. It settled last year for 12 percent.

The chamber is also negotiating with the National Union of Mineworkers (NUM), which demands increases of up to 96 percent for its 140 000 members.

The NUM annual pay settlement normally takes effect in July after negotiations regarded by analysts as the most crucial in South Africa's industrial relations calendar. The NUM won rises of between 13 and 16,5 percent last year. — Reuter.

Trade unions concern over privatisation

9/11/89 5/5/89 (134) (1007) (475) (23)



Bruce Dyke has been appointed group insurance manager for the Altron Group

From ALAN FINE
JOHANNESBURG — If trade unions refused to try and influence the privatization process, it will have the very consequences they fear, Free Market Foundation director Leon Louw warned on Wednesday.

Louw was speaking at a seminar on privatization and deregulation, organized by the hawkers' organisation Achib, and attended by representatives of small and big business, trade unionists, government specialists, and lobbyists.

Unionists at the seminar expressed the view that privatisation would lead to retrenchments and greater monopolization of the economy by large corporations.

NUM national organizer Gwede Mantashu added privatisation would destroy prospects of "self-determination among the oppressed" by encouraging the "swallowing up" of small businesses by large ones.

It would also discourage the building of workers' co-operatives and strong hawkers' organizations, he said.

Louw said research done for his organization had showed SA had R300bn worth of privatizable assets. It would cost R30bn a year to raise government spending blacks to that of the level of whites, and some proceeds from privatization could be used for this purpose.

Alternatively, the entire shareholdings of

privatised State assets should be distributed among employees or the population as a whole, he said.

This would prevent large corporations from increasing their stake in the economy, while it would substantially increase the stake of black South Africans.

Ownership of State-owned housing should be handed over to occupants, he added.

Achib president Laurie Mavundla said his organization was fighting for the right of traders to earn a living. Members would simply ignore the laws and regulations standing in their way until these were scrapped.

Federale Volksbelegings GM Anton Roodt, who has been seconded to the Department of Administration and Privatisation, said privatisation and deregulation could represent a fundamental break with apartheid which was essentially a form of ethnic socialism.

.....
said yesterday

copy from 6/5/89 (136)

'Council' for teachers

A "BARGAINING COUNCIL" to negotiate on salaries and conditions of employment of educators is to be created in terms of a section of a bill tabled in Parliament yesterday. This council will represent all teachers irrespective of race

INVESTMENT

A charter for workers

FOR several years the union movement has been grappling with the question of a workers' charter.

It's an issue that has caused rifts in the movement, most notably within some unions where advocates of such a charter have divided from those supporting acceptance of documents such as the Freedom Charter

It was, for example, one of the issues at the core of the split in the Commercial, Catering and Allied Workers' Union (Ccawusa) and a break-away from the National Union of Textile Workers (NUTW) during 1986

The necessity for a workers' charter is urged as a safeguard for worker rights and a basis for worker participation in future constitutional debate.

A major step towards the creation of a general charter was taken last month when the Amalgamated Clothing and Textile Workers' Union

(Actwusa), continuing the NUTW tendency, adopted its own charter

Actwusa's charter proposes that "All employers are obliged to recognise a trade union chosen by the majority of workers in any establishment and such recognition shall include:

- No victimisation of workers on the grounds of union membership or participation in union activities
- A requirement to bargain collectively and in good faith,
- Reasonable guaranteed paid time off for elected shop stewards to participate fully in all affairs of the trade union movement;
- Full disclosure of all financial and other information about the enterprise to meet any demand made, or about to be made, by workers,
- Other reasonable organisational facilities to trade unions such as unfettered rights of access, inspections of plants to ensure minimum regulations are complied with, unrestricted use of notice boards for union notices and the right to hold meetings in all establishments

The charter further adds that "All industrial disputes requiring adjudication shall be resolved through a jointly appointed arbitrator or a judge whose appointment has been jointly agreed between organised labour and employers.

"All workers are free to join the union of their choice. Worker participation in the management of establishments shall be set out in detail in law, with a separation of rights at public owned enterprises

"In public owned enterprises, at least half of the management board shall be elected by workers

"The articles of such enterprises shall commit themselves to promoting worker control of the enterprises, delegates elected by workers shall sit on management meetings where decisions are made which affect the workers.

"In both instances, the worker delegates shall be subject to recall in terms of the constitution of the union concerned

"All workers are guaranteed the right to peaceful picketing during any strike.

"All workers have the right to strike in support of any demand which their union has declared official in terms of the constitution of such union and no worker shall be dismissed as a result of such a strike

"No laws governing conditions of work (such as the income tax laws, the Basic Conditions of Employment Act, Labour Relations Act, Machinery and Occupational Safety Act, Mines and Works Act) shall be made by the state without prior negotiation with the trade union movement

"In addition, workers shall be entitled through their trade unions to negotiate with all employers nationally on the minimum demands of organised workers. In the course of such negotiations all the rights set out in this charter, in particular the right to strike, shall apply"



Verligte surprise in middle management

By DICK USHER, Labour Reporter

NR645 26/5/89

134

WHITE middle managers are much like the rest of us — people struggling to adapt to the demands of a rapidly changing society

And, while conventional wisdom

is that they are inherently more conservative than top executives, a survey by the South Africa Foundation just released shows that they are possibly more forthright on certain political issues than their seniors

The foundation survey covered a wide range of middle managers from 36 companies in the PWV region, testing their views on black advancement, business and social change.

It was undertaken by Dr Philip Frankel of the University of the Witwatersrand who found that their views on the broader socio-economic and political issues did not differ substantially from mainstream white opinion, but "to a surprising extent" showed considerable accord with business leaders on reformist issues.

A key difference of opinion was that they showed signs of sharp hostility to organised black labour

However, in spite of these apparent contradictions in attitude, Dr Frankel finds that they "have the potential to become an important factor in building and sustaining a

broader constituency in society as a whole for peaceful change in South Africa"

They are overwhelmingly in favour of change and the group surveyed was almost unanimous that the government's reform programme was too slow.

None considered it too fast, and a mere 1,6 percent thought it just right.

Lobbying

On the role of business in trying to change government policy, 85 percent were in favour, particularly by direct lobbying and through greater co-ordination and unity within the business community, while only 9,5 percent strongly disfavoured the idea

Only 8,7 percent thought removal of National Party from office would be an effective way for business to increase its influence on government

And, if middle managers became State President for a day, they would abolish the Group Areas Act and open discussions with black leaders

Deregulation

These two actions scored highest among actions favoured by middle managers as being in the best interests of South Africa, followed by abolishing apartheid and deregulation

Freeing Nelson Mandela rated about equally with speeding up reform on the RSC format, and there was also minor support for creating an equal opportunity society through a military coup.

They are, however, the men in the middle when it comes to black management advancement, when it comes to

applying and executing policy determined by top executives and in the middle of daily interaction with organised black labour.

Imbalance

Thus, while strongly supporting change, they almost equally oppose the concept of affirmative action. Nearly 90 percent disagreed with the idea that "in order to correct the racial imbalance in the ranks of South African society we need to discriminate against white managers when it comes to promotion policy"

According to Dr Frankel, they expressed considerable reservations about black advancement programmes in practice and only half regarded such programmes in their companies as successful

But although he found elements of racial prejudice, particularly at the lower end of the scale — where black mobility appeared to be a clear threat to their own prospects — there was also widespread rejection of reverse discrimination as opposed to equal opportunity

Hostility

A full 90 percent argued strongly for promotion on merit alone and half agreed that the biggest problem facing black executives was the racism of their white counterparts.

As regards organised labour, managers expressed considerable hostility to the conduct of black trade unions.

This area, where middle management interacts with organised labour on a daily

basis, showed quite widespread divergences of opinion and some confusion

Thus, while 61 percent thought that trade unions were essential to communication between labour and management (and 27 percent disagreed), nearly 60 percent thought that trade unions should stay out of politics, but nearly the same percentage agreed that "no black trade union in South Africa can keep out of politics if it is to protect the economic interests of its members"

Danger

About 35 percent disagreed with this, while slightly more than 30 percent agreed the black unions were becoming a danger to the South African economy

Dr Frankel said that most white middle managers (in the PWV region at least) are "largely unaware of the wider implications of black labour, and of the reasons for the politicisation of black unions"

Overall, he found the picture encouraging

The survey showed "ambivalence on the issues of black advancement and organised black labour, this co-exists in our survey with widespread support for change and a rejection of racial discrimination in the workplace," said Dr Frankel

"There are no insuperable obstacles, it would appear, to building on the latter sentiments to overcome impediments to successful black advancement programmes and industrial relations, where such impediments are based on the perceptions of white middle managers"

Fruit industry slams anti-trade union ad

By CHARL DE VILLIERS

THE deciduous fruit industry has condemned an advertisement in its own mouthpiece which warns farmers against "falling prey to trade unions"

Titled "The radical attack on the SA agricultural sector", the advertisement, appeared as a loose-leaf brochure in the June edition of the Deciduous Fruit Grower.

The insert, produced by the Johannesburg-based Liaison Bureau for Industrial Relations Services (LBIRS), includes warnings to farmers against "falling prey to trade unions" and inadvertently "assisting the ANC in their power struggle".

The fruit industry's public affairs manager and spokesman for the powerful Unifroco international fruit-marketing group, Mr Fred Meintjies,

said yesterday: "An advertisement like that is totally uncalled for and shows a total lack of insight. An approach like that to industrial relations will not have much benefit."

Magazine editor Ms Hannarie Wenholt said she had not seen the advertisement, which had been inserted "at the last-minute" into copies of the magazine already at the printers.

Describing the brochure as an information sheet to farmers, LBIRS co-director Dr Kobus Slabbert said yesterday he was not opposed to trade unions "as such" but to "politicised" unions which "misled" workers

"The ANC is advocating that farm and domestic workers fall under labour legislation," he said. Farmers who were confronted with trade unions needed to "know their opponents".



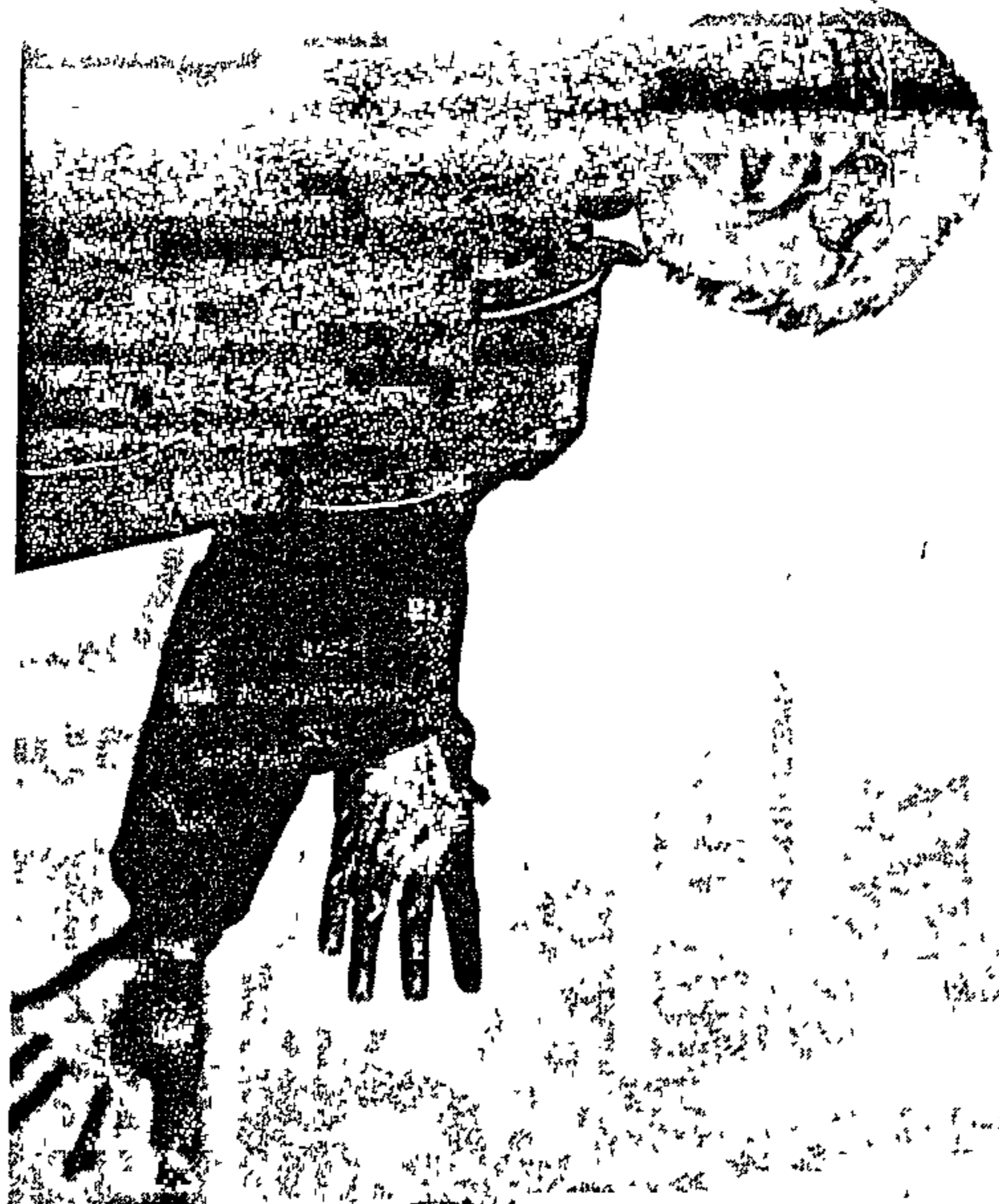
Police disperse Soweto Day meet in Rylands

Staff Reporter

A SOWETO Day meeting in Rylands was yesterday dispersed by police as many city workers observed a public holiday marking the 13th anniversary of the June 16 student uprising.

Cape Town Chamber of Commerce spokesman Mr Tommy Brand said industry had experienced a 10 to 15% absenteeism rate, while the effect of the June 16 holiday had been "negligible" in the commercial sector.

About 900 people attended a commemorative service in the Hazendal AME Church and Archbishop Desmond Tutu addressed about 200 people at the Church of Reconciliation in Manenberg. A youth gathering in the Sa-



... Archbishop Desmond Tutu addresses about 200 people who Day sermon in the Church of Reconciliation, Manenberg yesterday

Picture: ERIC MILLER

maJ Centre in Gatesville was declared unlawful by police who briefly detained Grassroots photographer Mr Bennie Gool and a Mr Desmond McKenzie, attorney Mr Ibrahim Mohammed said last night.

Police said the venue had been hired by an unlawful organisation, Mr Mohammed added.

A City Tramways spokesman said buses were "undertilted" and trains to the Khayelitsha and Philippi "resettlement" areas had shown a slight reduction in passengers, a SATS spokesman said.

Police kept a high profile in Terminus Road, KTC, where makeshift barricades hindered traffic and eyewitnesses said vehicles had been stoned.



SOWETO 16 JUNE 1976

THE EDUCATION STRUGGLE CONTINUES

PROTEST ... Black Sash member Ms Cassandra Parker stages a June 16 commemorative picket on High Level Road, Sea Point

Unrest: Train coach burnt

PRETORIA — A passenger coach was set alight and extensively damaged at Naledi railway station in Soweto yesterday, the 13th anniversary of the Soweto riots.

The police unrest report recorded 12 incidents of stonethrowing and petrol-bombing overnight.

At Kwadengezi, near Pine-town, a group stoned a police vehicle. They were dispersed with birdshot. A woman was wounded and admitted to hospital for treatment.

A man was injured at Kwamashu in Durban when a group stoned a bus. Buses at Umlazi, Durban, were fairly badly damaged when they were stoned and a bus at Inanda, Durban, was extensively damaged when it was set alight.

At Vosloorus, near Germiston, petrol bombs were thrown at a butchery, causing serious damage to the property, and at Zwide in Port Elizabeth a bus was extensively damaged in a petrol-bomb attack. No injuries were reported, the report said — Sapa

June 16: Man killed in city

Cape Town 17/6/87

A MOTORIST was stabbed to death by a group of people in Guguletu after his car was forced to stop at a burning barricade on Thursday night, the eve of the anniversary of the bloody Soweto uprising

The murder was recorded in yesterday's unrest report, which also said a bus in Khayelitsha was badly damaged in a stoning incident. Police would disclose no details on the murder.

It was the only unrest death reported in South Africa as hundreds of thousands of people countrywide stayed away from work in observance of the 13th anniversary of the uprising on June 16, 1976, when police shot and killed two Soweto students in a crowd of some 15 000 protesting the introduction of Afrikaans as a compulsory language of instruction.

Many businesses yesterday shut down voluntarily despite the government's refusal to declare an official holiday.

Johannesburg as well as East and West Rand towns came to a virtual standstill while in Dur-

ban, Maritzburg and East London, bus ranks, railway stations and mini-bus loading points were deserted.

In Cape Town industry experienced a 10 to 15% absenteeism rate, while the effect on the commercial sector was "negligible", according to a Cape Town Chamber of Commerce spokesman.

More reports on June 16 — Page 3

Businesses in Pretoria found that 60% of black employees had stayed at home, according to the Pretoria Chamber of Commerce.

In the Durban townships, youths stood on main roads, apparently urging people not to go to work.

A spokesman for KwaZulu Transport, Maritzburg, said there had been a total stayaway of bus drivers in the capital.

About 700 people died during the student-led '76 riots, according to the South African Institute of Race Relations — Own Correspondents, Sapa and UPI

...in the past three years, MITI data show. — Sapa-Reuter

Workers observe *City Times 12/6/89 (134)* Soweto uprising

JOHANNESBURG. — Workers are expected to commemorate the 13th anniversary of the June 16 Soweto student uprising today, while overseas demonstrations have been arranged too.

Political bodies, trade unions and youth organisations have appealed for June 16, generally known as Soweto Day, to be observed with dignity, and restraint. Prayer services have been planned by various groups throughout South Africa.

A number of firms have announced they will be closed on Soweto Day. Many of the larger companies, particularly those with a union presence, have said they accept today as a paid holiday.

However, it is expected that a number of employers, whose staff are not union members, will adopt a no work, no pay attitude.

The Soweto Divisional Commissioner, Brigadier J J Viktor said: "My men will go on with their normal crime-prevention operations. However, if people break the law we will act."

Police spokesman Captain R Bloomberg said: "We are prepared for any eventuality and intimidation will not be tolerated."

Police said they would mount a three-day security operation in Natal townships to curb any violence.

● In Cape Town, police said they would take strong action against any form of intimidation against workers who go to work today.

● The leader of the Labour Party, Mr Allan Hendrickse, said June 16 marked the turning point in South Africa's history and his party would continue to honour it. — Staff Reporters and Sapa.

Public holidays should be given to all — union

By Mike Siluma,
Labour Reporter

134

White miners obliged to report for work on May 1 were paid for the day and provided with food for doing very little or no work, according to an article in the June issue of the Amalgamated Engineering Union's (AEU) mouthpiece, *Metalworker*.

And the AEU, blaming the Government and the Chamber of Mines for the situation, is up in arms.

An editorial in the publication deplores the agreement between the Chamber and the (black) National Union of Mineworkers making it possible for NUM members to observe May Day (May 1) as a holiday.

Because of the Mines and Works Act, miners are not entitled to a holiday on the Government-declared Workers' Day, which this year coincided with May Day.

Says the editorial: "As everyone knows, May 1 is May Day in communist and socialist countries, so there can be little doubt that the choice of May 1 (by the NUM) was politically inspired."

The AEU said it believed that only the Government should declare public holidays, and that "the mining industry should not be permitted to proclaim holidays, particularly when there are political implications".

A failure by Government to do this could lead to a situation where some workers were forced to commemorate "political events which are in conflict with their own views".

The AEU also demanded that mineworkers be entitled to all South Africa's public holidays.

"We deplore the uncompromising attitude of the Chamber in refusing to permit members of (white) unions to enjoy May 1 this year as a paid public holiday, when black employees were given the same day ... as a holiday," said the AEU.

White workers spent May 1 "cleaning machinery".

ESTABLISHING a base of mutual trust

W/L NEWS 1/7/89
134

HISTORY, they say, has a habit of repeating itself

In the early 1980s, after Steve Woods had helped negotiate the first recognition agreement in the Western Cape with the General Workers' Union, he says that he found himself an object of some curiosity among industrialists

The curiosity, apparently, had something to do with the suspicion, if not fear, with which the union was regarded and he found himself dealing with questions such as "How can you possibly sign an agreement with those people? Don't you know you're letting the side down? What kind of insanity is this?"

That type of thing
Adrian Graham, industrial relations manager for Pepsi-Cola Africa, said this week that he finds himself in a similar position

Last year the company signed with Food and Allied Workers' Union what was probably the first in-house agreement to stand beyond the Labour Relations Act, in which the parties agreed to conduct their industrial relations according to a set of rules they had written themselves

After this he, too, found himself regarded with a degree of curiosity. He has even been told that it wasn't legal

At the same time he's also found that the step has aroused interest and people in industrial relations have asked to see copies of the agreement for study and reflection

If it proves useful to those who have seen it, Mr Graham is happy

"It's an agreement that we worked out between us which we felt would best serve the interests of the company and its employees

Give away

"People ask how we could give our rights away like that, and I tell them we haven't given anything away

"We've established a base of mutual respect from which, with trust in each other, each retains rights and obligations underpinned by a mutually agreed set of rules and procedures," he said

"Trust is built on respect, respect is built on trust — you can't have one without the other

"At wage negotiations this year, for example, we made an offer we thought realistic and when challenged by the union offered them a financial audit

"But they accepted our bona fides without the audit, which we feel was an indication of trust in us"

Mr Graham said that without trust and respect no agreement could produce industrial peace

"And it's not that we don't have problems

Important thing

"But the important thing is to deal with problems as soon as they arise, and to deal with them in a way that doesn't undermine anyone's rights or dignity," he said

"Shop stewards are always included in the process and we take care to communicate with them all the time

"In the end, the proof is that it works

"Both of us have placed our trust in an ongoing relationship, rather than the letter of the law

"Obviously only the future will tell whether that trust was justified"

● Last week's column about the Public Servants' League referred to National Education, Health and Allied Workers' Union involvement at Groote Schuur. It should have referred to the Health Workers' Union, an unaffiliated union



Unions' split on May Day holds up Seifsa wage talks

6/10/47 (18) - ALAN FINE

THE refusal of the mainly white Confederation of Metal and Building Unions (CMBU) to accept the institution of May 1 as a public holiday in exchange for Workers' Day appears to be the only significant stumbling block in the way of a metal industry wage settlement. Seifsa director Brian Angus confirmed yesterday the CMBU had refused to accept the offer made in response to demands by the mainly black Numsa and Nactu metal sector unions.

134

Holiday

The CMBU has accepted Seifsa's 13% to 18.5% wage offer. There were strong indications yesterday that Numsa was about to do the same.

Numsa apparently wishes to broaden the terms of reference of an investigation into the use of temporary labour, but this is not expected to cause serious problems.

The CMBU position on Workers' Day is based on the argument that members hold no allegiance to May Day, but feel strongly they wish to spend public holidays — such as Workers' Day — with their families.

The employer view is that to allow employees to make individual choices about which day to take as leave would effectively mean the loss of two days' production.

Unions reject public holiday offer wording

^{Biday 10/1/89}
METAL industry employers and trade unions had still not reached a final settlement in the annual wage negotiations for the industry, Seifsa said at the weekend.

Parties failed to reconcile the "disparate demands" of the different union groups on the issue of public holidays, Seifsa said in a statement issued after a meeting on Saturday.

"The Confederation of Metal and Building Unions (CMBU), Yster- en Staal- en Verwante Nywerhede Unie, and Mineworkers Union rejected the wording of the proposal made in the final employer offer for the substitution of the 1st of May for Workers' Day." 134

All other trade union parties had accepted the wording of the proposal, the statement said.

The trade union parties had agreed to respond to the employer offer at a meeting of the National Industrial Council for the metal industry on July 11, it said. — Sapa.

Deadlocked

WAGE negotiations between the metal industry's employers and trade unions have stalled over the issue of public holidays.

Confirming this, the Steel and Engineering Industries' Federation of South Africa (Seifsa) said three unions have rejected May 1 as a public day. These unions, which include the Confederation of Metal and Building Unions, prefer to accept Workers' Day (first Friday of May).

Other unions have accepted May 1.

The parties are to meet again today to resolve the row.

Talks 134

Meanwhile the Federated Mining Union (FMU) and Rustenburg Platinum have ended wage talks, agreeing on wage increases ranging from 13 to 17 percent.

FMU's general secretary, Mr Sidney Zimba, said the wage agreement became effective on July 1.

In terms of the agreement, minimum and top rates for surface employees have been set at between R430 (lowest grade) and R1 762 (top grade) and for underground mineworkers set

at between R500 and R1 857. "Management has also agreed to increase the rent subsidy from R165 to R215, a figure which represents an increase of about 30 percent," Zimba said.

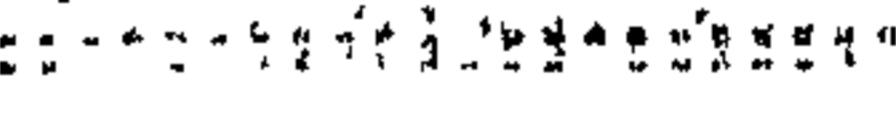


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REMEMB
Offer



BLACK and white metal sector unions yesterday came up with a compromise proposal on public holidays — the issue delaying a settlement of this year's industrial council wage negotiations.

The Steel and Engineering Industries Federation of SA (Seifsa) has undertaken to respond on Friday after consultation with its members.

The parties also agreed on a formula facilitating the payment of the wage increases already accepted by most unions from July 1.

A Seifsa spokesman said employers who implemented wage increases immediately would be permitted "to set-off such increases when they eventually become statutory upon being published in the Govern-

Metal unions agree over holidays plan

BID 9/12/7184
ment Gazette". The date of implementation had not yet been agreed on. ~~(134)~~ (134)

The joint union proposal will make both May 1 and Workers' Day, which falls on May 4 in 1990, paid holidays next year. This would overcome union objections to members being unable to spend the statutory Workers' Day with their families.

Yesterday's union proposal can be implemented without an additional day's production being lost because June 16 falls on a weekend for the next two years.

Union is told
to reject new

bank hours

(S) (134)
MORE than 300 angry Standard Bank employees have instructed their union, the 34 000-strong South African Society of Bank Officials (Sasbo), to reject the bank's extended Saturday trading hours due to come into effect on September 9.

The meeting, which rejected calls from the floor for illegal strike action, censured Sasbo for accepting longer hours without first reporting back to them. Sasbo acknowledged that the society had misread its members' feelings on the issue.

Sasbo is expected to meet Standard Bank for further talks on the subject tomorrow.

The society's Standard Bank members have scheduled further protest meetings in the Johannesburg and East Rand areas during next week — Sapa.

MORE than 300 angry Standard Bank employees have instructed their union, the 34 000-strong South African Society of Bank Officials, to reject the bank's extended Saturday trading hours due to come into effect on September 9.

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Sasbo is due to meet

Bank union under fire

Secretary 31/9/89

[scribble]

134

X

with Standard Bank for further talks on the subject today.

The society's Standard Bank members have scheduled further protest meetings in the Johannesburg and East Rand areas during next week.

Ikageng club clean-up

THE Ikageng women's club (Mofolo branch) under the chairmanship of Mrs Joyce Ncala had a hectic weekend last week.

They undertook the

of Mshenguville on Saturday, and on Sunday they went on an outing to the Heia Safari to be treated to a buffet and Mzumba dance vibes, including all the wonders of the holi-

Pension fund race bar to be fought in court

STAR
24/9/89
By Drew Forrest

The long-running dispute over the admission of black workers to the all-white Mine Employees' Pension Fund (MEPF) returned to the Industrial Court this week after an abortive attempt to settle the issue out of court

The dispute, which started in 1985, centres on mine employers' demands that the R3 billion fund be opened to the increasing number of black skilled workers on the mines

The Council of Mining Unions (CMU), representing white workers in the industry, is resisting the demand

The case reached the Industrial Court in May this year. It is due to be heard again this week

Sources indicate that an attempt was made last week to settle the matter informally

When this failed, they said, the SA Boilermakers Society, which has black members, withdrew its support for the CMU over the issue

CNA-Times 23/9/89 (130)

Unions to extend demands in the 90s

TRADE unions in the 1990s will extend the range and extent of their demands, says the director of the School of Business at the University of South Africa, Professor Nic Wiehahn

Speaking at an industrial relations seminar in Port Elizabeth, Prof Wiehahn said unions would concentrate on issues such as shorter working hours and longer holidays

The "no work no pay policy" would be re-addressed as would the issue of maternity leave

Safer working conditions, security of income, worker representation, grievance procedures, state-subsidised pension funds and other benefit schemes would become major issues

Unions would aim for better medical aid schemes, health care of an ethical nature and black advancement Retrenchments

and redundancies would also be issues There would be increased pressure on management to press for political change and to publicly reject apartheid.

He added that unions would also push for the adoption of a labour code instead of labour laws

Issues such as contributions by management to the education of trade unionist's children would be emphasised

Prof Wiehahn said management would retain an important responsibility in the 1990's — to manage

"Management's attitude in the labour scene must change from an attitude of toleration to one of acceptance.

"Management must develop greater co-operation with unions, a closer relationship with the workers and a greater willingness to negotiate"

134

BUSINESS TIMES SURVEYS THE INSTITUTE OF PERSONNEL

Trade unions to exercise muscle

TRADE unions will exert great influence on political, social and economic practices in the next few years, says an IPM report.

A three-year scenario prepared by industrial relations practitioners and co-ordinated by the IPM covers 1987 to 1989

Looking at major institu-

tions influencing industrial relations, the report finds that labour will have the greatest political effect on industrial relations (as opposed to the State and employer) Trade unions will mostly influence industrial relations as a consequence of their involvement in community matters

Second only to the State, labour will have the greatest economic effect on industrial

relations, showing the growing strength of employee antagonism to the present forms and structures of economic activity

The report does not intend to predict or prescribe a set of responses to likely actions by the major actors in the industrial relations system

It says "It is rather the intention of the institute to provide a resource for members who are addressing cur-

rent and future problems and issues in South African industrial relations and to assist them in anticipating issues and formulating responses appropriate to the challenges in their environments"

The major actors which the report identifies in the scenario are seven institutions which are expected to influence the practice of mine or factory industrial relations in the next few years.

Steps will be taken to heighten the "political identity" of members and to forge a discernable political consciousness, which will involve an increasing mobilisation of members against employers and against their alleged collusion with the "apartheid State"

Recruiting

● The ANC and UDF It must be remembered that this report was written in 1987, before the restrictions placed on the UDF Predictions in the report until the restrictions are, however, largely accurate

Extra-parliamentary actors are likely to continue to recruit supporters from union members and employees

As a generalisation, the ideological position of the actors will become more clearly defined, and positions on many issues, such as sanctions and solidarity actions, will become more firm, affording less flexibility with employers or the State.

Racial

Greater certainty of purpose among the actors can be expected to lead to an increase of potential conflict between the actors and the State over a range of issues which will result in greater uncertainty on the shopfloor

● White conservative labour (WCL) will probably reinforce its racial identity and increase its support and influence on the shopfloor, which will raise the potential for increased tension.

● The State will continue its dual strategy of law and order and reform There is likely to be a readiness by the State to intervene in industrial relations through actions primarily directed against trade union activities which are not regarded as bona fide

● The employer is likely to confine himself to the business of business, which may represent a tactical retreat from attempts to influence the broader body politic

He will adopt an attitude of pragmatism which will involve ad hoc accommodations intended to ensure short-term workplace resolutions and also become more flexible when confronted by competing demands

Conservative

First is the Congress of South African Trade Unions (Cosatu), followed by the National Congress of Trade Unions (Nactu), the United Democratic Front (UDF), employers, the State, the African National Congress (ANC) and white conservative labour

The report says that although each actor is identified separately, "in reality each actor is in relationship with one another and their actions are influenced by other's actions"

"In this regard, the likely influences on industrial relations practitioners over the next three years will emerge out of a process involving all the actors in relation to each other"

Ground rules

It lays down "ground rules" for the behaviours of the seven major actors

● Cosatu and Nactu These federations are likely to continue strenuously recruiting members They will continue to preserve their formal independence from political groups and organisations

They are likely to intensify a vigorous work-based trade unionism in which, among others, the collective bargaining agenda is widened to include issues previously regarded as non-negotiable, such as health and safety, disclosure and new technology Workplace conflict will become more evident



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EXTENDED hours on Saturday have upset bank employees.

More than 300 Standard Bank employees have objected to the proposed longer hours, even threatening to strike

The strike was averted after a meeting at which South African Society of Bank Officials (Sasbo) members decided to hold protests in the Johannesburg and East Rand areas

Sasbo was criticised at the meeting for accepting the longer hours without consulting members. Although the union admits that it may have misread its members'

Saturday bank storm

8/ Times 24/9/89
attitude, it still believes the scheme is a good one

There appear to be two major employee gripes with the system. Most women workers at Standard Bank branches are against working on Saturdays, saying they need these mornings for domestic and other chores

OVERTIME

Many employees are dissatisfied with the large tax deductions which result from the overtime pay, although in

total they stand to increase their earnings by about R12-million in Saturday pay.

Sasbo general secretary Ben Smith says the scheme is a good one, giving members greater benefits in the long run

"Our advice is to give it a chance. Members should allow the system to bed down before passing judgement."

John Verster, Standard Bank divisional general manager of human resources, believes the issue has been

blown out of all proportion by the media

He says that a pilot run of the scheme took place last Saturday and it went off extremely well, employees voicing few objections.

CONFIDENT

"We have stressed all along that this is only a pilot, and we realise that we may run into some problems. We are confident we can iron them out and are holding dis-

ussions with Sasbo."

Dr Verster says it has not even been established whether Sasbo members really threatened strike action or not. He says none of the Standard Bank employees made threats of this sort.

Other banks are treating the issue with caution, adopting a wait-and-see attitude. First National Bank (FNB) says it will not follow the same route as Standard until it sees what the outcome of the pilot tests are

1 000 on strike

Sowetan 29/9/89

MORE than 1 000 Coke employees yesterday embarked on a work stoppage at plants in Pretoria and Johannesburg apparently triggered by a row over the current national overtime ban.

A m a l g a m a t e d
Beverage Industries'

By LEN MASEKO

plants affected by the stoppage were Midrand, Devland and Benrose.

ABI managing director Mr Alex Reid confirmed the industrial action but said only part of the workforce at Benrose were involved in the strike.

The company's employees, all members of Food and Allied Workers Union, were protesting against management's decision to "discipline certain drivers for not conducting their work in the manner in which they were employed to do," Reid said.

Fawu official Mr George Nene said the Coke employees would only return to work if

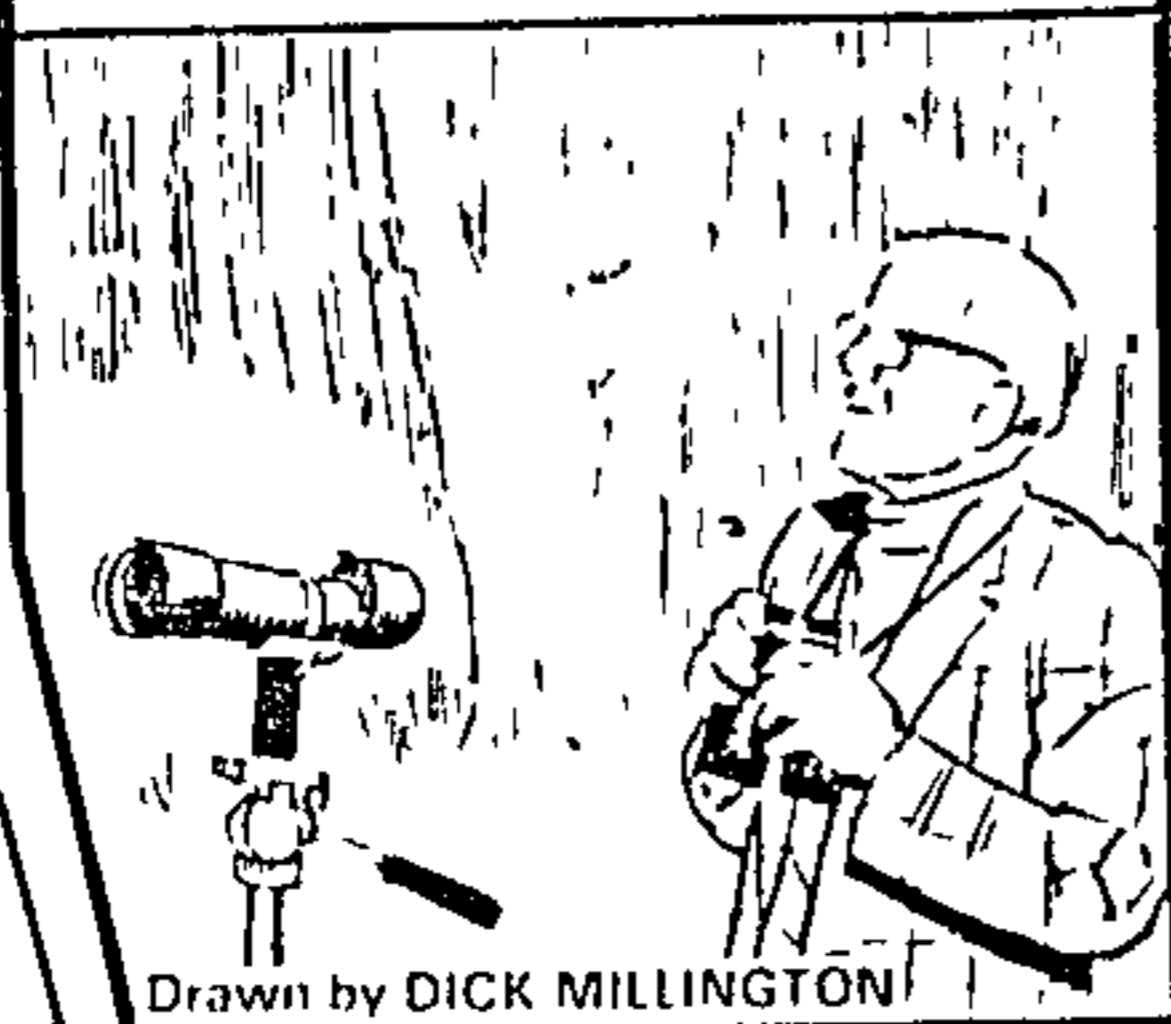
their grievances were attended to. (134)

Fawu members demanded that management "recognise" the overtime ban called for by Cosatu and Nactu; reinstatement of 300 Sparletta employees fired by ABI after it took over the firm; cancel pending disciplinary hearings against union members.

*Scores of members of the Black Health and Allied Workers Union of South Africa (Bhawusa) have embarked on a go-slow strike at American company Warner-Lambert in protest against management's alleged refusal to reinstate a dismissed worker.

A Bhawusa spokesman said the union members wanted management to unconditionally reinstate their colleague, dismissed after he was alleged to have been involved in a theft. The said worker was later acquitted of theft charges by a magistrate, he said.

ONE OF THE WORLD'S MOST SUCCESSFUL BIRD SPOTTERS IS NORMAN CHESTERFIELD (CANADA) WHO BY MARCH 1987 AT THE AGE OF 74 HAD LISTED 6 220 SPECIES YET HE DID NOT BUY HIS FIRST PAIR OF BINOCULARS UNTIL HE WAS AGED 42



Drawn by DICK MILLINGTON

W

Mines' white ^{SOME} pension fund must be 'open'

By Drew Forrest

Protracted attempts by white mine unions to exclude skilled blacks from the R3 billion Mine Employees' Pension Fund (MEPF) have been ruled unfair by the Industrial Court. (134)

Yesterday, the Chamber of Mines described the judgment as a "major blow against race discrimination".

Comment from the Council of Mining Unions, which represents white miners and artisans, could not be obtained.

Beginning over four years ago, the dispute over the 28 000-member MEPF centred on the Chamber of Mines' demand that the 40-year-old fund be opened to skilled black workers on the mines.

The CMU, representing white miners and artisans, resisted the demand.

Earlier this year the Chamber also won a Supreme Court action setting aside regulations promulgated by the Minister of Economic Affairs and Technology which could have been discriminatory.

Welcoming the judgment, the Chamber's president, Mr K W Maxwell said. "There can be no place for discrimination of this kind in this day and age."

Bloody strife on the factory floor

GENERAL Motors, Kinross, the United Workers' Union of South Africa (Uwusa), Moses Mayekiso and Impala Platinum were some of the names that made labour news during 1986

It was a militant year in which workers broke records for industrial action, occupied their factories and entered the uncharted and perilous terrain of political struggle

For union activists it was a rough year. A number of them were killed, attacked, driven into hiding or detained for long periods — but out of the repression and struggle a new and dynamic form of political trade unionism began to emerge

The face of organised labour was changed as within 12 months three new federations — the Congress of SA Trade Unions (Cosatu), Uwusa, and the Council of Unions of SA/Azania Confederation of Trade Unions (Cusa/Azactu) — were formed

And, after years of accelerating decline, the Trade Union Council of South Africa (Tucsa) finally lay down and died, leaving the field to what then Tucsa president Andre Malherbe described five years ago as "our minuscule rivals"

Formed at the end of 1985, Cosatu — the biggest of the new union federations — lost no time in embarking on a new politics of alliance with anti-apartheid and liberation movements

At a meeting in Lusaka in February, Cosatu put out a statement jointly with the African National Congress (ANC) accepting the ANC as the leading force in the liberation struggle of which Cosatu was an integral part

Cosatu linked up with the United Democratic Front (UDF) in undertaking national campaigns, the most successful of these being the May Day and June 16 stayaways. Twice within weeks, between 1 500 000 and 2 000 000 workers paralysed large sections of the economy

But the State of Emergency, declared on June 12, intervened in this developing relationship. The main targets of the repression were the UDF and its affiliates though hundreds of unionists were detained as well

The failure of the July 14 stayaway, called to protest against the Emergency, was indicative of the damage done to organisations on the ground who were unable to mobilise under the clampdown

But on the regional, industrial and legalistic levels, the union movement showed that its deep organisational roots ensured an ability to respond creatively to the Emergency

Cosatu unions such as the Commercial, Catering and Allied Workers' Union (Ccawusa), the

In the year one union federation — Tucsa — lay down and died, three more moved into the gap. But not without angry, often bloody union strife. PHILLIP VAN NIEKERK reports on the year in labour

National Union of Mineworkers (NUM) and the Chemical Workers' Industrial Union (CWIU) embarked on rolling strikes demanding the release of union leaders

The strikes took employers by surprise and put pressure on them to wield their influence with the government, securing the release of union leaders and a measure of protection for the unions

The first major court challenge to the Emergency came from the Metal and Allied Workers' Union (Mawu)

The response to the Emergency indicated the most significant political development in the union movement in recent years: the emergence of unions who cut across the divide between "workerists" (concentrating primarily on shopfloor issues) and "populists" (concentrating primarily on political or community issues)

The most advanced example of "workerist-populist" unionism is Mawu which took the lead in a number of political struggles while mobilising workers nationally on a combination of wage-related and community issues

One of the best examples is in Brits where Mawu has played the leading role in the resistance to the removal of Oukasi township

However, the militancy of the union has had a high cost. Mawu general secretary Moses Mayekiso, a leading figure in the community battle in Alexandra, has been detained since June 14. Joyce Modimoeng, the wife of Mawu's organiser in Brits, David Modimoeng, was blown up by a bomb in May, several striking Sarmcol workers, including the chairman of the workers' committee and the daughter of a shop steward, were brutally murdered two weeks ago, and the homes of Mayekiso in Alexandra and a number of Mawu members in the Inkatha heartland of northern Natal have been attacked

Apart from Mawu, the NUM — now the country's largest union claiming some 300 000 members — has developed to the extent where it is often difficult to draw a line between "industrial" and "political" issues

In some areas — particularly the coal mines around Witbank — the isolated mine hostels have become keyed in to the political climate in the townships, perhaps for the first time in a century

In the rest of the industry the new politicisation has a lot to do with life



Cosatu May Day rally in Soweto ... into the uncharted terrain of political struggle

Picture ANNA ZIEMINSKI, Afrapix

in the compounds themselves where political rightlessness is fundamentally tied up with economic subjugation to challenge one is to challenge the other

The NUM proved its ability to mobilise support in the day-long strike by some 320 000 workers on October 1 in mourning for the 177 miners who died in the underground fire at the Kinross mine

However, both the union and management appeared powerless to prevent ethnic faction fighting at mines such as Vaal Reefs, President Steyn and Libanon where perhaps more than 100 workers died during the year

This year's annual wage negotiations between the NUM and the Chamber of Mines resulted in dispute and a split-off for the third year running. The NUM embarked on strike action on mines run by Gold Fields — now identified as the most hardline of the mining houses

Gencor, who began the year by firing more than 20 000 workers at Impala Platinum and being targeted as an "enemy company", moved closer to the more liberal Anglo American camp after undergoing a management revamp

The political climate in general served largely to strengthen Cosatu's

industrial strength as worker militancy continued to express itself despite massive unemployment, a deep recession and repression

New politicised forms of industrial action emerged: factory sit-ins, underground sit-ins by miners, and, instead of cooling off, industrial action actually increased in several sectors following the declaration of the Emergency

However, Cosatu, still in its infancy, experienced major teething problems. Several regions battled to launch themselves because of ideological and other disagreements, and seven months after the deadline for Cosatu affiliates to merge into industrial unions, only two sectors have succeeded, producing the Food and Allied Workers' Union and the Transport and General Workers' Union

Some of the general unions continued to resist incorporation into industrial unions

The "populist" versus "workerist" debate continued to rage (more so within unions than among them) and one union — the National Union of Textile Workers — split over what was characterised as a "workerist-populist" conflict

But the biggest threats to Cosatu's well-being were not the internal feuds

but the barely restrained iron fist of the state and the birth of Uwusa — launched by Chief Mangosuthu Buthelezi in front of 70 000 people at Durban's King's Park Stadium on May 1

While Uwusa has shown little success in organising on the factory floor, its formation has been followed by a horrifying wave of violence on the shopfloor and in the townships of Natal

The deaths of 11 Hlobane coalminers in May, of a Food and Allied Workers' Union shop steward at Jabula Foods on the East Rand in June and the Sarmcol deaths this month testify to this new trend

The particular attention the state has paid to detaining Cosatu leaders in areas of potential Uwusa strength prompted the Labour Monitoring Group to speculate that the government was trying to smash the unions to create space for Uwusa

The other major issue which is bound to continue into 1987 — and which could prove very problematic for the unions — is the whole question of sanctions and disinvestment

The General Motors strike — where workers demanded job security from a disinvesting United States parent company — could be an omen of even more nasty disputes to come

UNIVERSITY OF THE WITWATERSRAND JOHANNESBURG

To our colleagues in detention under the State of Emergency,

Lawrence Boya
detained 13 June 1986

Bheki Mlangeni
detained 15 June 1986

Chris Ngcobo
detained 15 June 1986

Raymond Suttner
detained 12 June 1986

Tom Waspe
detained 10 October 1986

Members of the Wits community deplore your continued detention without trial. We wish to express our support for you, and your family and friends, particularly over this period.

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NEWS/86

How M-Net's glittering prizes ensnare the press

THE year 1986 will go down in media records as marking the switch in priorities of most of the major publishers of newspapers in South Africa from going after the news to going after the money.

This was the year of the birth of M-Net (Media Network), the TV service, owned by the major newspapers, which was designed to enable them to recoup some of the advertising revenues they had lost to the state-controlled South African Broadcasting Corporation's TV services.

It was also the year the press, despite its loud protests at the tight legislative controls government had placed on it to muffle, and in some instances to stifle, communication of information, handed itself even more directly over to the control of the government.

For M-Net's transmission times, its programme content and, indeed, its very existence, is at the pleasure of the government and what the government has given it can take away. The press is well aware that the millions of rands it is pouring into M-Net — the estimate is that it will top R100-million — and the potential profits from M-Net advertising would be lost should the government decide to close the channel.

There is also an awareness that the government could use the threat of closing M-Net as an instrument for bringing the industry's newspapers to heel.

This possibility was the unmentioned consideration when the government summonsed the publishers who constitute the Newspaper Press Union (NPU) to try to exact compliance from them in its recent clampdown on the press.

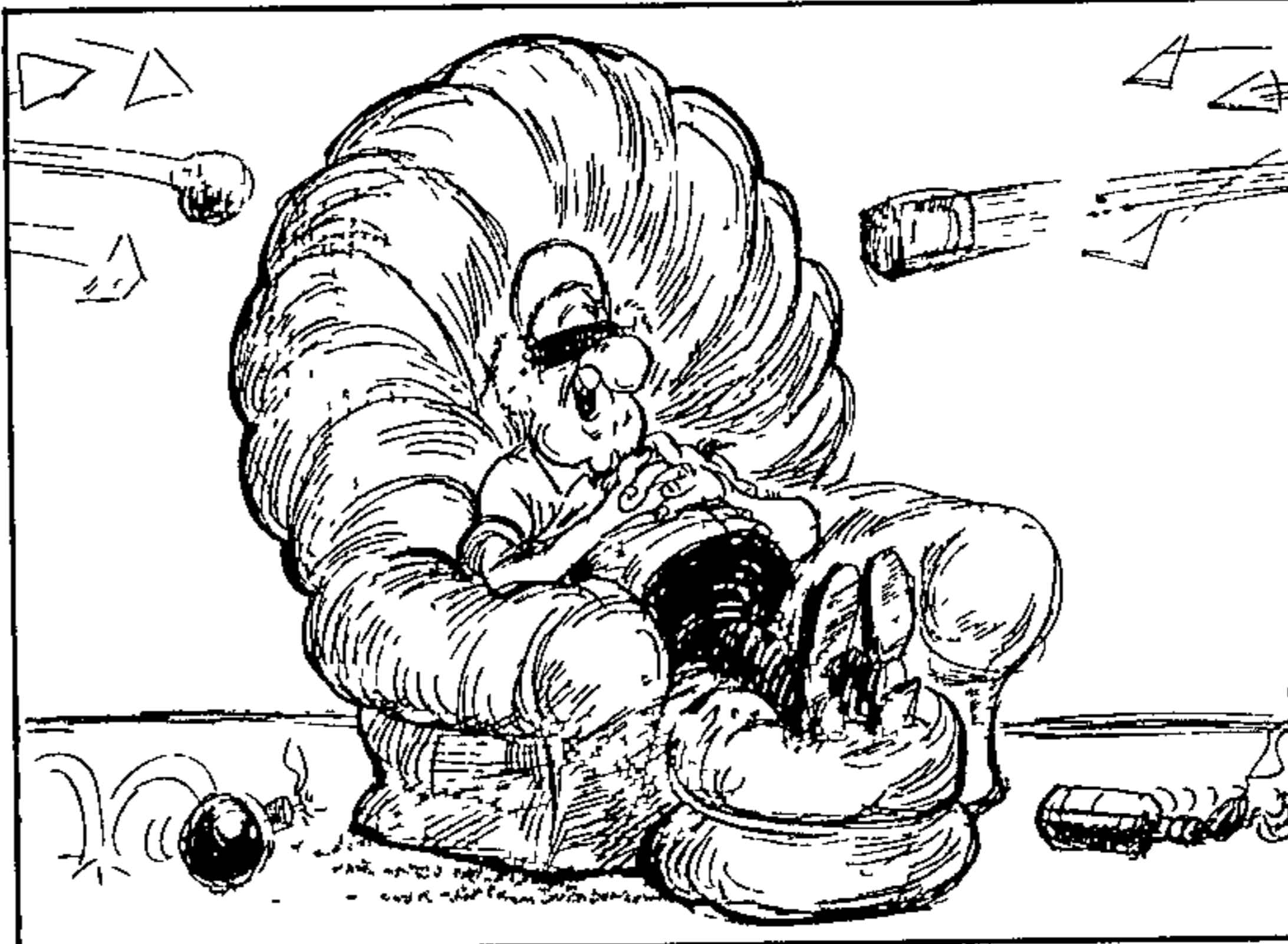
The publishers protested at the curbs but eventually showed their reluctance for outright confrontation.

The promise of M-Net is that it may well reap advertising millions for its newspaper owners. The menace is that the government has final veto over M-Net and can use it to beat the press into submission. By RAYMOND LOUW, former editor of the Rand Daily Mail

with the government — particularly when two of the four major groups which comprise the NPU support National Party policies. They acceded to the government's view that the country is in the grip of a "revolutionary onslaught", disregarding the journalists they employ who dispute this tendentious view.

However, after protests by journalists, and when it realised that it was being manoeuvred by the government into the untenable position of driving a wedge between the comfortable "establishment press" and the so-called "alternative press" of the vigorous *Weekly Mail*, the Catholic Church-funded black newspaper *New Nation* and a number of other publications, the NPU hurriedly rejected the government. It came out with a weak "regret" over the curbs but declared that the press had to be treated as a single entity.

The press's search for additional revenues has become a major pre-occupation of board rooms. Income is required not only to replace the



Blinkered and blissful: The modern newspaper reader as portrayed by Cape Times cartoonist Tony Grogan

From UP THE CREEK, by Tony Grogan (Chameleon Press)

advertising money lost to SABC and, to a much lesser extent, Bop TV, but to make up for the inroads of the economic recession and the fall-off generally in advertising. The pool of money spent on advertising in 1986 fell in real terms and is likely to be down again in 1987.

Newspapers cannot carry out their function of informing the public without profits. Many of South Africa's dailies are losing money or are marginally profitable, though the white Sundays and the financial weeklies and some of the general magazines make big profits that enable some of the losses to be sustained.

South African Associated Newspapers (Saan), whose previous management had left it financially crippled with a debt burden which exceeded R50-million at one stage, has only returned to profitability by selling all its assets — presses, equipment and buildings — closing such famous newspapers as the *Rand Daily Mail*, retrenching staff on a massive scale and joining with its biggest competitor and the major English publisher, the Argus Company, in a joint production and administrative operation but as the junior and paying partner.

In search of similar cost savings and profits, Saan has perpetuated these Argus-dominated partnerships in Cape Town (*The Cape Times* with *Cape Argus*) and Durban (*Natal Mercury* with *Daily News*) while at Port Elizabeth it has consolidated the editorial operations of its two newspapers (*Eastern Province Herald* and *Evening Post*) under one editor-in-chief.

Cost-cutting has dominated all the press groups. As major shareholders

of the South African Press Association, the industry's co-operative news agency, they have forced major expenditure cuts which have pared the staff in an already tight organisation. The groups have also closed or reduced the staffing of their offices overseas and cut back on editorial operations.

The enormous gap in the country's information systems caused by the closure of the *Rand Daily Mail* in April last year — the paper was a catalyst in generating the spread of information throughout the country — has not been made good.

Indeed, Saan, once in the forefront of vigorous anti-apartheid campaigning journalism and the first white establishment press group to identify with the aspirations of blacks and champion their cause, has retreated into its own conservative laager.

The editor of the *Sunday Times*, biggest paper in the country and Saan's major profit-spinner, indicated the extent of that swing by confirming publicly for the first time (December 14) that he had switched support for the liberal opposition (the policy of previous editors) to President Botha and his "reform" and "law and order" programmes.

The new press curbs, however, forced him to "part company, utterly" with the government, the editor declared, apparently quite oblivious to the credibility gap he may already have created by his unannounced support for the National Party.

Despite the cost-cutting, the Argus Company was unable to maintain its overall dominance of the newspaper industry. During the year government-supporting Nasionale Pers's profits (R12,3-million)

overtook those of Argus (R9-million), though if the resurrected Saan's performance is added to that of Argus, it is likely to regain industry leadership.

Increased profitability has not encouraged Afrikaans newspapers to be more critical. Though they made noises from time to time about the slow pace of government reform, they generally toed the line in following government policy. They were less critical and innovative than in the previous two years. Their acceptance of the latest media curbs with hardly a whimper was an outstanding example of the media relaying their master's voice.

Perhaps the sudden dismissal of Harald Pakendorf from the editorship of *Die Vaderland* in Johannesburg because of his *verligte* views and criticism of the pace and extent of reform, had subdued his colleagues. Unlike the English press, which revels in bloody editor scalping, the Afrikaans press launders editor dismissals with sideways promotions, so Pakendorf's sudden departure can be taken as an indication of the political pain he caused Perskor, *Die Vaderland's* owners.

The black press was under pressure all year with especial treatment being given to the new Southern African Catholic Bishops Conference fortnightly, the *New Nation*, which started in January, and its young editor, Zwelakhe Sisulu. Zwelakhe was detained twice.

Overall, cost-cutting on the papers and their ancillary services, the contraction of the industry forcing good, experienced journalists into freelancing and, as has occurred all too frequently, to take jobs overseas, has weakened the press.

However, some papers, such as the *Weekly Mail*, the *Star*, the *Sunday Tribune*, the *Cape Times* and *City Press*, have risen to the challenges and, despite the restrictions, have gone for the news rather than the money. They strive to do a credible job in covering the news under extraordinarily difficult and frequently dangerous conditions.

The Star, which has found itself taking on the mantle of the *Rand Daily Mail* as the daily paper in the eye of the government storm around the press, has tried to find chunks in the wall of legalised censorship, sometimes with a remarkable degree of success.

But, the new danger facing the press — and the public's severely curtailed right to know — as both stumble into the new year arises from the view of journalists of conscience that the government has crossed the democratic divide. Some are beginning to question whether they should quit so that their work and their papers do not lend respectability to a debased government.

● Raymond Louw is Editor and Publisher of Southern Africa Report

Applications are invited from suitably qualified persons for the undermentioned posts

FACULTY OF ARTS

Department of History

Lecturer: Mention teaching experience and specialisation. To assume duties 1/7/87

Department of English

Junior Lecturer

FACULTY OF COMMUNITY AND HEALTH SCIENCES

Department of Psychology

Senior Lecturer: Requirements: An applicable Doctorate or Masters degree in Psychology. Registration as psychologist as well as experience in the training of professional psychologists is strongly recommended.

INSTITUTE FOR COUNSELLING

Co-ordinator: Centre for Student Counselling and Health Services.

The successful candidate will be responsible for co-ordination of both student counselling and health services on the campus, supervising the training of intern psychologists, lecturing in the Department of Psychology. Requirements: Registration as Psychologist for at least three years (Category — Counselling). Additional teaching qualifications and experience will be a strong recommendation.

Date of assumption of duties: 1 April 1987 unless specified otherwise.

Salary scales: Salaries are negotiable within the restraints of scales pertaining to all South African universities and the usual fringe benefits apply throughout.

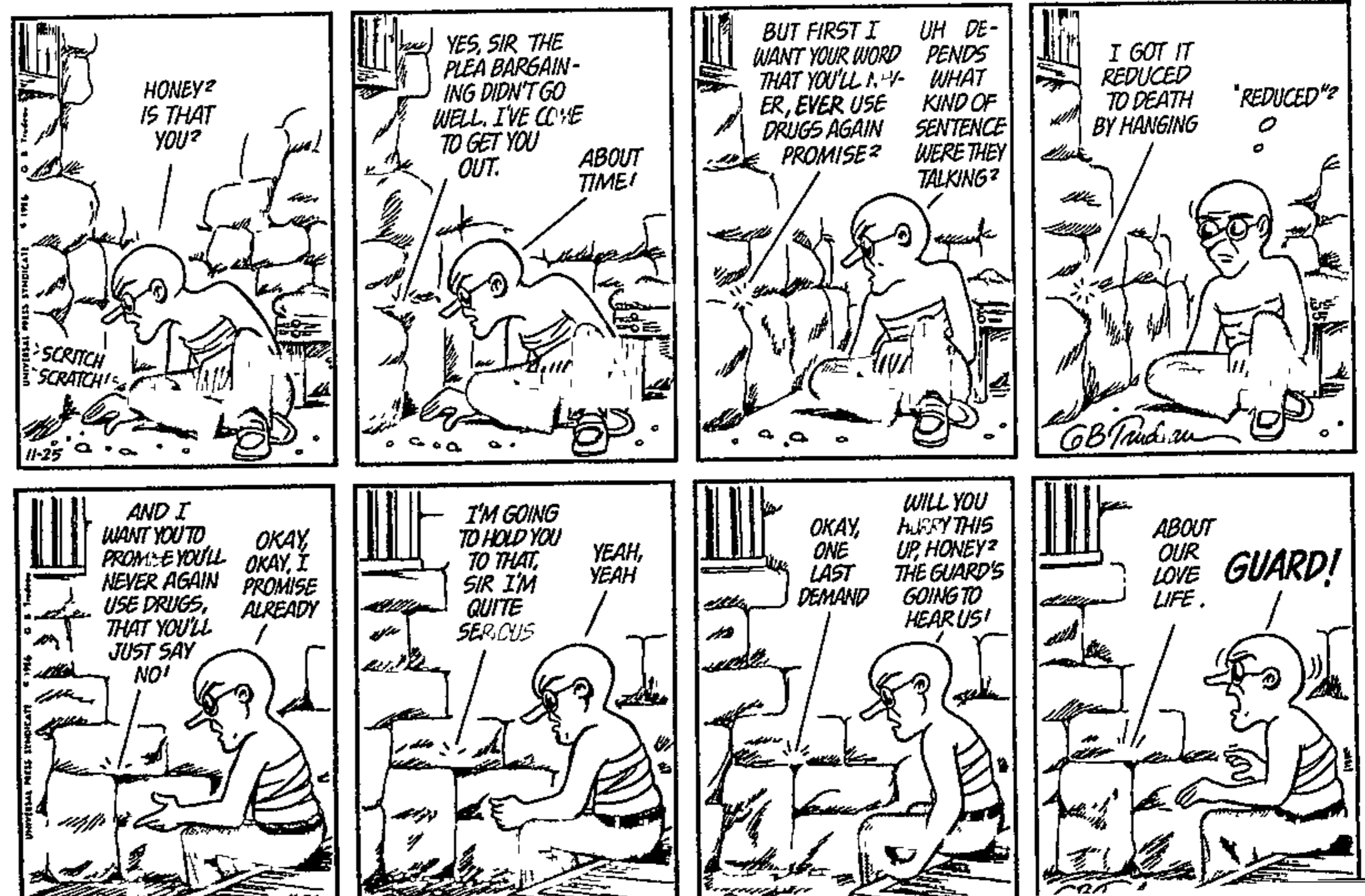
Application forms are available from: The Registrar (Academic), University of the Western Cape, Private Bag X17, Bellville 7530.

Closing date for applications: 9 January 1986

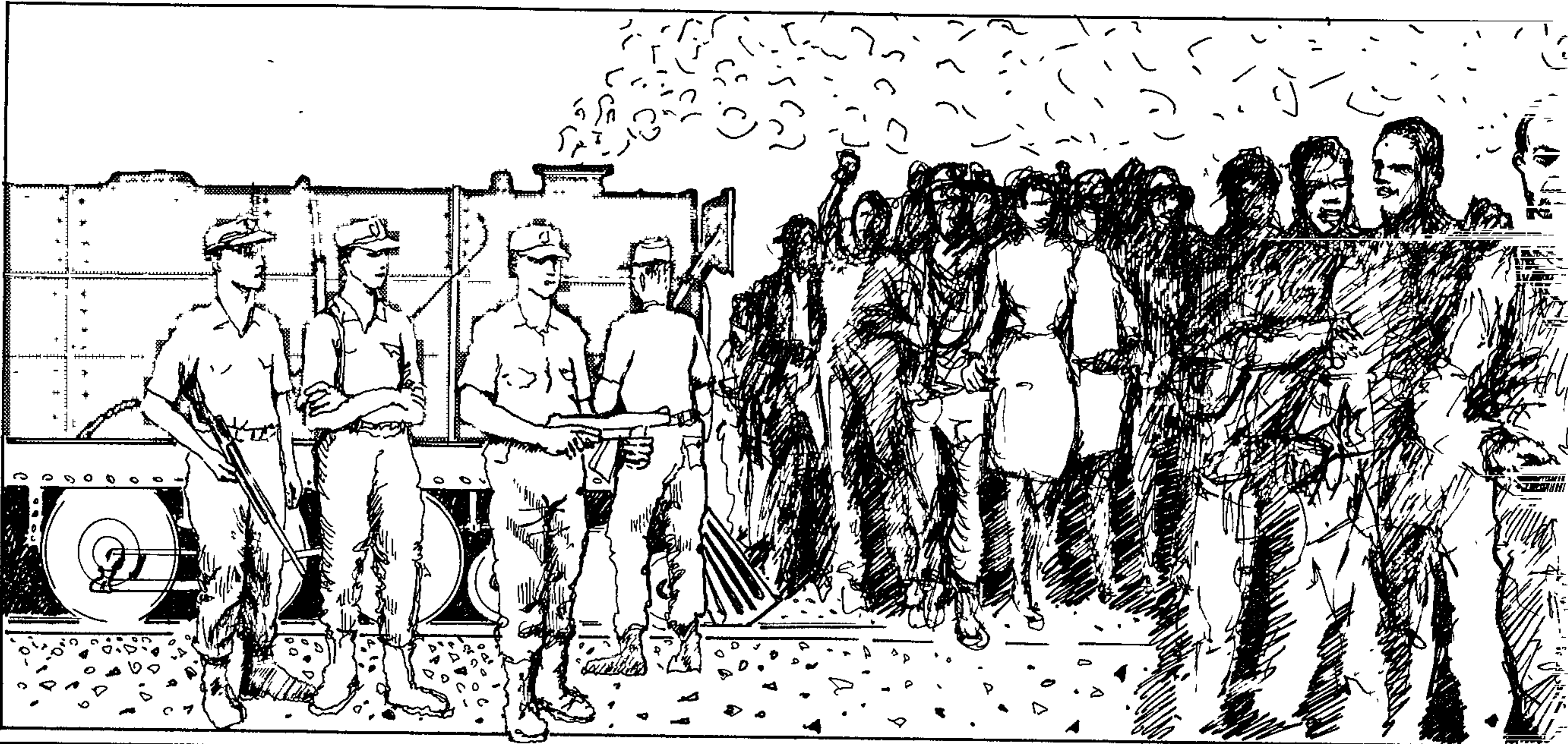


Doonesbury

BY GARRY TRUDEAU



The State o



May Day, 1987: The state is everywhere — but then so is organised labour

By PHILLIP VAN NIEKERK

THE shootings and mass dismissals of South African Transport Services workers last week and other recent attacks on the workers' movement have pushed trade unions and the government close to the edge of all-out confrontation.

The question now is whether the angry mood among workers and unions and a desire in some state circles to crush what they see as a front for revolutionary forces will push the seething hostility over that edge.

The trade union movement is the best organised and most deeply entrenched opposition to the system inside South Africa.

Where township-based organisations have borne the brunt of the repression under the State of Emergency, the unions have emerged relatively unscathed.

The unions' response to the Emergency last June and July — industry-based strikes and legal challenges — put pressure on employers and the state, and shielded them from the worst of the crackdown.

The state's strategic aim was to smash the street committees and quell the township revolt — which was at least partially successful.

The state's security apparatus, including the Joint Security Management Committees, has been targeted at the townships.

True, the state has regularly interfered in labour relations through security force action and apartheid structures such as the migrant labour system.

But, however imperfectly, the doctrine of "self-governance" between employers and unions has created space and relegated the state to a peripheral role in labour relations.

This space has proved a curious double-edged sword. It has left organisations such as the Congress of South African Trade Unions (Cosatu) more exposed and with more expected of them.

The sustained onslaught on their township allies has posed questions of political action and the development of correlative structures outside the factories in an era when Cosatu has embarked on the politics of alliance with community-based organisations.

Both the SA Transport Services (Sats) strike and state reactions to the escalation of labour unrest on the Reef in recent weeks have revealed that the state is divided in its response to the unions.

There is without doubt a large, security-oriented grouping who would favour an all-out confrontation to cripple the unions or at least force them to retreat from the political arena.

The Minister of Law and Order, Adriaan Vlok, last week warned trade union leaders whose activities were not "in the interests of the country" that the security forces would take action against them.

Vlok said Cosatu was involved in "the polarisation, politicisation, organisation and mobilisation of the worker to plan for a so-called living wage campaign".

He said that the African National Congress's theme for 1987 was "Advance to People's Power" and that the labour terrain was "an ideal area in which to reach the masses."

"Repeated pronouncements by the organisation's leaders are known: they say that the trade unions must be used for this goal (to 'advance to people's power'). Certain events surrounding the recent strikes, especially the rail strike, must be seen in this light."

At the same time Alwyn Schlabusch, the Minister in the State President's Office, warned that the government was planning to introduce

new legislation to deal with strikes.

While Schlabusch's pronouncements could be dismissed as electioneering, Vlok's have a distinctly ominous ring.

Yet the director-general of the Department of Manpower, Piet van der Merwe, placed a completely different interpretation on the strike.

Having repeatedly quoted the high rate of success of the official disputes settling machinery as the root of the problem in the fact that the sector is excluded from this machinery.

Van der Merwe told *Business Day*: "One must weigh up the pros and cons of the government either providing for conciliation machinery in its own legislation or adopting the Labour Relations Act."

He pointed out that 50 percent of all strikes in the private sector ended within a day.

There is an influential school of thought within the state which blames the Sats and post office strikes not on the bloody-mindedness of workers but on the absence of the machinery which proved successful in regulating conflict in the private sector.

Uwusa: Celebrating May Day at home this year

By SEFAKO NYAKA

THE Inkatha-backed United Workers' Union of South Africa (Uwusa) has organised no fanfare to celebrate Workers' Day and their first anniversary on May 1.

Instead "we have announced to our members that we will have to celebrate in the relative safety of our homes," Uwusa secretary general Simon Conco said in an interview yesterday.

"With Cosatu rallies banned in Natal — despite our differences with them — and owing to our stringent financial position, we would have found it very difficult to celebrate the day."

Conco said State President PW Botha's declaration of Workers' Day as the first Friday in May was unacceptable. Celebrating this day would have compromised Uwusa's belief that the government was wrong in deciding on the public holiday without consulting the workers.

The lack of consultation on the part of the government confirms the view that they do the right things in a wrong way, he said.

Conco said he was not sure whether there was a growing militancy amongst workers. But the white elections will definitely have a bearing on the anger of every black South African as it confirms the view that whites are ganging up against blacks and in pursuing that goal they are co-opting the Indians and coloureds.

"That makes me very angry," Conco said. He warned against union leaders engaging workers in protest demonstrations if rallies were banned.

"South Africa is no stranger to senseless decisions and senseless killings. That is why we insist that before any decision is taken proper consultation should take place."

Uwusa secretary general Simon Conco on the issues facing his organisation on May Day 1987



He said anyone who organises workers to "indulge" in a demonstration that may cause death without studying carefully the pros and cons and discussing the matter with those who will be directly affected would be acting irresponsibly.

Conco said there was a tendency amongst the leadership of certain organisations "to use the anger of workers to achieve the ends that have not been canvassed with the workers".

Conco said despite a lack of funds, Uwusa has grown in expertise in industrial relations and managerial ability.

Uwusa had also been faced with very suspicious employer bodies. Most of its time had been used signing up membership and providing trade union training to workers and their leaders.

Uwusa has not been involved in any strike action but has been concentrating on improving the conditions of employment of its members and has signed several wage and recognition agreements.

"The federation," he said, "has also taken several offending employers to court and has concluded 50 recognition agreements in Natal and 20 in the Transvaal."

He said Uwusa was not an Inkatha union despite

the fact that facilities were provided by the cultural organisation.

"That was black money and we saw nothing wrong in availing ourselves of those funds."

Although Uwusa is a federation, no affiliate unions have been established yet.

"There is a policy that if any sector has a membership of 5 000 then they can form a union. But we have not yet gone around doing that."

He said unions might be formed in three weeks' time when Uwusa holds its first annual conference.

It was wrong to compare Uwusa's growth to that of Cosatu because "they have been in existence longer than we have."

Those who accused Uwusa of breaking the solidarity of workers should realise that "we desire everything that is desired by our opposite number in Cosatu, barring the change of the economic system in the country into socialism."

Uwusa believes it is the right of every worker to propagate his beliefs in the same manner as those with opposing views, without fear of victimisation or intimidation.

"Although the black man in South Africa has not benefited from the capitalist system as practised here, capitalism is the only known system that can change dust into loaves of bread," he said.

It is also the only system that can create jobs for people. "We have not yet found any successful mode of the socialist system in the African context."

Conco said Uwusa was opposed to violence and anybody who has got evidence of Uwusa involvement in attacks is "free to come forward or seek the recourse of the law."

Cusa-Azactu: Work

By SEFAKO NYAKA

THE heightened militancy among South African workers will make this year's May Day celebrations different from other years.

Pandelani Nefolovhodwe, assistant secretary of Cusa-Azactu, says events such as the killing of striking railway workers last week, a recent rent stayaway in Soweto, and the South African raid into Zambia had made workers more determined to challenge the state.

PW Botha's declaration of the first Friday in May as Workers' Day was a strategy to pre-empt this growing militancy, he said.

"The SA Transport Services (Sats) and office strikes show there is a militancy among workers in the state sector."

Nefolovhodwe said his federation determined to hold rallies tomorrow, regardless of possible state action.

"And, despite the fact that Cosatu and Cusa-Azactu will not be able to celebrate together, there will be more rallies — and we believe they will be more successful," he said.

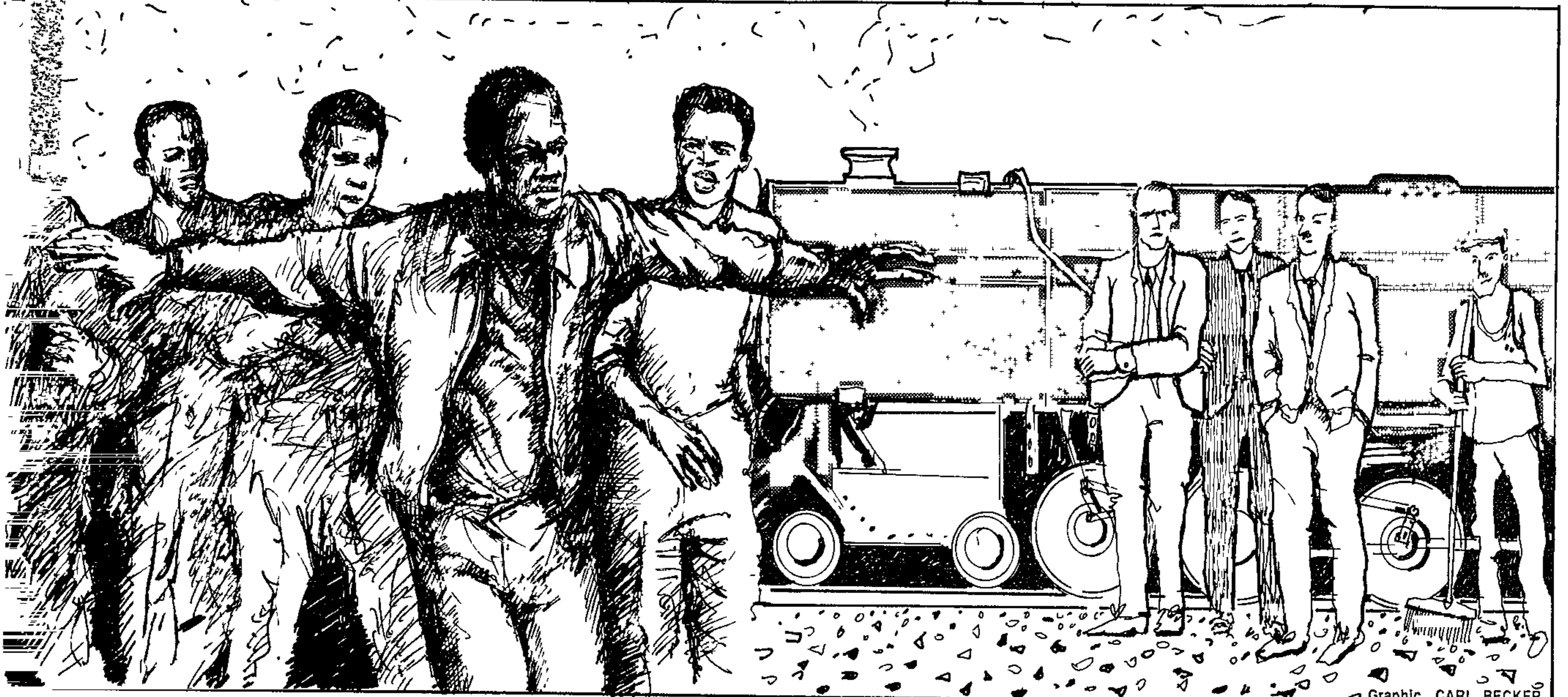
But his federation has a problem: all applications to use venues in the township have been referred to the community councils "and refuse to negotiate with councillors for the use of public venues".

If these rallies go ahead, he warned people not to embark on a "defiance strategy" if confronted.

"It is not a sign of cowardice. The government has clearly shown that it wants to create a mood in the minds of the white electorate."

"If there is any defiance they are going to do it properly. At a time when the government is seeking a new mandate to govern the country, we will crush, ruthlessly if need be, any opposition."

the Unions



Graphic CARL BECKER

Cosatu: We must take up the issues

By SEFAKO NYAKA

THE government's threat to pass further legislation to curtail the activities of trade unions will only escalate a tense situation, according to Jay Naidoo, general secretary of the Congress of SA Trade Unions

The SA Transport Services (Sats) strike, the killing of railway workers and last week's Cosatu House siege have had an impact on the community at large. It has made the community more aware of what they are fighting for, he said this week.

"Any action by the government to further curtail and impose more restrictions on the labour movement is going to radicalise even more the position and strategies of the labour movement.

"What we are going to see is a situation where there is anger, massive demonstrations of people's dissatisfaction in the way the regime is reacting to the democratic demands being made by the people. "One sees throughout the country that workers are getting involved increasingly in using their main weapon, which is their labour, as leverage to gain what is legitimately ours.

"The state has claimed that Cosatu's Living Wage campaign and the Sats strike are a huge communist plot, a conspiracy by Cosatu, the United Democratic Front, the African National Congress and the SA Communist Party.

"We believe that taking up issues relating to problems of workers in the community is a legitimate extension of our activity, given the fact that our membership and the millions of black people in this country don't have political rights."

This year's May Day will be different from those in the past, he said. "A few years ago, it was just a few hundred workers meeting to celebrate May Day.

"But with the formation of Cosatu, and with Cosatu leading the May Day celebrations last year, one-and-a-half million people were involved in strike action."

Cosatu has not been granted permission to hold any open-air rallies.

"I think this attitude, especially in the light of the fact that (President PW) Botha was forced to make a concession of Workers' Day, is just going to further aggravate the situation and increase the conflict between workers and the state.

"There are alternative plans being made. We will use any venues that we can get but we are aware that the government might move even to ban indoor meetings."

Naidoo said next week's white elections would also have a bearing on this year's May Day.

"The fact that there is massive resistance in the country has put the issue of representation, of the right to elect a government of the people's choice, firmly on the agenda.

"We have a government that has plunged the country into political and economic chaos," he said. "There are six-million people unemployed, there is a massive housing and education crisis. The government has not been able to resolve any of these issues.

"The voters must realise that parliament no longer represents power. It is clear that the

This school is also mindful of employer concerns that the heavy hand of the state could mean employers will have to bear the brunt of the political struggle in their factories.

Differences of opinion could also explain the length of time Sats allowed the strike to drag on before firing workers.

In 1982, when a few hundred General Workers' Union members went on a go-slow in the Port Elizabeth docks, demanding that Sats deal with them, it was only a matter of hours before they were fired and deported on buses back to the "homelands".

When the City Deep dispute erupted Sats had just been through its own Wiehahn Commission and was clearly hesitant about how to deal with the escalating problem.

The fact that Sats was willing to reinstate Andrew Nendzandza (who had been dismissed over a weekend delay in handing over R40 in fares) was unprecedented, as the workers at the Port Elizabeth docks would testify to.

But by then the long-standing grievances of Sats' heavily discriminated against workforce came pouring out and other demands, such as recognition of the South African Railways and Harbours

Workers Union (Sarhu), came to the fore.

At the same time the government — wary of the more than 100 000 white voters employed on the railways — could not afford to be seen to be giving in to the demands of black workers, particularly over recognition of a Cosatu affiliate.

In the end it was the brutality of the security forces which prevailed, and seemed to propel the dispute inevitably towards full-scale confrontation at the same time as giving warning of just what they were capable of.

The anger they have provoked, coinciding with the emotionally significant May Day celebrations on Friday and the white election next week, could only heap fuel on the volatile labour situation.

But Cosatu's strategic goal remains the establishment of a bridgehead into the railways, one of the most significant economic sectors still to be properly organised.

The next few days will tell whether the gap is still there, or whether the factories and mines will indeed become a battleground between the state and the workers. The choices confronting Cosatu are no less momentous than those which divide the state strategists.

s should strive for a new order

Cusa-Azactu
assistant
general
secretary
Mandelani
Nefolovhodwe
on the issues
facing his
federation on
May Day 1987

The white elections have also played a part in heightening tensions between workers and the state, he said, as people are questioning the legitimacy of the government and its elections.

Nefolovhodwe believes that although the trade union movement has grown substantially, that growth has not been equalled in understanding and solidarity.

His federation has been able to consolidate its position, and more than 35 000 workers from the electrical sector and 20 000 from the furniture sector are affiliated to Cusa-Azactu.

This makes Cusa-Azactu — which tomorrow undergoes a name change to the National Council of Unions (Nactu) — the second largest union federation in the country, claiming 600 000 members.

But this growth in numbers does not impress Nefolovhodwe: "In certain quarters in the trade union movement we are still obsessed with the one-man-show-tendency and legitimacy.

"I don't have any problems with that — but as long as these are used as a fundamental feature of a force towards attaining our goal, then it creates problems," he said.

He pointed to the OK strike, saying the solidarity of "the UDF, Azapo, Cusa-Azactu, Cosatu and other forces of differing political views made it very difficult to break".

He said separatism had, however, ruined several strikes: "We feel the Sats strike was easier to crush because of the lack of support from other organisations."

Nefolovhodwe believes unity would have broadened the pressure on Sats to resolve the strike.

He said it was Cusa-Azactu's policy to cooperate with all workers despite their affiliation. The only criteria is that they must be supportive of "the broad liberation struggle".

"On May Day workers should be more determined to see freedom and justice, and should resist efforts to divide them."

He said workers should strive for a new order where there will be no room for tribalism, regionalism and ethnicity.

"There should be no room for racial groups or cultural groups — there should be one people in one country."

Nefolovhodwe said the State of Emergency had only been a hindrance in as far as meetings were concerned.

"There is a new understanding of trade unionism and militancy and the Emergency will not be able to break that."

He said the workers have not yet taken over the leadership of the struggle and in many cases have been scared off by the battles of the youth.

"To some extent the youth has failed in fundamental issues like convincing the working class on the type of campaigns needed to bring about change."

Cosatu
general
secretary Jay
Naidoo on the
issues facing
his federation
on May Day
1987

struggle for political power rests outside parliament. It rests in the struggle between the real seat of political power, the National Security Council and its appendages, like regional and local Joint Management Committees, on the one side, and the mass democratic movement on the other side."

The growth of the labour movement since Cosatu's launch has brought problems with it, such as insufficient resources and consolidation.

"That is why in our executive message earlier this year we stressed that this is the year of consolidation and decisive action.

"In the past year, Cosatu has established itself and rooted itself more firmly in structures. Regions have been set up and we have seen a number of mergers taking place.

"We are running more cohesive campaigns, like the Living Wage campaign."

Cosatu's growth has been in relation to the most important sectors of the economy.

"We have the mineworkers union (NUM) which has a membership of 369 000. The metalworkers, with a merger going ahead around May 23/24, will bring together 120 000 workers in that sector. Then we have Food and Allied Workers, Paper Wood and Allied, Cawusa.

"And in the public sector, you have seen massive activity. It is obviously a sector that is relatively badly organised, but it is one that has seen the most militant activity in the past month."

Naidoo conceded that the State of Emergency had had an impact on the growth of the labour movement.

"It has forced organisations to retreat and consolidate," he said.

"We would say that in this year there is a mood of mass militancy. Mass organisations have survived the imposition of the State of Emergency. People have learnt to live under repression, they have learnt to fight repression. It has definitely had a radicalising effect.

"In fact we have not only survived the State of Emergency but also the attacks on our members in the Natal area. When Uwusa was launched last year, some people predicted a mass exodus of our members in that area. Instead we have experienced tremendous growth in that region."

"What we have seen since the formation of Cosatu is that the workers are able to take decisive action. When one looks at mass action one finds that workers are very much in the forefront."



Youths use any weapon rather than fight bare-handed

Picture: ANNA ZIEMINSKI, Afropix

THE KIND OF WRITING THAT WINS THE PULITZER PRIZE

Young Lions show

LUCAS counted out 20 rusty rivets, two at a time, into a plastic bag, and then added four old sparkplugs and a handful of ballbearings

His two customers gave him R4 and slipped quietly out the door, after looking carefully up and down the street for police patrols

"Good hunting," Lucas called after them, laughing "Get a couple of soldiers for me"

As the unrest in Guguletu and the other townships around Cape Town has intensified, Lucas has become an armorer. He supplies some of the makeshift weapons youths are using against South Africa's security forces, which are among the most modern and best-equipped in Africa.

"We may not have guns yet, but we don't have to fight the Boers bare-

Foreign correspondent Michael Parks was recently awarded the prestigious Pulitzer Prize for his coverage of South African events for the Los Angeles Times. This week we publish an example of his work — written in Guguletu, Cape Town, during September 1985.

handed," Lucas said "In a people's war, there are other weapons — you make them out of whatever you have, and in time you take them from the oppressor himself."

The rivets, sparkplugs, nuts, bolts and ballbearings that Lucas scavenges from scrapyards around Cape Town and sells at minimal prices are fired with tremendous force from slingshots and home-made catapults at police and army patrols. Youths try

to lure the patrols into ambushes in backstreets of Guguletu and neighbouring Langa, Nyanga and Crossroads.

The police have recently reported a number of injuries, several of them serious, from such projectiles

"With these," one of Lucas' customers said, holding up a screw rivet, "we can keep the Boers in the Buffels and Casspurs. They know that if they get out they will get these in the head or the neck or the chest. They may not be as fast as a bullet, but they can take out an eye."

To Professor Mike Hough, director of the the University of Pretoria Institute of Strategic Studies, this of activity marks "an important, albeit frightening, transition" in the unrest. "We are moving from the weapon-

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S.A. Transport Services strike that lasted 6 weeks

For six weeks S.A. Transport Services warned strikers that they would receive no pay for no work. S.A. Transport Services Management was extremely patient during this time.

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- Worker benefits i.e. travel concessions were not withdrawn;
- Housing, medical and pension benefits were not suspended;
- S.A. Transport Services not only maintained an open door policy for negotiation but went out of its way to try to get workers' representatives to come to the negotiation table;
- Strikers were not locked out at any stage

During this time the instigators of the strike:

- Prevented strikers from returning to their jobs;
- Prevented them from earning wages to provide for themselves and their families;
- Made false promises that they would pay the strikers if S.A. Transport Services refused to do so;
- Canvassed membership through intimidation and assault;
- Caused violence to spread to civil unrest;
- Threatened the lives of thousands of innocent people;
- Caused damage worth millions of Rand to S.A. Transport Services property and equipment; and
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JUDGE FOR YOURSELF

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BY 1987 WINNER MICHAEL PARKS

their teeth

riot, of anger expressed in spontaneous violence, to the weapons of war, primitive as they are," he said. People are deliberately arming themselves for combat, though at a very low level and in very limited ways. And in making these preparations they are looking for weapons that are more effective, more sophisticated ... This resulted, of course, from the escalation and spread of the violence, but in turn it will bring a further escalation because, quite clearly, the security forces will respond."

This development should also be seen, Hough said, as a step toward "the people's army, people's war concept" promoted by the African National Congress (ANC).

"We have just begun to use our ingenuity," said Lucas, 27, the Guguletu armorer.

"The important thing is not what we can turn into weapons — almost anything can be made lethal — but our will to fight. You can see that when someone goes against a Casspir with all its armour and the Boers with all their guns inside and he has only a petrol bomb in his hand. When this will is developed and strengthened, then we will be ready for guns, and when we are ready for guns, we will have them."

So far, guns have rarely been used by protesters. A few shots were fired at the Crossroads squatter camp in February 1985, some others in Lenasia outside Johannesburg, perhaps two shots in a township near Port Elizabeth. Police have picked up some guns, mostly pistols, in their house-to-house searches in townships.

The most common weapons used in clashes with the police are still stones and bricks, found in abundance along the streets of almost every township. Many youths reach down for a rock almost automatically when a stranger

pulls into their street.

"A well-thrown rock can be as lethal as a bullet," a senior police officer said after a week's duty in the East Rand townships. "And when 10 or 12 hit a car at once it is like machine-gun fire. A half-brick is perhaps the favourite weapon for size and hardness, and what they can do to the human skull is horrible."

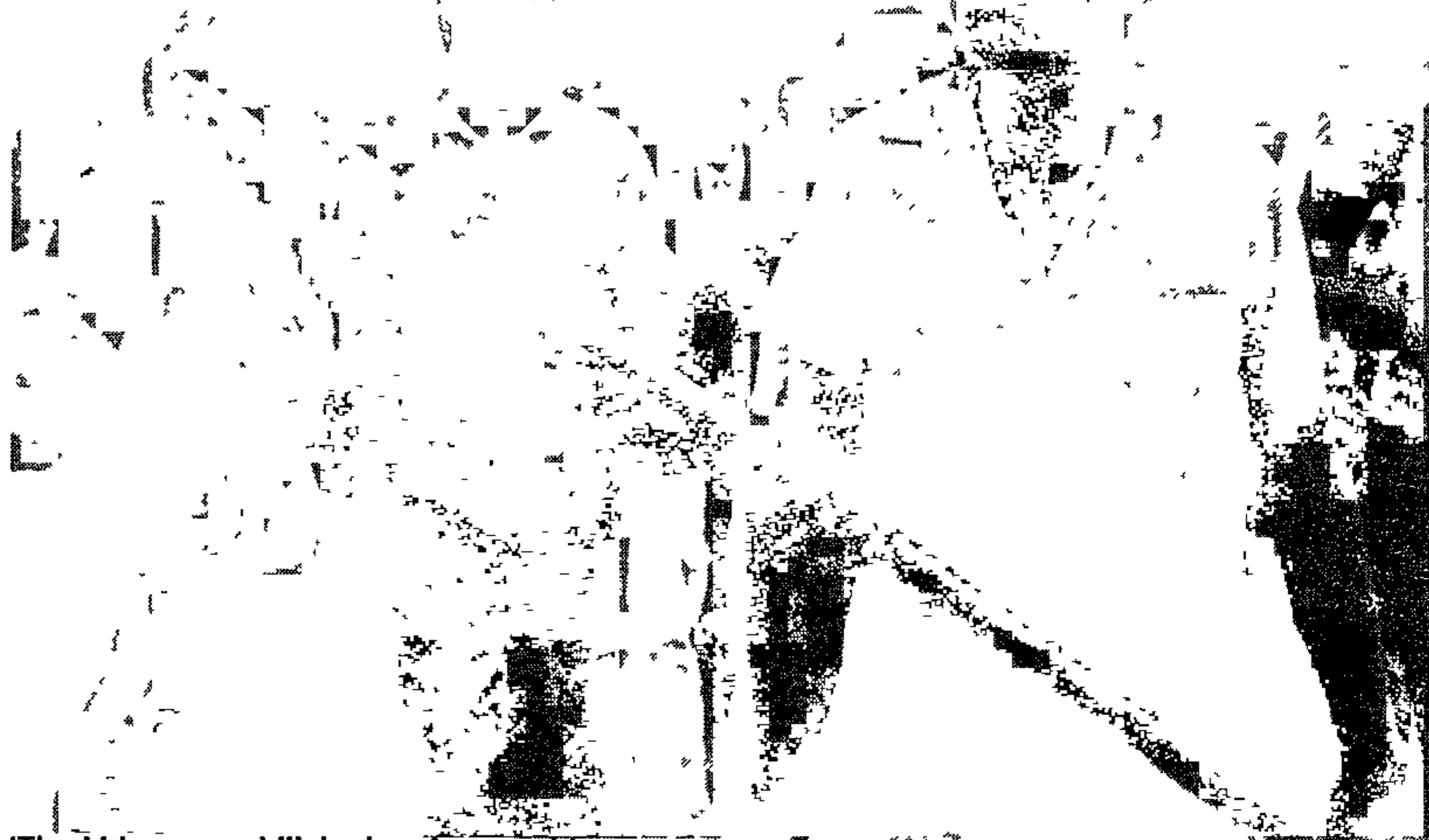
Many townships are permanently stocked with piles of stones and bricks, said another police officer in Zwijde, outside Port Elizabeth.

"At first, I thought the kids must be piling them up in advance," he said. "But then I realised that after each incident there were more than before, because they were accumulating, much like pebbles will pile up on certain parts of the beach. I tried to get the road maintenance people to clear them away, but they said these areas were too dangerous for them to enter."

As the violence has escalated, increasing use has been made of petrol bombs, hurled not only at the armoured cars used by policemen and soldiers on patrol but at buses, private cars and delivery trucks.

The petrol bomb has also been used in attacks on government facilities, ranging from schools and post offices to administration buildings and police stations, and on the homes of black local officials, policemen and others seen as government collaborators.

In areas where the State of Emergency gives the police what amounts to martial-law authority, regulations prohibit the possession of petrol except in the tank of a motor vehicle, but clandestine siphoning of petrol is widespread. Not long ago youths in the East London township of Duncan Village forced a police car to stop and were going to siphon petrol from it when the policemen dispersed them with shotgun fire.



'The kids are mobilising' — few would go unprepared to major funerals

Picture: PAUL WEINBERG, Atrapix

"The trouble we have had so far is nothing compared with what may be coming," said a merchant in Athlone. "How do I know? Simple. I just count the number of soft drink bottles going out that are not returned."

"The kids are mobilizing, organising. The first few rounds of trouble were more or less spontaneous — nobody planned them — but what comes next will have been prepared. They are gathering cases of empty bottles, 25-litre cans of petrol, boxes of catapults and all sorts of other things. Is this anything less than preparation for a war?"

The extent of such preparations for a kind of low-level urban guerrilla warfare has been evident in recent clashes with the police in townships around Cape Town.

Materials for flaming barricades — old tyres, telephone poles, old cars, discarded furniture, building materials — have been left at points

where an effort is made to keep the police out of the townships. Hidden in back yards or alleyways, these materials are quickly pulled out and set on fire before the police can intervene.

Tyres, collected from garages and scrapyards are also used for "necklace" killings of suspected informers. The suspect is caught, and then a tyre is placed around his shoulders and he is doused with petrol and set on fire.

Another anti-police measure is known as the "Cape clothes line". Lengths of barbed wire, usually cut from fences around government buildings, are prepared beforehand so that they can be strung quickly across the streets at the height of a man standing in an armoured car. The wire is hard to see, and it can decapitate a man in a fast-moving vehicle. Columns of armoured cars are now preceded by a vehicle with steel

uprights to snap the wire.

Defensive preparations are becoming common in advance of anti-apartheid demonstrations and funerals throughout the country.

Coloured youths have taken to wearing two or three heavy knitted caps, or the checked Arab headdress favoured by Palestinians, and extra shirts and trousers as protection against police whips. Some youths have made a sort of body armour out of old inner tubes, to ward off rubber bullets and birdshot.

Few people go to any of the major funerals without several large bandannas that can be used as protection against teargas, which is often used to disperse mourners as they leave the cemetery. The bandannas are dipped in pails of water that most householders leave along the edge of the road, originally so that funeral-goers could wash their hands after a funeral, but now to combat teargas.

SATS WORKERS SPEAK FOR THEMSELVES

Six weeks ago an unfair dismissal at City Deep Depot sparked off a major dispute between SATS workers and management.

Why has this dispute lasted so long?

Since the beginning SATS management has:

- Refused to try to settle the dispute by negotiating with SARHWU - the union that represents the overwhelming majority of SATS workers in this region.
- Insisted that all negotiations be conducted through people that management has designated as 'leaders' of the workers.
- Been extremely reluctant to talk to representatives of the strikers and has only done so at the initiative of the workers - management did not even initiate one of the 'negotiating' sessions.
- Used the police and the army to harass, intimidate and finally to try and force many of the workers back to work at gunpoint.

- Refused to acknowledge that the workers have very real grievances that have been simmering for many years.
- Dragged the dispute on for all this time in an effort to starve the workers into submission.
- Spent millions spreading lies and divisive rumours in a pathetic attempt to break the unity of the workers (this story about SARHWU paying the workers came from management - not from any of the workers.)

Our union has from the very beginning:

- Offered to help settle the dispute before it escalated.
- Warned that if management did not negotiate honestly with the workers, that the situation would result in increasing tension and outbreaks of violence.
- Bent over backwards to accommodate management's archaic approach to industrial relations.

SOUTH AFRICAN RAILWAY AND HARBOURS UNION



AN INJURY TO ONE, IS AN INJURY TO ALL

SATS clearly believes in confrontation rather than negotiation.

WE BELIEVE

AN INJURY TO ONE IS AN INJURY TO ALL

SOUTH AFRICAN RAILWAY AND HARBOURS UNION



AN INJURY TO ONE, IS AN INJURY TO ALL

WORM'S EYE VIEW

Sportsmen join Worm team:
Nats lose full backing,
retain fool backing

ASSUMPTION, ParaNoya. — Scores of sportsmen who know the score have rallied to the reformist cause by full-backing the Worm, bowled reformist candidate for Soweto Central.

The sportsmen's revolt against the Nats has now been joined by cricketers no longer prepared to accept the Empire's verdict, rugby stars who want the out-of-touch Botha into touch and canoeists who believe the Nats are soft-paddling on reform.

Now the Worm campaign has been endorsed by a group of wrestlers who say the Nats have lost their grip. (This is the first endorsement the Worm has received: Soweto residents avoid endorsements — after all, they spent decades avoiding endorsements out).

The Worm predicted that the sportsmen's rebellion would take the Nats by surprise, unlike the intellectuals' revolt, which they expected: "They have always found intellectuals revolting."

Sporting defections would sabotage Nat constitutional plans which "rely on the support of all who like playing games".

"This is one group of rebel sportmen the Nats won't enjoy paying for," he predicted.

In other campaign developments:

● A claim by PeeWee Butterhead that "hundreds of blacks" negotiate with him and His Royal Heunis daily has been welcomed by the Worm.

It showed, he said, that PeeWee had something in common with the blacks he negotiated with: "They also don't count."

● Fellow-independent D Wormall faces plagiarism charges from the Worm in the wake of news that he has begun sending up hot air balloons to augment his campaign.

"Wormall has no right to send up hot air balloons," an angry Worm charged. "Making jokes about Pik Botha is my prerogative."

● Worm's reformist of the week award goes to government health authorities who have segregated wards at Groote Schuur hospital — except for the X-ray and isolation wards.

"The Nats are only willing to allow isolated integration," the Worm noted. Mixing X-ray wards was a typical NP reform — "you can see right through it".

The award will be shared with housing authorities who tried to persuade blacks to move out of Cape Town's Lansdowne — then claimed they were only trying to "help them sell their houses".

"Government planners are always willing to help blacks who want to sell out," the Worm declared.

● The Worm has urged the PFP to reassess its campaign methods after Prog Robin Carlisle claimed the party was making gains because "we have been able to identify psychographic groups" of voters.

"Candidates in white elections," the Worm warned, "usually do far better by identifying psychopathic groups of voters."

● The Worm has sent a telegram of support to Sebokeng resident Judas Hlongwane who was told by soldiers to repaint his green and yellow roof because it had "political connotations".

(The troops are clearly reformists since they are believed to have told Hlongwane to "Adapt Your Dye".)

According to reports, the soldiers believed green and yellow were the ANC's colours, but dropped the matter when they discovered they aren't. This, the Worm pointed out, "undermines Magnus Malan's claim that only the army knows the ANC's true colours".

In his telegram, the Worm pointed out that attempts to stop black people making political statements on the tops of their houses contradicted Nat policy.

"Whatever happened," he asked, "to those promises to allow blacks a political say at the highest level?"

● News that the Nats have plans to make legal actions less costly come as no surprise.

"After the latest court ruling striking down the Emergency regulations, it is understandable that the NP believes court actions have far too many costs," the Worm explained.

He added that the latest Natal Supreme Court order had prompted the Nats to reassess their support for law and order.

"They still like laws, but are far less enthusiastic about orders."

● The Worm has confirmed a claim by Jaap Marais that the Nats are selling the country to blacks "in instalments".

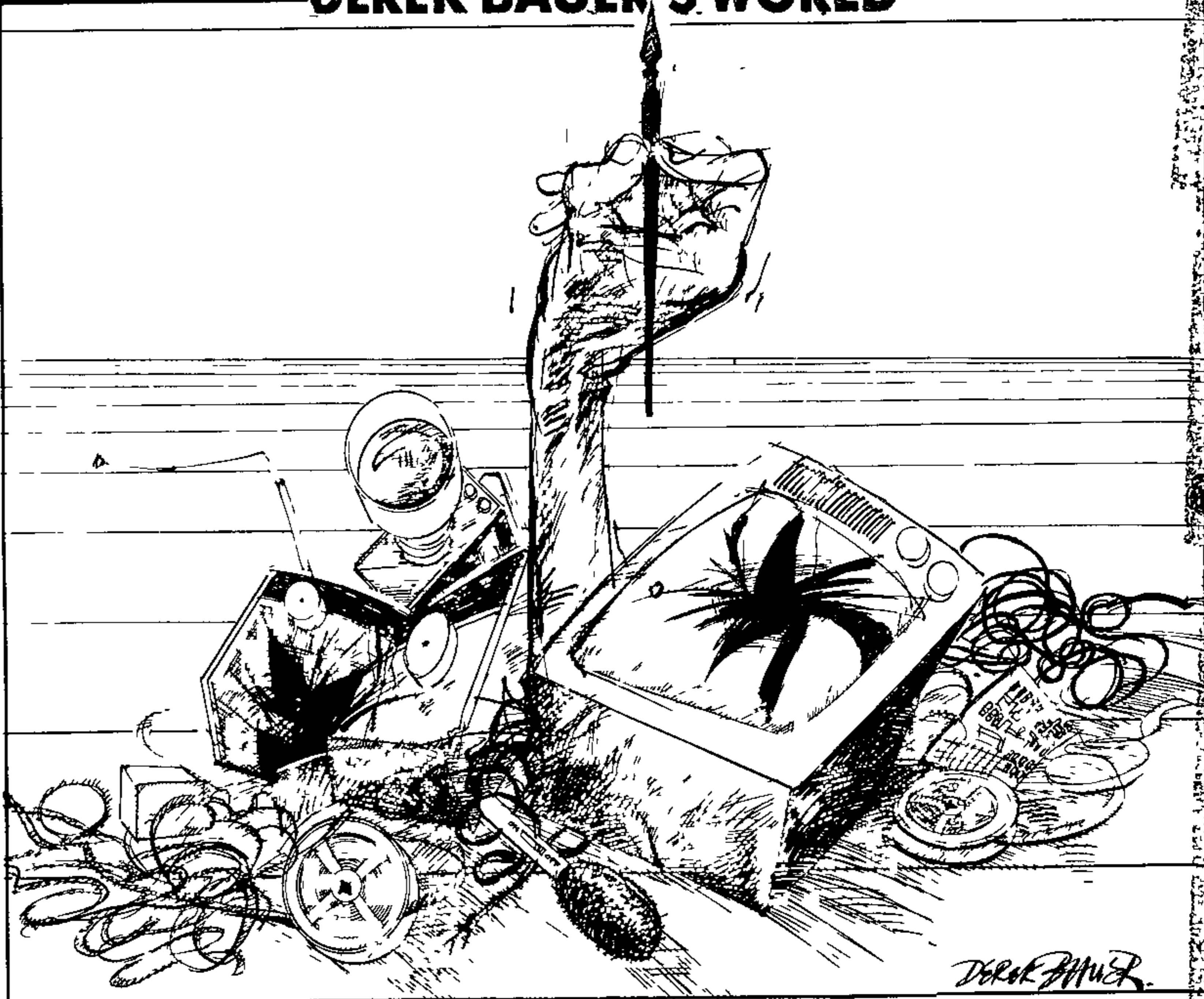
"It is well-known," he pointed out, "that the Nats have never plans to grant power to blacks."

He added that they also had a hire purchase plan for white voters. "You vote for them now — and pay later."

NOTE: This release has been issued by Sosatie and Sosatie, the sporting political marketers: "Selling the Dummy Is Our Game."

Steven Friedman

DEREK BAUER'S WORLD



LETTERS

Cronin and Black Mamba Rising: The debate continues

JEREMY CRONIN's reply to recent letters from Lionel Abrahams and Farouk Asvat, although pertinent, does not dispel the very real weaknesses in his initial review of *Black Mamba Rising* (WM March 13)

The most glaring weakness is his attempt to downplay the importance of the debates around issues of leadership, democracy, accountability and class politics and consciousness within wider national political forums at present (which is, at heart, what the so-called "populist"/"workerist" arguments contest). Instead of these issues, he gives us a (presumably politically uniform) "voice . . . of worker poets celebrating their class, their people, their country".

Are we supposed to believe that this debate is worthless, simply because the everyday consciousness of black workers contains an admixture of race, class and other elements? Are we required to accept that more abstract analytical conceptualisations are useless if they don't fit empirical reality in an immediate and unmediated fashion? There is an elision between theory and description which is not helpful, and which is further blurred by the review's heroic and ingenuous tone.

I would agree that the present revival of an oral, quasi-praise poetry style in community and trade union politics is both exciting and noteworthy: although the ease with which commentators seem to generalise from three Cosatu-linked poets in Durban to the country as a whole is slightly bewildering. But this genre does have its own structural and expressive limitations, as does any single form of poetry.

Moreover, in his paean to the "traditional" (?) nature of this poetry, Cronin seems to forget that the modern trade union or political meeting audience is much larger, more diverse and, in parts, unfamiliar to the *imbongi* than the closed, communal society of earlier praise

poets. A reception study of the variety of ways different members of any given audience take up and understand the traditional imagery and symbolism employed might be interesting and perhaps even chastening

Cronin shows a tendency to glorify the present consciousness of the working class which is useful neither in terms of the ongoing debate mentioned above nor in terms of the need workers themselves clearly perceive for the tools of political and critical analysis to be placed in their hands. His romanticisation is coupled with a self-deprecation of his own considerable talents ("Abrahams and I are both poets whose outpourings go largely into insignificant little magazines full of frothy strivings") which is to be wondered at. — **Kelwyn Sole, Tamboerskloof, Cape Town**

AT a meeting in Grahamstown last week the Minister of Defence, General Magnus Malan, described members of the End Conscription Campaign as "mommy's little boys".

Ridiculing members of the ECC in this fashion only serves to trivialise the crisis in this country and to mock the moral, political and religious dilemmas faced by many national servicemen.

The "mommy's little boys" to whom the Minister referred, along with other members and supporters of ECC, believe that all conscripts should have the right to choose whether to serve in the townships and Namibia. We also believe that non-military alternative service, at present only available to a small number of religious objectors, should be an option for all conscripts.

In striving for these rights, we represent the interests of those conscripts faced with an agonising choice: to obey the law or to obey their own consciences. — **Fiona Adams, Chairperson, ECC, Grahamstown**

to free all human potential. — **Congress of Pink Democrats, Roggebaai**

WE have noted with extreme concern the recent measures announced in the Government Gazette to try to prevent people taking action to secure the release of detainees

It is our firm belief that by removing each successive channel of legitimate and peaceful protest against laws and the applications of such laws, with which many people totally disagree, the government is guilty of pushing people towards violence

It is noteworthy that the inadequacy of any constructive protest machinery was one of the potentially mitigating factors taken into account by the court in the recent trial of those charged in the Mago's bar bomb explosion in Durban. Mr Justice Shearer also accepted that the spur to McBride's violence had been the proclamation of the State of Emergency on June 12 last year.

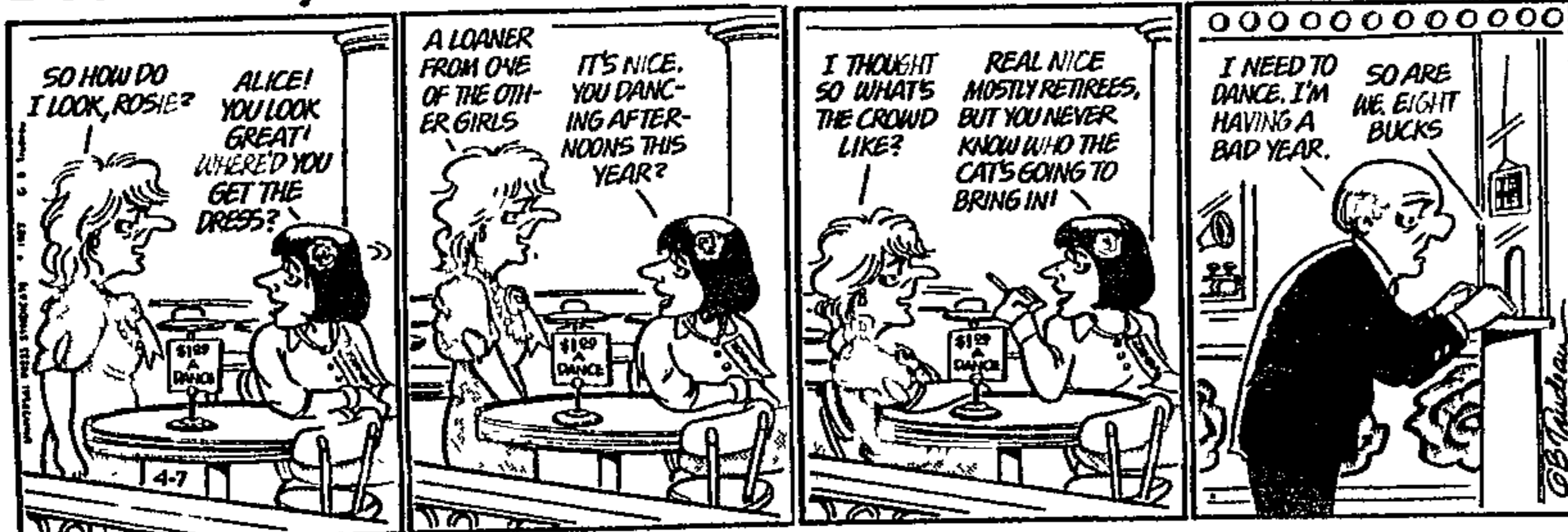
Surely there is more than sufficient evidence to suggest that the most likely outcome of further repressive measures is to increase confrontation and hostility rather than to provide a climate for negotiation?

Quite apart from these cogent reasons for relaxing rather than increasing restrictions, a further consideration is that when a law seems to be totally unreasonable people come to lose all respect not only for the observance of that law but for laws, lawmakers and law enforcers generally. It could be argued that we have already advanced dangerously close to that point. Those who have no part in electing the lawmakers feel alienated from the judicial system; detention without trial is perceived as an abrogation of the role of the courts and rule by notices and decrees an abrogation of the role of the legislature.

In the best interests of peace, as well as restoring respect for and adherence to the law, the notice in question should be immediately withdrawn and all matters relating to detention without trial should be the subject of legitimate debate, representation and protest — **Dr Philippa Clark, Women for Peaceful Change Now, Durban**

● Letters should be addressed to WEEKLY MAIL LETTERS, Box 260425, Excom 2023 All letters must be signed and addressed in full, including those written under a pseudonym Shorter letters will be given preference. We reserve the right to edit letters for clarity or space.

Doonesbury



BY GARRY TRUDEAU

THE Congress of Pink Democrats, formed to bring lesbian and gay issues into the progressive movement, notes the tardiness of the response of gay organisations to the Delmas treason trial and the lack of solidarity with the trialists. We unequivocally express our solidarity and support for all the trialists and in particular pay tribute to Simon Nkoli, who has given lesbian and gay activists a focus for their diffuse feelings of anger. His actions represent the principles of the Congress — notably that all oppressions are related, and that all oppressed people must fight together

THE WORLD THIS WEEK

Khadaffi asked to help out aborigines

By BRYAN PEARSON, Melbourne

IN eight months' time, Australia will begin a year of celebrations to mark the nation's bicentennial. But not all Australians will find something to celebrate. The aborigines, the country's original settlers, say they have found little to enthuse at since whites arrived 200 years ago.

Systematically shot, poisoned and starved, the women raped, men and women accidentally killed off with imported viruses, herded on to white society's rubbish dumps and then ignored, denied jobs, land, education, rights and status — where's the fun in that, they ask.

Already each Australia Day, some aborigines make their own comment by throwing wreaths into Port Jackson, the site of the landing of the first fleet.

To counter the mass of propaganda surrounding the bicentennial, the Tasmanian aborigines last week went begging bowl in hand to see Libya's President Muammar Khadaffi.

The money, if Khadaffi shells out, will be used to "internationally embarrass the Hawke government" during next year's celebrations.

So far the leader of the mission, Michael Mansell, has won the moral if not financial backing of the revolutionary group Mathaba, of which Khadaffi is believed to be the head.

At a conference in Tripoli last week, Mathaba promised to support aboriginal demands for nationhood.

Mansell said Mathaba's support did "not necessarily" mean aborigines would turn to violence. "You can have justice without violence," he said. "It really depends on those who are refusing to let justice take place."

Mansell said Mathaba had recognised aborigines were a nation of people, not a minority group. He said Mathaba was prepared to work out "practical matters" which flowed from the recognition. These included aborigines travelling to member countries on aboriginal, not Australian, passports.

Representatives of Libya and Pacific independence groups, such as the Kanaks, were to meet to work out a strategy on next year's bicentenary.

Before setting out for Libya, Mansell told the Melbourne Herald: "We are not going (to Khadaffi) as any sub-unit of Australian society. We are a nation that had our country invaded by white people 200 years ago."

"If Australians wanted to do something about aborigines, they've had enough time to do it — 200 years — and they've done stuff-all."

Mansell's comments are not without justification. Aborigines are still second-class citizens. They have the lowest education standards, the highest infant mortality rate and the worst unemployment in the country. In addition, they have the highest rate of imprisonment in the Western world.

As to be expected, whites were appalled at Mansell's mission to Khadaffi and reactionaries are warning of "extremist-led black power forces gathering" in the north of the country.

Mansell remained undaunted. "I don't believe Khadaffi is a terrorist for a start," he said. "I also don't care what white Australians call him because white Australians to me are the oppressors of our people."

"I'm not going to let our oppressors dictate to us who we talk to."

The plan: To get the US out of Europe

By JONATHAN STEELE

THE idea of a Europe free of nuclear weapons has moved a remarkable stage nearer as a result of Mikhail Gorbachev's latest offers in Moscow. In the space of a week, first in a speech in Prague, and then in his talks with US secretary of state George Shultz, the Soviet leader has raised the prospect of dismantling within a year, not just the notorious cruise, Pershing II's and SS-20s but short-range missiles.

The irony is that what Margaret Thatcher and Francois Mitterrand have demanded as concessions have been conceded so fast that they suddenly become threats Superpowers are meant to prevaricate and stonewall — they are not expected to agree at a stroke.

For good measure, Gorbachev also repeated his earlier offers to get rid of Europe's last remaining category — the battlefield of nuclear weapons — as part of a wider negotiation to

reduce conventional weapons as well. In short, the programme for eliminating all the world's nuclear arsenal by the end of the century, which Gorbachev first proposed in January last year, has been brought down to something more manageable in scope, but breathtakingly more rapid in time.

What seemed last year like a series of utopian and impractical global stages has been turned into a programme for verifiable and early action in Europe alone.

The political intent behind it is clear. Gorbachev is not just proposing a Europe without nuclear weapons, to be attained in a comparatively short time. He is implicitly proposing a Europe without Americans. This is the unspoken assumption the Soviet leader has in mind, and it is precisely why it is causing such alarm in the

heart of the governments in Bonn, Paris and London.

In the past, the sort of scenario in which most Europeans would feel the American military presence in Europe to be redundant has seemed so remote that it hardly merited attention by governments. It was reasonable to doubt whether the Soviet Union itself wanted the Americans to leave Europe, as their presence was seen as a useful restraint on West Germany.

Nevertheless, as an act of ultra-cautious insurance, some Europeans have felt that the stationing of American troops in Europe was not enough. They also wanted the deployment of US medium-range missiles on the land mass of Western Europe to guarantee that the United States did not leave its allies

With the imminent prospect of their withdrawal under the "zero option", these European fears had already revived even before Gorbachev's

latest suggestion of a zero option for short-range missiles as well.

As a result Thatcher used her Moscow visit to come out explicitly for the first time against the denuclearisation of Europe.

Worries are once again being voiced that the Soviet Union has a preponderance of conventional weaponry, even though the International Institute for Strategic Studies has consistently argued that the Soviet Union does not have enough of an advantage to make the notion of attack worthwhile.

To the proponents of the denuclearisation of Europe, arguments about the imbalance of forces have long seemed to rest on an unwillingness to recognise the reality of geography. There is indeed a basic asymmetry. The Soviet Union is in Europe. The United States is not. The issue therefore is primarily political — how to guarantee the security of Western Europe without relying on perpetual confrontation with the Soviet Union and perpetual dependence on the United States.

Some have begun to argue that, in the absence of American nuclear weapons, Western Europe should strengthen its own nuclear potential. Gorbachev's sudden new impetus to nuclear disarmament in Europe must be intended, in part, to head off the "Eurobomb", even though at this stage he is not insisting that the British and French arsenals be put on the negotiating table.

Gorbachev is probably also counting on emboldening those Nato members who have already pledged to be nuclear-free to persuade their allies to follow suit. If the cruise missiles are withdrawn, a majority of Nato members will have no nuclear weapons on their soil — The Guardian, London

Gorbachev offer catches Nato off balance

By DAVID FAIRHALL

GORBACHEV has once more caught Nato off balance with his spectacular offer to eliminate longer range tactical nuclear missiles within a year, and ultimately to remove all nuclear weapons from the European battlefield.

He had already embarrassed the Western Alliance by unexpectedly taking up President Ronald Reagan's "zero option" proposal for intermediate range missiles (cruise, Pershing II and SS-20) — a proposal Nato would probably never have endorsed had it thought the Russians would agree.

If the Soviet leader now presses for this second zero option, let alone the denuclearisation of Europe, he will throw the allies into deep confusion. In one stroke he is putting his axe through four rungs of the escalatory

ladder on which Nato's strategy of "flexible response" is built.

Four categories of nuclear weapons are involved:

- The intermediate range missiles that can strike from one end of Europe to the other, that is the US cruise missiles at Greenham Common and elsewhere, the Pershing IIs in West Germany, and the Soviet SS-20s in the Western USSR.

- Shorter range missiles with a reach of between 500 and 1 000 km — that is the Soviet SS-23 and SS-12/22 Scaleboard missiles, and the US Pershing IIs in Germany

- Battlefield missiles which on the Soviet side may carry conventional high explosive or chemical warheads as well as nuclear ones — that is the

Soviet Scuds, ss-21s and Frogs, matched by Nato's American Lance missiles and the French Plutons

- Other tactical nuclear weapons such as bombs and artillery shells


Gorbachev has covered all these either directly or by inference in his recent statements, though much remains to be clarified.

In his speech at the Friendship rally in Czechoslovakia recently, he offered immediate negotiations to eliminate the second category of weapons — the ones Nato's military commanders mainly had in mind when they warned their political leaders that the zero option for cruise, Pershing II, and SS-20 would leave much of Europe vulnerable to a heavy disparity in shorter range missiles

— The Guardian, London

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Need to write union history

W/L-ARSA 2/12/81
134

A SHORT obituary notice from the National Union of Furniture and Allied Workers about the death of a long-serving member arrived this week.

George Fletcher, 70, who died in Cape Town recently, became a union shop steward in 1937 after entering the furniture industry in 1935 as an apprentice cabinet maker.

In 1938 he became an alternative member to the Co-ordinating Council for the Furniture Workers of South Africa and was also elected to the executive of the Furniture Workers' Union of the Western Cape, continuing in this capacity and as a shop steward until 1958.

According to the union's obituary, Mr Fletcher worked in several factories and was also chairman of the union for a period and a member of the industrial council until his retirement in May this year.

When the national union was formed in 1959 he was appointed as its first organiser and from 1971 until retirement was branch secretary for the Western Cape.

The report of Mr Fletcher's death revived thoughts of a project that someone should undertake.

Long-serving trade unionists such as Mr Fletcher have lived and acted through turbulent and exciting times and are the repositories of much of the history of that period.

But, when people die, their personal knowledge of the events with which they have been involved dies with them.

A prime example of this is Norman Daniels who, in his time, has been involved in three significant union federations and much of the manoeuvring that went into their creation — the South African Congress of Trade Unions (Sactu), the Trade Union Council of South Africa (Tucsa) and the Congress of South African Trade Unions (Cosatu).

There are many others — Dulcie Hartwell of Nudaw and Oscar Mpetha of Fawu come immediately to mind — who have played important roles in the growth and development of trade unionism in South Africa who one knows will never get around to recording their own personal experiences of these events.

One only has to think about the National Party's intrusion of party politics and the perversion of worker ideals to further its reach for power, the machinations and back-stabbing and politicking that accompanied it to realise that a record of personal experience during this time would be an invaluable addition to the history of unionism.

But, eventually, will all these memories be lost to us: it's simply not possible to recreate the personal experience and reminiscence once the person is gone.

Considering the rich South African tradition of oral history, it would seem most fitting that someone should find a way of funding a project to do in-depth interviews of as many people as possible with lengthy association with unionism.

History is too important to be left as the preserve of professional historians.

LABOUR AFFAIRS



DICK
USHER

INDUSTRIAL RELATIONS - WORKERS'
ORGANISATION - GENERAL

1990

We're not biased, Haggie tells union

134

Labour Reporter (USA)

Management of Haggie Rand's Germiston plant has rejected a union charge of bias in inter-union conflict which has led to five deaths among the workforce since September.

The National Union of Metal Workers (Numsa) recently refused a management offer to mediate in the conflict between its members and those of the Inkatha-linked United Workers Union of SA (Uwusa), saying it was not satisfied with the company's impartiality.

A Haggie spokesman said the company had given unpaid time-off to the 37 Uwusa members at the plant after a member of the union had been killed. They had later ambushed rival unionists, but the company could not have foreseen this, he said.

Management had also asked police to act on complaints that Uwusa supporters were loitering outside the factory.

In a statement last week, Numsa said proposals for tighter security and protection for its members had been discussed at a general meeting and would be sent to management.

Scaw strike ends

UK firm accused of discrimination

THE Chemical Workers' Industrial Union (CWIU) has accused UK multinational Reckitt & Colman of discriminatory practices at its Elandsfontein plant on the East Rand **BIDW 9/2/90**

In a statement yesterday the union said the company had retrenched eight female employees from the plant's canteen

The union demanded their transfer to the factory where, according to the CWIU, jobs were available which were currently filled by male temporary workers "The company refused on the grounds the factory was not geared to employ women

"As there is no objective reason why women cannot do the factory jobs, we can

ADELE BALETA

only conclude the company discriminates against female workers purely on the grounds of sex," the statement said

A company spokesman refused to comment

The CWIU statement said Reckitt & Colman was also attempting to jeopardise current negotiations on the Labour Relations Act by using "strong-arm tactics"

Last year the company terminated the CWIU's recognition agreement which had given workers full strike rights "Workers can only conclude that any agreements made with employers are worthless," the union said

'CP lacks support for stayaway call'

BIDW 9/2/90 **134**
TWO trade unionists representing close to 200 000 white metal, building and railway workers predicted yesterday the CP would be unable to mobilise substantial support for a work stayaway in protest against new NP policies

They were responding to CP spokesman Koos van der Merwe's disclosure on Wednesday that the CP was considering calling on its estimated 900 000 supporters to stage a stayaway and cripple public services as part of a strategy to force government to call another white election

However, credence given by the Mineworkers' Union (MWU) to the CP call suggests that serious divisions loom within the ranks of organised white labour

Public Servants Association (PSA) president Colin Cameron issued a strong warning to members against participation in a stayaway, while the whites-only SA Confederation of Labour declined to comment at this stage

Federation of Sats Trade Unions general secretary Abraham Koekemoer said he was reluctant to comment as federation members included all shades of political opinion

But, he said, "I am not so sure the CP will get the support they think they will" He believed even among the CP support-

ALAN FINE

ers, most had an overriding loyalty to their employer and their jobs.

He had received calls from CP supporters who said such action would be wrong after they had criticised Cosatu and Sarhwa stayaway and strike tactics

Therefore only a small minority of white railwaymen were likely to support a stayaway call, Koekemoer said

Confederation of Metal and Building Workers' Unions (CMBU) director Ben Nicholson agreed that only "the lunatic fringe" would heed the CP call He said few would allow this issue to directly affect their livelihood through lost wages

"Responsible conservative (with a small c) members are not prone to accepting stayaway calls They would rather express their views in less confrontational ways, like by petitioning their MPs," he said.

But MWU general secretary Peet Ungerer said it was clear his members were extremely upset, and the white backlash would be strong

He stopped short of publically supporting the call, saying this was a matter his executive committee would almost certainly discuss later this month.

Cameron said it would be extremely improper and illegal for public servants to consider jeopardising these services

Immigration rate is nearly 1 000 a month

PRETORIA — Immigrants arrived to settle in SA at the rate of nearly 1 000 a month in the first 11 months of last year, according to Central Statistical Service

The net gain in January-November was 5 947 — 10 412 immigrants and 4 465 emigrants **BIDW 9/2/90**

In the same 11 months in 1988 the gain was 2 340 — 9 588 immigrants and 7 248 emigrants

The figures indicate a slowdown in the

GERALD REILLY

numbers leaving SA — a trend that is expected to continue.

Gained in the 11 months were 1 296 professional, semiprofessional and technical workers, among them 342 engineers and 51 medical doctors. ~~(225) (174)~~

Most emigrants in January-November were headed for the UK (1 290), followed by Australia (1 157).

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It's the song — not the singer

PEOPLE who could know better are jumping up and down and exhorting the South African labour movement, in the light of events in Eastern Europe, to abandon its socialist tendencies forthwith

Socialism/communism, they declare, has been discredited and unions should cease espousing this sterile doctrine in favour of supporting free enterprise capitalism.

From this tiny corner of the world however one has to question if it is socialism that has been rejected and discredited, or whether it's simply what is generally called Stalinism that has suffered this fate.

If the latter holds true, it might have important consequences for South Africa in that the ANC's line on the future tends to follow Stalin's two-stage concept of bourgeois nationalist revolution followed by socialist revolution.

A resurgence of the Trotskyite tendency, for example, which has significant adherence especially in

the Western Cape, would imply a deepening of conflict between those prepared to accept the two-stage concept and those advocating socialism in one big step

But the overall significance of events in Eastern Europe is that the engine room of change there — as in South Africa — has been the workers' rejection of the ruling hierarchy's view of the world

In East Germany, for example, workers embarked on major industrial action that involved voting with their feet and walking out of the country, precipitating a crisis that felled the government.

But none of it necessarily means they have turned their backs on an important component of socialist thinking — the demand for an equitable share of the wealth they help to produce — in favour of accepting whatever the hierarchy chooses to hand out.

If anything events are a vindication of Marshall McLuhan's concepts of the world as global village created by the revolution of electronic communication through which not only events but ideas become readily, if not instantly, accessible to a bigger and bigger section of humanity

There's no stopping an idea whose time has come and the idea that seems to have come appears to be that people will no longer submit to arbitrary authority in their lives, whether in politics or the workplace.

LABOUR
AFFAIRS



DICK
USHER

Sta 30/8/90

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Public sector gets the okay to form unions

Own Correspondent

DURBAN — The Government will now allow the nearly 1 million public-sector employees to form trade unions and engage in collective bargaining, according to a statement by three Cabinet Ministers.

Democratic Party spokesman on the public service Roger Burrows said that previously, the Commission for Administration and Ministers had recognised only four associations — one for each population group — as negotiators.

"This appears to be a full recognition of the right of State employees to form trade unions with whom it is prepared to bargain," Mr Burrows said.

"It obviously stems from the negotiations early this year with the health workers' union

following the strike in Cape and Transvaal hospitals."

"Whether it means Government employees will fall in future under the provisions of the Labour Relations Act is not yet clear. This option has been the aim of most State employees for some time."

Mr Burrows said the Government decision was "definitely a shift". It would irritate the recognised staff associations and give unions a boost.

In their statement, the three Ministers — Eli Louw, Minister of Manpower; Gene Louw, Minister of Internal Affairs and National Education; and Wim de Villiers, Minister for Administration and Economic Co-ordination — said: "Due to the importance of sound relations between all employees and employers, the Government recently deliberated on the posi-

tion of employees of the State

"The Government endorses in principle the basic rights of employees and employers in all sectors of the national economy, and in particular the basic rights of freedom of association and collective bargaining."

The Government planned to give recognised employee rights to teaching staff and other State employees.

It aimed to limit its intervention in the relationship between State employee and employer to the minimum, the Ministers said.

As such, the Government had instructed the Commission for Administration and the Department of National Education to establish, through negotiation with representative parties, efficient and suitable arrangements for the relations between employers and employees.

Groote Schuur at 30 percent capacity as violence erupts

Strike cripples hospital

Cape Town

The crisis at strike-hit Groote Schuur Hospital has deepened with the announcement that the hospital can handle only 30 percent of its normal load and all heart and kidney transplant operations have been suspended

Yesterday, strikers rampaged through the hospital, threatening and assaulting working staff and damaging property. It was the 12th day of the stoppage by non-medical staff which has spread to 14 other Cape hospitals

A spokesman for the Health Workers' Union confirmed that "intimidation and certain incidents involving strikers" had occurred at Groote Schuur and that the hospital authorities had threatened to call the police

He promised that workers would maintain discipline and order from today

Strikers forced a door leading to the maternity block to try to reach workers ignoring the strike. A worker was stabbed in the out patients unit

Five obstetric and maternity units on the Cape Flats which deal with a large number of deliveries were closed because of fears for safety of staff

Workers at 12 day hospitals in the Cape Peninsula have joined the strike, leaving township residents without medical care

Both the union and the Cape Provincial Administration have stressed they wish the strike to end but negotiations have not yet begun

Strikers holding out

Strikers are holding out for a meeting with the Minister of Health Dr Rina Venter

A union spokesman condemned unruly behaviour at Groote Schuur saying it was not part of union policy. He said Groote Schuur workers have been told not to march through the hospital

The dean of the UCT Medical School, Professor J P van Niekerk, said he was worried the situation could worsen

"The situation has become untenable. Nursing sisters have to do everything including transporting patients"

A specialist at the Red Cross Children's Hospital where workers have been striking since Wednesday said although care of the children had not yet been severely affected the situation would change if the strike did not end soon

Next week the outpatient and specialist clinics will close and we will have to turn patients away"

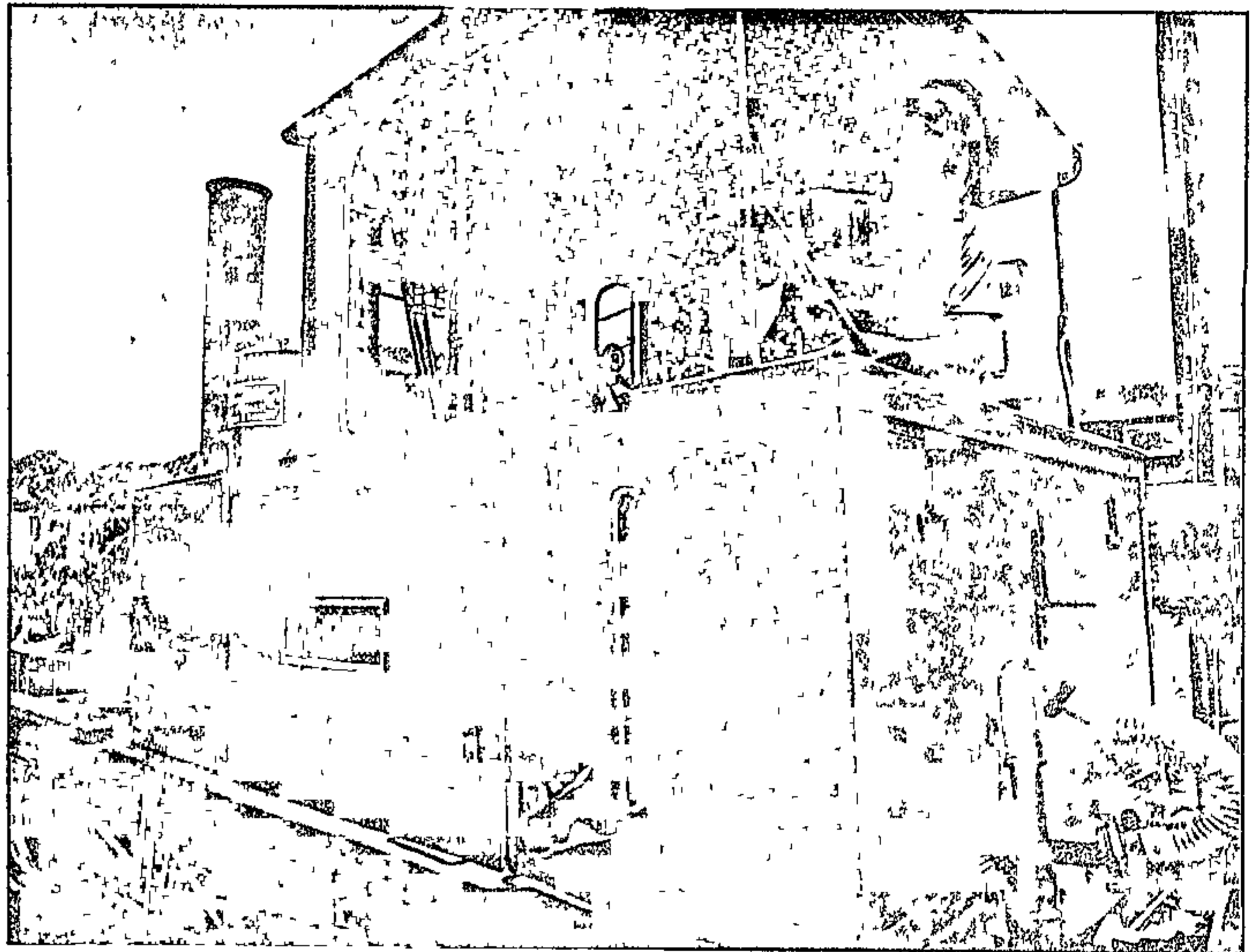
Last night, Cape Administrator Mr Kobus Meiring made a renewed appeal to strikers to return to work and guaranteed to ensure the safety of all CPA employees

A woman admitted to Groote Schuur Hospital for major cancer surgery was sent home without being operated on because of the hospital workers strike

According to a Cape Town newspaper report, Ms Minnie Moos, a retired nursing sister from Heideveld, is a diabetic who has cancer of the colon

Yesterday, she was fully prepared for surgery when her specialist told her the operation, a colostomy, was to be postponed until the strike was settled

See Page 9



Mr Andre du Plessis of the Springs loco sheds will drive this diminutive steam engine, the Emil Kessler, tomorrow when it commemorates the centenary of hauling the first train from Johannesburg to Boksburg

Picture by Stephen Davimes.

Steaming again after 87 years

By Joe Openshaw

Tomorrow at 3 pm the Emil Kessler, a diminutive steam locomotive which 100 years ago hauled the first train the RandTram, from Park Halt (the present Johannesburg Station) to Boksburg, will again steam out of Johannesburg after being out of service for 87 years

The occasion launches festivities from March 17 to March 25 to mark the inauguration of the Rand Tram service between Johannesburg and Boksburg on March 17 1890

The passengers in the vintage coach hauled by the Emil Kessler - Engine No 1 - on tomorrow's run will be Reef mayors and Transnet dignitaries who will arrive in horse drawn coaches at Platform 14 of the Johannesburg Station where a wood and iron replica of the original ticket office has been built

The Emil Kessler stopped working in 1903, was declared a national monument in 1936 and was for years a static monument in the

old concourse of the Johannesburg station. Genius behind the restoration of the Emil Kessler built in Breda, Holland, in 1890, is Mr Pat Richards, a 63 year-old railway pensioner considered a world expert on steam who emigrated to Australia four years ago

In October last year Mr Richards was rehired by Sats and brought back to the Springs loco sheds to get the Emil Kessler going in time for the centenary festivities. Mr Andre Strauss, preservation manager of the Sats Museum, told The Star

Special steam trips with the Emil Kessler on Thursday March 22 and Saturday March 24 are also part of the festive week

The Kessler will be assisted on these hauls by another veteran, a ZASM 46 tonner

During the week two steam trains will pick up 1 000 schoolchildren a day from the East and West Rand

The festivities close on March 25 with a 14 day steam safari from Johannesburg to the Eastern Cape with 75 enthusiasts aboard

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B/Pay 26 | 3/90

Minister hears PSA complaints

GERALD REILLY

PRETORIA — The Public Servants' Association bluntly told Administration Minister Wim de Villiers at a meeting here last week that levels of discontent in the service were a grave threat to efficiency in state departments.

Main complaints concerned the latest 10% pay hike for government workers, lack of funds for occupational differentiation and inadequate negotiating machinery.

PSA GM Hans Olivier said the discontent could depress workers' morale further, and weaken staff motivation.

"We also said we could not understand why government had talked to an unrecognised trade union."

This was a reference to the Health Workers' Union.

EX

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Public servants want another 10 percent

By Norman Chandler,
Pretoria Bureau

Public servants do not intend taking strike action for higher salaries, but are seeking another 10 percent rise payable from September 1.

Their biggest union did, however, decide in Pretoria yesterday to change its attitude towards salary negotiations after what it termed "non-recognised militant groups" had successfully forced the Government to pay them more after strikes, stayaways and protests.

The officially recognised Public Servants' Association (PSA) said after an extraordinary council meeting that it would not call a strike "as striking is immoral and to withhold services is unacceptable".

But PSA president Dr Colin Cameron admitted at a press conference that there were some members "who did say we would have to reconsider our stance if the salary demand failed".

"To my mind, there is no way in which we can strike in terms of the law. We would, through striking, be diminishing our responsibilities to the public. It is not fair to withhold one's services ... The dedication of our civil servants is in fact the strongest basis of any representation (for more money)."

In a statement, the PSA said: "In view of the obvious success achieved by non-recognised militant groups — that have members within the public service — with stayaway actions, protests and strikes, it is now compelled to revise its policy concerning negotiations."

This is an apparent reference to industrial action over wages taken at hospitals and other institutions in various centres in recent weeks.

The PSA is seeking a 10 percent salary increase on top of a 10 percent non-pensionable rise received this month. The 20 percent total would be the same as originally asked for during salary negotiations earlier this year, but which the Government said it could not meet.

It is also requesting an interview with President de Klerk to thrash out a "serious confidence crisis".

The executive accused the Government of being completely out of touch with PSA salary demands.

Future crises

The 10 percent rise being sought is one of eight which delegates decided to press for. The others are: re-evaluation of career groups to correct anomalies; the April 10 percent figure be converted to a pensionable allowance; uniform optional retirement at 60; an increased housing subsidy; maternity leave benefits; widows' pensions increased from 50 to 75 percent; and improved transfer benefits.

The PSA also wants recognised negotiation machinery put in place in order to avert future crises.

A decision to pass "a unanimous motion of deep disappointment in the Government over its unsympathetic attitude towards the remuneration needs of public servants" was also taken. Dr Cameron said: "The whole situation is one of discontent and disillusionment."

White workers
SMR 157490
oppose unbannings
(134)

Labour Reporter (327)

SA's largest white worker grouping, the 100 000-member SA Confederation of Labour, has expressed disgust at the Government's capitulation to communist-inspired movements"

Reacting in a statement to the unbanning of the ANC and the SA Communist Party, Sacol secretary Mr Nic Celliers said more strikes and violence could be expected this year.

Attacking the Government for recognising May 1 as a holiday, he said 'leftist elements with communist encouragement' could misuse Workers' Day to sow chaos and violence.

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~~11/17~~

Numsa in mediation with Brollo Africa

ADW ADELE BALETA 16/2/90

BROLLO Africa and the National Union of Metalworkers of SA (Numsa) began mediation yesterday on recognition of the United Workers' Union of SA (Uwusa) at the Elandsfontein plant on the East Rand.

Numsa members went on strike last week demanding withdrawal of stop-order facilities for the Inkatha-affiliated Uwusa, which Numsa claims has only 15 members at the factory.

Management refused to comply to the demand, but agreed to postpone an urgent Industrial Court application regarding the fairness of Numsa's action for 24 hours, pending the outcome of mediation. The result of mediation was not known at the time of going to press.

Numsa objects to the company's use of the Labour Relations Act to allow a minority union with a "violent history" to gain access to and recognition at the factory.

The company believes Numsa's demand is unfair in the light of both Numsa's and Brollo's commitment to freedom of association, agreed to in 1982.

Meanwhile, Numsa and Haggie Rand's management agreed not to disclose details of their meeting yesterday to the Press.

The meeting was held at Numsa's request to discuss union proposals aimed at stepping up security at Jupiter and Germiston. Six people had died and six more were injured in conflict between Numsa and Uwusa.

Miners seek 20 pc pay rise

SMR 16/2/90
By Drew Forrest (134)

Unions representing 24,000 skilled workers on the mines have put in demands for a 20 percent wage rise and foresee "difficult" negotiations with the Chamber of Mines this year.

The demand forms part of the 1990 wage proposals of the Council of Mining Unions, which represents largely white mine artisans and miners.

The chairman of the CMU, Mr Ben Nicholson, said the purchasing power of skilled workers' pay packets had been eroded by at least 20 percent since the last round of wage talks.

"The mines are losing skilled workers to manufacturing industry, where pay is better and

conditions less onerous," he said.

Other CMU demands include:

- An additional seven days' leave, giving workers a minimum of 28 days' leave a year.

- A five-day working week, instead of the current 11-shift fortnight requiring miners to conduct an extra blast on alternative Saturdays.

- Double time for Sunday work, in line with the Basic Conditions of Employment Act.

Mr Nicholson said the mines currently had an exemption from the Act, and effectively paid time and a half on Sundays.

Mr Nicholson said the unions had proposed to the chamber that negotiations start early next month.



NSC founder Krish Naidoo, looking less than his usual cool self

Surprise twist turns the cricket tables

By MICHAEL SHAFLO

If ever there was a surprise twist — the kind of unexpected ending that Dame Christine used to excel at in her endless whodunits — it came for the South African Cricket Union and the National Sports Congress last weekend in a development neither could have expected.

For different reasons, it must have been the furthest possible development from their minds.

For one of the parties the sudden twist was to be a body blow. For the other it would be a life-giving shot in the arm.

The twist was supplied by the African National Congress in the form of pressure on both bodies "to find some compromise solution to ensure other problems in the country would not be affected".

That was how SACU's Ali Bacher put it at a hastily called press conference this

week to announce the shortening of the Mike Gatting tour by four matches.

The SACU chet went on to explain. "An undisclosed third party" — whose name I'm not going to reveal — had come forward with an earnest plea to both parties to come to some sort of compromise.

For the tour it was almost the death knell. One of the games was the Newlands test, the second five-day encounter.

The message pressuring the NSC and the SACU to make a deal was apparently conveyed by Thabo Mbeki, a senior ANC official. He was "the good friend overseas" that the SACU president, Geoff Dakin, was referring to in Tuesday night's TV news.

The same day — last Saturday — that the message was conveyed to the two parties, the English team was on its knees at the Wanderers staring at defeat in only three days. And the NSC demonstration movement, frankly, looked in equally bad

shape.

I was there. I had been there from Day One. You get to know faces. Sometimes, if you're lucky, even something of the people behind them. Some NSC supporters who I had got to know looked down that day.

There was founder Krish Naidoo, looking less than his usual cool self. The lawyer's calm was somewhat ruffled.

The day was hot, not quite Kimberley weather but a Jo'burg scorcher nonetheless. The demonstrators felt they were being given the runaround. They were marching four kilometres from Rosebank to the James and Ethel Gray Park. Police officers, it seemed, were being deliberately obtuse in their dealings with Naidoo and his little lieutenant, Moss Mashishu, leader of the Transvaal Anti Tour Committee.

The most unpromising aspect of the day from the leadership's point of view was the arrival of no more than 150 demons.

They had confidently been predicting 2,000. They could hardly talk with police from a position of strength.

Mr Mashishu, articulate, mature and self-assured, also wore a worried look. It was specially evident when he addressed his fellow demonstrators, appealing for them to remain cool.

He and Mr Naidoo had reason to be concerned. They had to accept the crumbs offered them by the police and the Johannesburg City Council, a token protest outside the ground by 50 demonstrators. They had no option. It looked as though the demonstration was crashing about their ears.

And it must have seemed to the SACU and cricket supporters in general that the tour was turning the corner, that the pro-tour faction had cause for celebration.

Then came the intervention by the 'third party'. It turned the whole picture upside down. It even brought sharp reac-

tion from the police who made it clear that in their view the situation was eminently controllable.

The SACU had the driver's seat. Had they wanted, it is certain they could have continued. Why did they back off?

When the dust settles, when angry declarations of the SACU action have died to an echo and all the facts are known, I believe it will be found the SACU acted in the best interests of all concerned. By taking the broader implications into account, they acted in the best interests of all people and of cricket. As Dr Bacher emphasised, "it went beyond cricket".

For the ANC intervention (two influential non-Government Afrikaner personalities were also revealed to have been involved) to be truly effective the NSC must make certain it fulfills its side of the bargain.

Both sides must show a genuine desire to co-operate.

The game of cricket in South Africa desperately needs that.

Psychiatrists have pointed to similar

farmers have not bothered to plough their hands

equally inadequate he said

ly went to the gallows in 1998 after kill-

habilitation procedures is necessary

Strike set to end today

(134)

Star 19/2/90 Labour Reporter

A strike arising out of union rivalry at Brollo Africa in Elandsfontein is set to end today following Industrial Court action by the company.

Nearly 500 National Union of Metalworkers members downed tools on February 8 over a demand that the company withdraw stop-order facilities for the Inkatha-backed United Workers Union.

Refusing the demand, and a call to stop consulting Uwusa, as being "improper and unfair", the company applied for urgent relief from the Industrial Court.

Brollo said strikers had agreed to return to work today, and to comply with the company's recognition agreement.

21/2/90 (134)

Union recognised

The SA Nursing Association (Sana) will be recognised as a staff association to negotiate conditions of service for nurses, the Minister of Administration and Privatisation, Dr Dawie de Villiers, said in the House of Assembly yesterday.

Replying to a question by Mr Mike Ellis (DP Durban North), he said the Commission for Administration had recently made this recommendation after receiving an application from Sana.

Union drops blood boycott

The Black Health and Allied Workers Union of South Africa yesterday unconditionally retracted a call for a boycott of donating blood at the South African Blood Transfusion Service

A dispute arose between the union and the SABTS after a union statement on Friday calling for a boycott.

The full text of the retraction reads: "The Black Health and Allied Workers Union of South Africa hereby retracts unconditionally the statement made, calling for a boycott of blood donating at the South African Blood Transfusion Service." — Sapa

Star 21/2/90 (134)

Growing row over Bacher decision

By Mike Shafto

Dr Ali Bacher, mastermind of the rebel-tour concept, is in the midst of apparent growing acrimony over the cancellation of the English cricket tour's second leg

However, influential people in cricket have jumped to his defence

"It would be a sin if Dr Bacher were lost to SA cricket because of squabbling within the board," said one source "He has devoted his life to the game and has one of the most brilliant

Star 26/2/90
minds in cricket today

But there is no doubt that some of the SA Cricket Union (SACU) board would like Dr Bacher's head for his controversial handling of a compromise deal with the National Sports Council (NSC) whereby the second Test and other games were cancelled and the tour's second leg scrapped

The SACU last week issued a statement saying Dr Bacher did not have a mandate for his decision. But by the weekend, SACU president Mr Geoff Dakin had

134
issued a statement that Dr Bacher's views on the future of SA cricket "in no way differs from those of SACU" and the board confirmed its full confidence in him

Observers say it would be a tragedy for cricket if the row escalated and those wanting Dr Bacher's head were allowed to have their way

They point out that Dr Bacher was best equipped to interpret threats to the peaceful completion of the tour and the follow-up leg in November

We've never seen the white workers so angry, say unions

RIGHTWING organisations are mustering support from white trade unions in an anti-government campaign that is rapidly acquiring all the trappings of a national socialist movement.

The far-right's drive to mobilise white workers comes at a time when conservatives are increasingly voicing anti-Semitic and anti-capitalist sentiments in the streets and squares where they hold their rallies.

"We should come to the table and discuss whether there is now room for a white labour party... in a broad sense there is a move towards such a situation," said South African Confederation of Labour secretary Nick Cillier in an interview with the *Weekly Mail* this week.

"I think the white unions should shake off their commando syndrome — by that I mean working only for the narrow interests of their own members — and strive for the solidarity of the white worker."

The initiative coincides with calls for a general strike by white workers in key sectors of the economy. There are also signs that the white right plans to co-ordinate a campaign of extra-parliamentary resistance against the government's attempt to democratise South Africa.

And it comes at a time when white

workers in the public sector are threatening "direct confrontation" with the government over a wage hike of 10 percent that falls way below the level of inflation this year.

Academic Mike O'Donovan recently conducted a survey of the political attitudes of white trade unionists.

He says white union leaders told him they were planning to form a new white labour federation that will organise across all sectors of the economy and act as an independent pressure group within a rightwing political coalition.

"Increased white worker militancy, the formation of new politicised labour movements and the decline of multi-racial unionism indicate that the time is ripe for the rise, again, of a white working class nationalism united, perhaps not under the 1922 slogan of 'Workers unite for a white South Africa', but under a banner akin to the swastika," said O'Donovan at a seminar staged by the *Dur-*

feel that they have been betrayed by the National Party and that their jobs are not protected against black labour any more.

"The situation might develop that you had in 1922, when white workers armed themselves and fought a civil war against the government when they were paid off by the mines and replaced with black workers."

Officials from some of the biggest white unions in the country — including the Mine Workers' Union and *Yster en Staal* — are spearheading the drive to build a conservative political movement for white workers.

Peet Ungerer, general secretary of the Mineworkers' Union, said there was "strong reaction from white workers at this stage", and confirmed there was a push to recruit more of them into the conservative labour movement.

"We are holding a number of meetings with members all over the Trans-

vaal regarding matters of great concern to us," he said. Ungerer refused to divulge any details about his strategies.

Asked if his union would support defiance by the Conservative Party and far-right groups against the government, he said "If my executive okayed it and the feedback from my members is in favour of it, then that's how it will be."

Phillip Strauss, general secretary of the Running and Operating Staff Union on the railways, told the *Weekly Mail* his organisation had begun to recruit white workers from all job grades on the railways, especially those disillusioned with the moderate leadership of other white unions.

Strauss, a senior office-bearer in the Afrikaner Weerstandsbeweging, was cautious about supporting calls for a general strike and other forms of illegal industrial action.

But he warned that the recent agreement between railway authorities and the South African Railway and Harbour Workers' Union had set a precedent for white workers.

"Management has condoned legitimate strike action and, therefore, won't be able to do anything to our members if they also take illegal action," he told the *Weekly Mail*.

And in a recent article published in the CP organ, *Die Patriot*, under the heading "What Options for the Right in Today's South Africa?", Strauss says he believes a three-day stayaway by white workers could shut down the economy.

But Duncan Innes, professor of industrial relations at the University of the Witwatersrand, believes the white labour offensive will be blunted by the complacency of most white workers.

"I think that if the rightwing can win over white unions to a more militant government position it will strengthen their position enormously," said Innes.

"But ever since they were defeated in the 1922 strike, white workers have had no tradition of militancy and they still enjoy a privileged way of life in South Africa. It will not be easy to get their support."

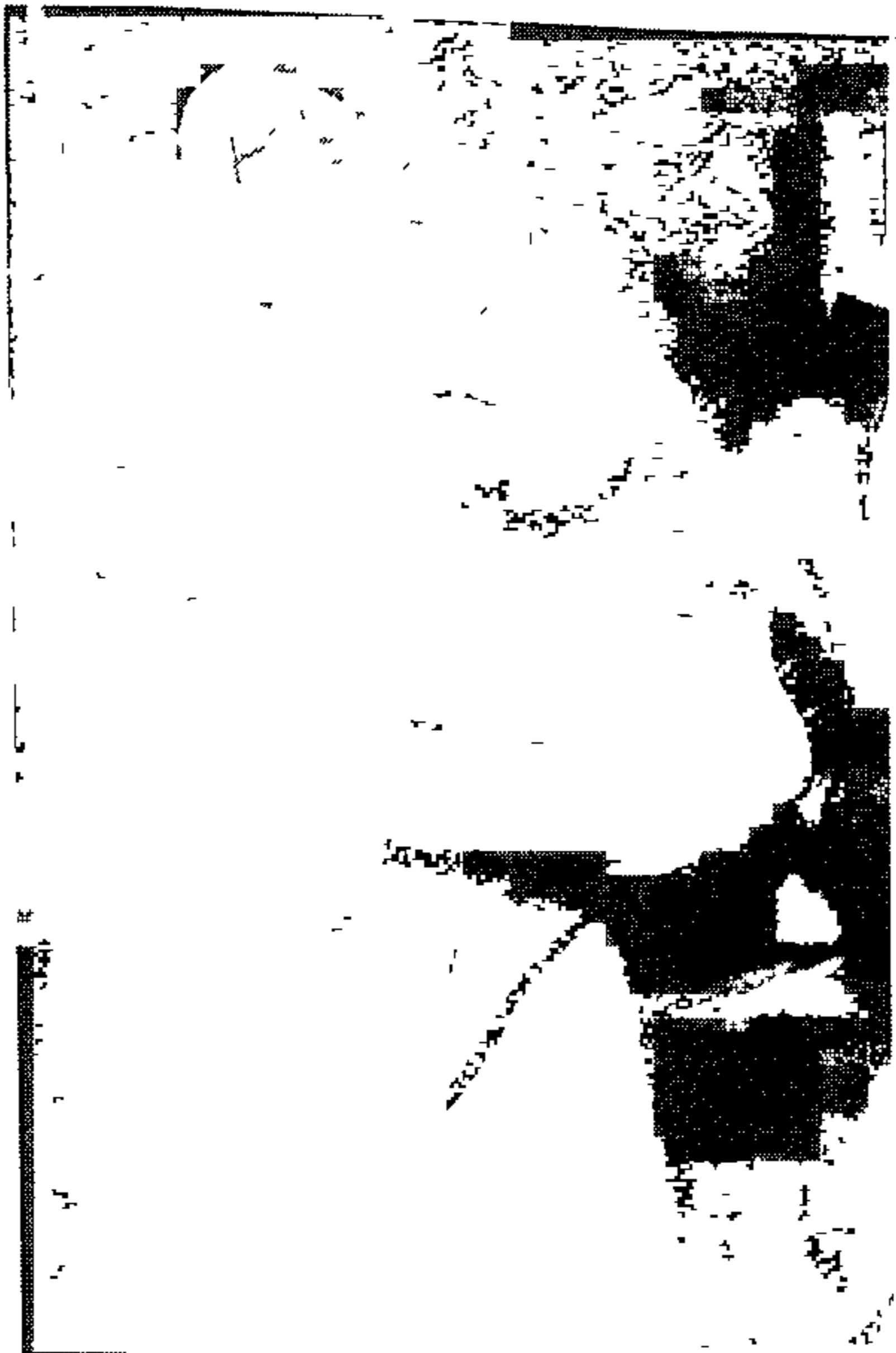
The rightwing labour lobby will also be weakened by large-scale retrenchments in the metal, mining and railway sectors — precisely the areas where their power lies.

"Most whites in the mining industry, for example, are employed in a superfluous supervisory capacity," says O'Donovan. "If they do go on strike, production will be unaffected."

The white labour lobby amounts to what could be described as a "work-erist" tendency within the rightwing movement. While its leaders are prepared to throw the collective muscle of their members into specific rightwing campaigns, they are wary of a permanent relationship with any of the conservative parties.

"Our trade unions supported the National Party and brought them to power in 1948. Now the unions have to fight the Nationalists. Who is to say that history won't repeat itself if we support any other party today?" said Cillier.

The CP has announced it is preparing for a massive rally in three months' time, where the white working class and other rightwing constituencies would help draft a blueprint for defiance known as the "Freedom Manifesto".



WELCOME home . . . Veteran unionist Ray Alexander is welcomed at D F Malan Airport by United Women's Congress leader Mrs Dorothy Zihlangu Picture: Benny Gool

Don't join CP Alexander urges white workers

S/Ther 4/13/190

By KURT SWART

RETURNED ANC exile Ray Alexander praised the "working men and women, students, religious organisations", and the defiance campaign for paving the way for her come home

Speaking at a press conference yesterday the veteran trade unionist said "The working class of South Africa is responsible for bringing us back." Ms Alexander, 76, and her husband, high ranking ANC and Communist Party member Professor Jack Simons, arrived in South Africa on Friday after 25 years in exile to enthusiastic and emotional welcomes in Johannesburg and Cape Town from thousands of ANC supporters.

Future

"We are terribly excited to be back home. I always believed we'd come back," said Miss Alexander. "I remember saying goodbye to the Food and Canning Workers Union on 7 October 1953 Comrade Oscar (Mpetha) was there with me I said. "I regret having to leave you, but I feel confident that the workers will bring us together again." This has come true."

"For instance the tight control of the white officials at the airport, and the police who came with their dogs to attack the people that came to welcome us

"The planes were full of fat, solid and complacent whites — fat boere who turned their backs and cold-shouldered us just as they did when we left."

He said the couple had been given the right to stay only three months

"We are being treated like illegal immigrants. On the other hand the tremendous enthusiasm of our reception was beyond our wildest dreams"

Prof Simons admitted that President De Klerk's unbanning of the ANC had come as a great surprise

"We thought — what is he after? Is it a trap? Are we going to be put in prison or gathered together and shot. We decided, okay, we'll go back and test the water," he said to applause

He also spoke out against sexual discrimination, and praised "martyrs" who had died in the struggle for democracy

She said South Africa was "truly blessed with a leadership here and in exile that is truly unique"

She announced plans to arrange meetings with white trade unions and to speak to white workers

"I appeal to the white working class — don't go to the CP, and the AWB. The future for you lies in the mighty ranks of Cosatu"

In a fiery speech, Prof Simons said some things had not changed during his exile.



HOUSE OF ASSEMBLY

INTERPELLATIONS

The sign * indicates a translation. The sign †, used subsequently in the same interpellation, indicates the original language.

General Affairs

Workers' Day

1 Mr P J PAULUS asked the Minister of Manpower *

Whether discussions had been held with White trade unions before 1 May was declared Workers' Day, if so, with which such trade unions, if not, why not?

B499E INT

*The MINISTER OF MANPOWER Mr Chairman, there were comprehensive consultations with White trade unions *inter alia* before 1 May was declared Workers' Day. This took place *inter alia* at a gathering in Stellenbosch on 14 April 1988 and on 10 June 1988 in the Union Building, Pretoria.

During the gathering on 14 April 1988 the question of Workers' Day was discussed in depth and the delegates were almost unanimous that Workers' Day should be on 1 May. During the second meeting, on 10 June 1988, the vast majority of delegates, with the exception of the Mineworkers' Union, expressed themselves in favour of 1 May as a paid holiday.

A total of 26 trade unions were represented of which 15 were exclusively White trade unions [Interjections.] In addition the National Manpower Commission in which both the employer and trade union organisations are represented held detailed consultations with all partners. Here too, a broad spectrum of White trade unions was represented.

The recommendation of the National Manpower Commission remained that 1 May should be declared Workers' Day.

The Government realises that there are certain groups of people who have objections to 1 May as a holiday for ideological reasons, because of the connection it has with communist ideology. The recent past has shown that this connection is

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becoming irrelevant [Interjections.] Yes, that is the case. This is happening as a result of the economic failure of that ideology [Interjections.] Consequently Workers' Day will become more and more detached from any specific ideology [Interjections.]

Therefore it is artificial to keep the dispute concerning 1 May as Workers' Day going, and it is not in the interests of industrial peace or of all the workers of South Africa [Interjections.]

*Mr P J PAULUS Mr Chairman, I want to make it very clear today that White trade unions were not consulted when it was decided to let Workers' Day fall on 1 May this year [Interjections.]

Let us see what the hon the Minister—then still Acting Minister—said last year when we spoke about Workers' Day. He said that Workers' Day would fall on a Monday, and no longer on a Friday, so that the workers could have a long weekend. We made it very clear to the hon the Minister that the Government would change its standpoint and move Workers' Day to 1 May. I can see why the hon the Minister is moving it to 1 May this year, because he has just told us. He said Workers' Day had a communist connotation and they have now embraced the Communist Party in a big way [Interjections.] I want to ask whether the hon the Minister spoke to comrade Ramaphosa when he did this [Interjections.]

In the SA Worker of February 1990, the general secretary of the trade union for iron and steel workers said it was a sad day on which we had to see 1 May declared Workers' Day, and that the perennial demand to declare the first Monday in September as such as well as the possibility of a long weekend, were things of the past.

We read the hon the Minister's reply in Hansard of 26 April 1989 [Interjections.] The reason we have the first Monday in May, is that all the workers should get a long weekend. I still remember the remark made by the hon member who was the MP for Sasolburg. He said we had not given them any reason for not wanting the first Friday.

The NP is turning somersaults. When I was still with the trade union, I called Franie Botha Somersault Botha. I shall be calling the hon the

Minister of Manpower Somersault Louw because he does not know what he wants [Time expired.]

Mr B B GOODALL Mr Chairman, there are two issues involved here. One is whether there should be consultation with trade unions on matters like this. The answer is yes, there should obviously be consultation—not only with the trade unions, Black and White, but also with the employers' organisations. Thus, we understand from the hon the Minister, has been done. It would not have helped, however, because what we have here is an attempt by the far right to organise White labour in South Africa for political purposes [Interjections.]

The second point is whether we should celebrate 1 May as Workers' Day. It is an internationally accepted holiday. It is celebrated in West Germany and in France, and those are not communist countries. In South Africa 1 May was a *de facto* holiday. We have actually brought the law in line with reality. We had a situation in which we were celebrating the same event on two separate days. We cannot afford to do that. Our labour productivity is low enough as it is. It is estimated that each time we have a public holiday, we lose R340 million in lost production. We have got to decide how many public holidays South Africa is going to have. We should then work out what they will be. We shall have to take into account the needs and wishes of the various segments of our population, not only the White sector. That is the same, rational thing to do. I find the growing similarity in the tactics of the lunatic left and the reaction very interesting [Interjections.]

The MINISTER OF MANPOWER Mr Chairman, I want to thank the hon member for Edenvalle for his sensible arguments in this debate.

*It is a pity that the CP is trying to score political points out of this matter [Interjections.] The hon member for Carletonville denied that there had been negotiation. I told him that one out of the 15 White trade unions were opposed to this and he can come to my office where I shall give him the names of the other 14 [Interjections.]

Then he said we had suddenly embraced the communists because we had declared 1 May Workers' Day [Interjections.] As the hon member for Edenvalle said, this is also the case in

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England and Holland, and after all, they are not communist countries [Interjections.] The CP has not embraced the communists just because the hon member for Overaal is going to Russia, after all [Interjections.]

The hon member referred to what I had said about the long weekend in a previous debate on my Vote. I still think a long weekend is a good idea. I told the White trade unions that if there was consensus among the workers of South Africa, they could come back to me on the question of a long weekend, and I would consider it once again. I said then that it was a good idea.

To say that we are hand in glove is the biggest load of nonsense under the sun, and I blame the hon member and his party for trying to manipulate our White workers, who should actually play a leading part, for political gain. They can play a part on the basis of reliability, expertise and discipline, but the CP is politicising them so that they cannot play that part [Interjections.]

*Mr P J PAULUS Mr Chairman, I should like to tell the DP that the only difference between them and the NP nowadays is the name [Interjections.] Every time a DP member rises, he is praised and thanked by the NP for what the DP says about the NP [Interjections.] They are fraternising with the NP just as the NP and the SA Communist Party are fraternising today [Interjections.]

I want to repeat that I did not even mention the name of the Mineworkers' Union, because I know they did not negotiate, but I did mention the trade union for iron and steel workers. That is the largest White trade union, and they deny that there were negotiations with them at any stage.

What was even more ridiculous, was that the hon the Minister mentioned 1988. In 1989 he said we knew what the Government's standpoint was and that was to make it the first Monday in May. Once again I say the Government does not know what is going on [Interjections.]

They say they want to protect the rights of the minorities. Up to now they have avoided telling us how they want to protect the rights of the minorities. I want to make it clear that the employers and the Black trade unions—I said this last year, and that was exactly what happened—are going to celebrate Workers' Day.

from 30 April to 4 May Once again the White workers are going to sacrifice traditional White holidays to give the Blacks in South Africa an opportunity to have a holiday [Interjections]

How is the hon the Minister going to prevent that and how is he going to protect this minority of Whites? He cannot do so, because he fears the Black trade unions If he picks up the telephone and it is a Black trade union, he says they must not speak He has heard it is a Black trade union, and he will comply with their demands The hon the Minister does so without even listening to what they want [Interjections]

*The CHAIRMAN OF THE HOUSE Order!

*Mr P J PAULUS I want to make it clear that at present the Blacks are demanding Soweto Day When the Manpower Vote is discussed we must not be surprised if this hon Minister says the Government has decided to make 16 June Soweto Day, because the SA Communist Party and the ANC are going to claim that day, and once again the minority of Whites in South Africa are going to be left in the lurch by the NP There is no point in the hon the Minister's telling us we want to capitalise on the question We want to protect the White workers in White South Africa, and we shall do so as far and for as long as possible The Government will not stand in our way

The White workers are turning against the NP to an increasing extent, because they know they can no longer rely on the NP for protection [Interjections] That is why the hon the Minister for Virginia received a majority of only 47 votes That is proof that the workers are turning against them

*The CHAIRMAN OF THE HOUSE Order! There is no Minister for Virginia in the House [Interjections]

*The MINISTER OF MANPOWER Mr Chairman the hon member said we did not protect minorities If 14 of the 15 White trade unions say 1 May is acceptable to them, must I permit the standpoint of the remaining one to prevail? How does he justify his story about minorities then?

The fact is that in order to gain points for the CP, the hon member is reducing the White mine-workers to a political group of people who have to experience a threat in everything He is doing the White trade unions a great disservice by

presenting that argument I shall say that to the White trade unions, because they have a function to fulfil They can play a leading role, also in the new South Africa, as a result of their expertise and reliability The White trade unions can play an enormous role on that basis, and I shall continue to say that

Naturally productivity is an important consideration After all, we cannot afford to have another workers' day We acknowledge that there must be a workers' day, but as the hon member said almost R400 million is lost every day that workers do not go to work No country's economy can afford that Nor can the country subject its workers to that The National Productivity Institute was also consulted in respect of the matter and gave it their full support

By declaring 1 May as Workers' Day, we have done all the workers of South Africa a good turn [Time expired]

Debate concluded

Independent Black states

2 Mr C W EGLIN asked the Minister of Foreign Affairs

Whether the Government is prepared to consider taking steps which would make it possible for the four independent Black states once again to become part of the Republic of South Africa?

~~Handwritten~~ 13/3/90 DBSOE INT

*The MINISTER OF FOREIGN AFFAIRS Mr Chairman it is not up to the South African Government to take steps to make possible the re-incorporation of the TBVC states in the Republic of South Africa Those states became independent in terms of legislation of this Parliament, and that independence was preceded by lengthy discussions, negotiations and in most cases by referendums or elections which were held in those countries before it was decided that they should become independent

It is therefore not up to this Government to take the initiative It is up to the relevant countries This Government has made it clear, through the hon the State President, that their return to the sovereignty of the Republic of South Africa is an option It is an option, not because this Government has made this decision or needs to make this decision It is an option which they have as independent states in any case, namely the

option to strive for any political objective they want to strive for, provided it is borne in mind that one cannot unilaterally by means of legislation in this country bring about their re-incorporation in the Republic of South Africa

Similarly, it will again require a decision from this Parliament It will require a thorough study of the various implications It will require consideration of the type of structure those countries are going to submit to their voters, because they cannot ask their voters, even in a referendum to become part of the Republic again if they do not tell their voters on what basis they will do so [Interjections]

Will it be on the basis of a confederal relationship a federal relationship, a regional government or a provincial government? What are the implications in respect of agreements which they entered into after they became independent? What are the implications of loans they may have negotiated with foreign banks governments or other financial institutions in this country?

This Government cannot be expected simply to take over debts incurred and contractual obligations entered into by independent countries Hon members can therefore see that there are quite a number of complex questions arising from this issue [Time expired]

Mr C W EGLIN Mr Chairman, I have noted the hon the Minister of Foreign Affairs cautious reply to this question I am not arguing about the details and how one should get there

The South African Government was for many years not neutral on this issue For many, many years after Dr Verwoerd came to Parliament, they actively pursued the idea of Bantustans They promoted that concept What is more, the choice that was given to Black South Africans at that time was not a neutral choice It was Hobson's choice Their choice was either to go independent and have citizenship in relatively poor Black territories or else to stay in apartheid South Africa with no vote and no constitutional redress in this country

I do not believe that a neutral approach is good enough We believe the time has come for the Government to try to bring down the curtain on the Verwoerdian era of apartheid [Interjections] It has done enough damage to South Africa internally and externally, more than any other policy ever pursued in South Africa We have

asked and expect this of the Government in view of the expectations raised *inter alia* by the hon the State President's speech and by the Government's constant reference to an undivided South Africa, which to Black people has a very specific meaning, and in view of *inter alia* the instability which is being created because of the economic and political uncertainty or the future of those TBVC countries

We believe that this Government must admit that the Bantustan experiment in South Africa's history was costly and disastrous While the Government may not be able to force or to coerce it must adopt a very specific attitude and say that it is leaving the nightmare of partition to the CP It must say it starts for a truly reconstructed and united South Africa to which all the components that were part of South Africa can come back home

Mr J H VAN DER MERWE Including Botswana? [Interjections]

Mr C W EGLIN The Government should adopt a positive attitude towards this This does not mean that it invades or that it coerces, but it means that it must stop being neutral on this matter The Government must say that its policy is to work together with those other states for a new united South Africa

*Mr T LANGLEY Mr Chairman, the hon the Minister did not answer the hon member's question The hon member's question was actually to what extent the ANC which were probably instructions of the Victor Verster Prison to the effect that the independent states in South Africa must be destroyed to pave the way for the holistic Azania of the NP/ANC, have been complied with [Interjections] The hon the Minister can sit there grinning sheepishly That is what is happening [Interjections] They have destroyed the work of Matanzima and Hendrik Verwoerd [Interjections]

*Dr F J VAN HEERDEN Mr Chairman on a point of order I do not think it is parliamentary to refer to a sheepish expression

*Mr J H VAN DER MERWE You have one on your own face Sit down! [Interjections]

*The CHAIRMAN OF THE HOUSE Order! The hon member for Soutpansberg may proceed

HOUSE OF ASSEMBLY

INTERPELLATIONS

The sign * indicates a translation. The sign †, used subsequently in the same interpellation, indicates the original language.

General Affairs

Workers' Day

1 Mr P J PAULLUS asked the Minister of Manpower *

Whether discussions had been held with White trade unions before 1 May was declared Workers' Day, if so, with which such trade unions, if not, why not? †

B499E INT

*The MINISTER OF MANPOWER Mr Chairman, there were comprehensive consultations with White trade unions *inter alia* before 1 May was declared Workers' Day. This took place *inter alia* at a gathering in Stellenbosch on 14 April 1988 and on 10 June 1988 in the Union Building, Pretoria.

During the gathering on 14 April 1988 the question of Workers' Day was discussed in depth and the delegates were almost unanimous that Workers' Day should be on 1 May. During the second meeting, on 10 June 1988, the vast majority of delegates, with the exception of the Mineworkers' Union, expressed themselves in favour of 1 May as a paid holiday.

A total of 26 trade unions were represented, of which 15 were exclusively White trade unions [Interjections]. In addition the National Manpower Commission, in which both the employer and trade union organisations are represented held detailed consultations with all parties. Here, too a broad spectrum of White trade unions was represented.

The recommendation of the National Manpower Commission remained that 1 May should be declared Workers' Day.

The Government realises that there are certain groups of people who have objections to 1 May as a holiday for ideological reasons because of the connection it has with communist ideology. The recent past has shown that this connection is

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becoming irrelevant [Interjections]. Yes, that is the case. This is happening as a result of the economic failure of that ideology [Interjections]. Consequently Workers' Day will become more and more detached from any specific ideology [Interjections].

Therefore it is artificial to keep the dispute concerning 1 May as Workers' Day going, and it is not in the interests of industrial peace or of all the workers of South Africa [Interjections].

*Mr P J PAULLUS Mr Chairman, I want to make it very clear today that White trade unions were not consulted when it was decided to let Workers' Day fall on 1 May this year [Interjections].

Let us see what the hon the Minister—then still Acting Minister—said last year when we spoke about Workers' Day. He said that Workers' Day would fall on a Monday, and no longer on a Friday, so that the workers could have a long weekend. We made it very clear to the hon the Minister that the Government would change its standpoint and move Workers' Day to 1 May. I can see why the hon the Minister is moving it to 1 May this year, because he has just told us. He said Workers' Day had a communist connotation and they have now embraced the Communist Party in a big way [Interjections]. I want to ask whether the hon the Minister spoke to comrade Ramaphosa when he did this [Interjections].

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The NP is turning somersaults. When I was still with the trade union, I called Fanie Botha Somersault Botha. I shall be calling the hon the

Minister of Manpower Somersault Louw because he does not know what he wants [Time expired].

Mr B B GOODALL Mr Chairman, there are two issues involved here. One is whether there should be consultation with trade unions on matters like this. The answer is yes, there should obviously be consultation—not only with the trade unions, Black and White, but also with the employers' organisations. This, we understand from the hon the Minister has been done. It would not have helped, however, because what we have here is an attempt by the far right to organise White labour in South Africa for political purposes [Interjections].

The second point is whether we should celebrate 1 May as Workers' Day. It is an internationally accepted holiday. It is celebrated in West Germany and in France, and those are not communist countries. In South Africa 1 May was a *de facto* holiday. We have actually brought the law in line with reality. We had a situation in which we were celebrating the same event on two separate days. We cannot afford to do that. Our labour productivity is low enough as it is. It is estimated that each time we have a public holiday, we lose R340 million in lost production.

We have got to decide how many public holidays South Africa is going to have. We should then work out what they will be. We shall have to take into account the needs and wishes of the various segments of our population, not only the White sector. That is the same, rational thing to do. I find the growing similarity in the tactics of the lunatic left and the reaction very interesting [Interjections].

The MINISTER OF MANPOWER Mr Chairman, I want to thank the hon member for Edenvale for his sensible arguments in this debate.

*It is a pity that the CP is trying to score political points out of this matter [Interjections]. The hon member for Carletonville denied that there had been negotiation. I told him that one out of the 15 White trade unions were opposed to this, and he can come to my office where I shall give him the names of the other 14 [Interjections].

Then he said we had suddenly embraced the communists because we had declared 1 May Workers' Day [Interjections]. As the hon member for Edenvale said, this is also the case in

England and Holland, and after all, they are not communist countries [Interjections]. The CP has not embraced the communists just because the hon member for Overvaal is going to Russia, after all [Interjections].

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To say that we are hand in glove is the biggest load of nonsense under the sun, and I blame the hon member and his party for trying to manipulate our White workers who should actually play a leading part, for political gain. They can play a part on the basis of reliability, expertise and discipline, but the CP is politicising them so that they cannot play that part [Interjections].

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What was even more ridiculous, was that the hon the Minister mentioned 1988. In 1989 he said we knew what the Government's standpoint was, and that was to make it the first Monday in May. Once again I say the Government does not know what is going on [Interjections].

They say they want to protect the rights of the minorities. Up to now they have avoided telling us how they want to protect the rights of the minorities. I want to make it clear that the employers and the Black trade unions—I said this last year and that was exactly what happened—are going to celebrate Workers' Day

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from 30 April to 4 May. Once again the White workers are going to sacrifice traditional White holidays to give the Blacks in South Africa an opportunity to have a holiday. [Interjections]

How is the hon the Minister going to prevent that, and how is he going to protect this minority of Whites? He cannot do so, because he fears the Black trade unions. If he picks up the telephone and it is a Black trade union, he says they must not speak. He has heard it is a Black trade union, and he will comply with their demands. The hon the Minister does so without even listening to what they want. [Interjections]

*The CHAIRMAN OF THE HOUSE Order!

*Mr P J PAULUS I want to make it clear that at present the Blacks are demanding Soweto Day. When the Manpower Vote is discussed we must not be surprised if this hon Minister says the Government has decided to make 16 June Soweto Day, because the SA Communist Party and the ANC are going to claim that day, and once again the minority of Whites in South Africa are going to be left in the lurch by the NP. There is no point in the hon the Minister's telling us we want to capitalise on the question. We want to protect the White workers in White South Africa, and we shall do so as far and for as long as possible. The Government will not stand in our way.

The White workers are turning against the NP to an increasing extent, because they know they can no longer rely on the NP for protection. [Interjections] That is why the hon the Minister for Virginia received a majority of only 47 votes. That is proof that the workers are turning against them.

*The CHAIRMAN OF THE HOUSE Order! There is no Minister for Virginia in the House. [Interjections]

*The MINISTER OF MANPOWER Mr Chairman, the hon member said we did not protect minorities. If 14 of the 15 White trade unions say I May is acceptable to them, must I permit the standpoint of the remaining one to prevail? How does he justify his story about minorities then?

The fact is that in order to gain points for the CP, the hon member is reducing the White mine-workers to a political group of people who have to experience a threat in everything. He is doing the White trade unions a great disservice by

presenting that argument. I shall say that to the White trade unions, because they have a function to fulfil. They can play a leading role, also in the new South Africa, as a result of their expertise and reliability. The White trade unions can play an enormous role on that basis, and I shall continue to say that.

Naturally productivity is an important consideration. After all, we cannot afford to have another workers' day. We acknowledge that there must be a workers' day, but as the hon member said, almost R400 million is lost every day that workers do not go to work. No country's economy can afford that. Nor can the country subject its workers to that. The National Productivity Institute was also consulted in respect of the matter, and gave it their full support.

By declaring 1 May as Workers' Day, we have done all the workers of South Africa a good turn. [Time expired]

Debate concluded

Independent Black states

2 Mr C W EGLIN asked the Minister of Foreign Affairs

Whether the Government is prepared to consider taking steps which would make it possible for the four independent Black states once again to become part of the Republic of South Africa? ~~Handwritten scribble~~ 13/3/90 B504E INT

*The MINISTER OF FOREIGN AFFAIRS Mr Chairman, it is not up to the South African Government to take steps to make possible the re-incorporation of the TBVC states in the Republic of South Africa. Those states became independent in terms of legislation of this Parliament, and that independence was preceded by lengthy discussions, negotiations and in most cases by referendums or elections which were held in those countries before it was decided that they should become independent.

It is therefore not up to this Government to take the initiative. It is up to the relevant countries. This Government has made it clear, through the hon the State President, that their return to the sovereignty of the Republic of South Africa is an option. It is an option, not because this Government has made this decision or needs to make this decision. It is an option which they have as independent states in any case, namely the

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option to strive for any political objective they want to strive for, provided it is borne in mind that one cannot unilaterally by means of legislation in this country bring about their re-incorporation in the Republic of South Africa.

Similarly, it will again require a decision from this Parliament. It will require a thorough study of the various implications. It will require consideration of the type of structure those countries are going to submit to their voters, because they cannot ask their voters, even in a referendum to become part of the Republic again if they do not tell their voters on what basis they will do so. [Interjections]

Will it be on the basis of a confederal relationship, a federal relationship, a regional government or a provincial government? What are the implications in respect of agreements which they entered into after they became independent? What are the implications of loans they may have negotiated with foreign banks, governments or other financial institutions in this country?

This Government cannot be expected simply to take over debts incurred and contractual obligations entered into by independent countries. Hon members can therefore see that there are quite a number of complex questions arising from this issue. [Time expired]

Mr C W EGLIN Mr Chairman I have noted the hon the Minister of Foreign Affairs cautious reply to this question. I am not arguing about the details and how one should get there.

The South African Government was for many years not neutral on this issue. For many, many years after Dr Verwoerd came to Parliament, they actively pursued the idea of Bantustans. They promoted that concept. What is more, the choice that was given to Black South Africans at that time was not a neutral choice. It was Hobson's choice. Their choice was either to go independent and have citizenship in relatively poor Black territories or else to stay in apartheid South Africa with no vote and no constitutional redress in this country.

I do not believe that a neutral approach is good enough. We believe the time has come for the Government to try to bring down the curtain on the Verwoerdian era of apartheid. [Interjections] It has done enough damage to South Africa internally and externally, more than any other policy ever pursued in South Africa. We have

asked and expect this of the Government in view of the expectations raised *inter alia* by the hon the State President's speech, and by the Government's constant reference to an undivided South Africa, which to Black people has a very specific meaning, and in view of *inter alia* the instability which is being created because of the economic and political uncertainty of the future of those TBVC countries.

We believe that this Government must admit that the Bantustan experiment in South Africa's history was costly and disastrous. While the Government may not be able to force or to coerce, it must adopt a very specific attitude and say that it is leaving the nightmare of partition to the CP. It must say it stands for a truly reconstructed and united South Africa to which all the components that were part of South Africa can come back home.

Mr J H VAN DER MERWE Including Botswana? [Interjections]

Mr C W EGLIN The Government should adopt a positive attitude towards this. This does not mean that it invades or that it coerces, but it means that it must stop being neutral on this matter. The Government must say that its policy is to work together with those other states for a new united South Africa.

*Mr T LANGLEY Mr Chairman, the hon the Minister did not answer the hon member's question. The hon member's question was actually to what extent the prescriptions and the instructions of the ANC, which were probably issued from the Victor Verster Prison to the effect that the independent states in South Africa must be destroyed to pave the way for the holistic Azania of the NP/ANC, have been complied with. [Interjections] The hon the Minister can sit there grinning sheepishly. That is what is happening. [Interjections] They have destroyed the work of Matanzima and Hendrik Verwoerd. [Interjections]

*Dr F J VAN HEERDEN Mr Chairman, on a point of order. I do not think it is parliamentary to refer to a sheepish expression.

*Mr J H VAN DER MERWE You have one on your own face. Sit down! [Interjections]

*The CHAIRMAN OF THE HOUSE Order! The hon member for Soutpansberg may proceed.

SAA in crisis as engineers quit

Star 16/3/90
By Drew Forrest

South African Airways faces a crisis over the resignation of key technical staff in response to the voluntary redundancy package offered to the entire Transnet workforce last month

Insiders said services at Jan Smuts Airport could be disrupted by the imminent departure of up to 170 ground engineers who have accepted the package

Other departments may also be affected

They said crisis meetings between union representatives and top management had been in progress all week in an effort to convince engineers to stay

One source said SAA's plans to provide extra flights had already been shelved

Transnet (formerly SA Transport Services) declined to comment on the reports

Senior labour manager, Mr Vic van Vuuren, said 4 600 employees had taken up the offer, which expired yesterday, but could not provide a breakdown of the categories of worker affected

UNPREPARED

Employees who accept the offer, which provides for a minimum of three months' pay, are bound by it and will not be able to return to Transnet for three years

Sources said Transnet had expected mainly unskilled workers to quit, and had been caught unprepared by mass resignation of technicians

They added that Transnet had

given no indication in its original announcement that the offer was discretionary and applications had been automatically processed.

"Ground engineers work long hours, and those who are staying have refused to put in additional overtime," added one source, who said he had "no doubt" SAA services would be affected

A key problem, he said, was that many licensed engineers — those responsible for certifying that planes are fit to fly — had quit.

It is unclear whether attempts to roll back the tide of resignations has met with any success. But sources said some workers in the NDT (non-destructive testing) section had been persuaded to reconsider

Thursday, March 22 1990

3

B/Dan 22/3/90
**No resolution yet on
the 'Mandela Benz'**

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Business Day Reporter

UNION shop stewards and management at the East London Mercedes Benz factory will continue discussions today as rival unions argue over a proposal to build a luxury car for ANC deputy leader Nelson Mandela.

Mercedes Benz public relations manager Wendy Hoffman gave no details of discussions yesterday, but said management was continuing to negotiate with all staff at the factory.

White workers in the SA Iron and Steel and Allied Industries Union (SAISAIU) union are angered at the black National Union of Metalworkers of SA (Numsa) proposal to build the car for Mandela in their overtime.

SAISAIU, representing 2 000 workers at the factory, has expressed its opposition to the project to management.

SAISAIU felt if a special car was going to be built, it should be built for President F W de Klerk.

Sats hit by stoppages

2/4/90 Labour Reporter

Rolling work stoppages by hundreds of white railway artisans linked to demands for a market-related wage hit the Cape Peninsula yesterday.

Sapa reports that members of the Artisan Staff Association downed tools at the Peninsula's mechanical workshop, electrical running sheds, signals section and the Bellville diesel depot. Letters of protest were handed to department heads.

Last week, similar stoppages took place in Germiston and Sentra Rand

The union says workers are angry at delays in talks aimed at bringing railway artisans' pay in line with private industry

31 Day 21/4/90

(270) (280) (290) (134)

White railway workers down tools over salaries

CAPE TOWN — For the first time in about 40 years, dissatisfied white artisans and trade-hands employed by Railnet, the railways division of newly commercialised Transnet, downed tools yesterday in a bid to have their salary demands met

A spokesman for the Western Cape division of the Artisan Staff Association (ASA) said about 2 000 artisans and trade-hands at mechanical, electrical and maintenance workshops and sheds in Salt River, Bellville and the Cape Town harbour had joined the day-long work stoppage by noon

Their bid to disrupt rush-hour traffic at western Cape stations, including Cape Town, was prompted by prolonged wage negotiations and implemented on the day Sats became Transnet. But the effect was limited by supervisors who stepped in to keep trains running

ASA executive officer David Oosthuizen said the one-day stoppage was

LESLEY LAMBERT

an attempt to warn management of the consequences of not addressing ASA members' demands for market-related salaries. He said the association would decide today whether to continue the stoppage in the electric running sheds

A Railnet spokesman said the railways would try to ensure services ran as close to normal as possible

Deliberate

While supervisors worked to achieve this yesterday, Oosthuizen said a continuation of the stoppage would be more effective in disrupting the entire western Cape train service. He said there had been reports of similar stoppages in the Cape midlands and East London and that Natal was expected to follow today

Oosthuizen said Transnet MD Anton Moolman had scheduled a meeting between management and the

ASA for April 9 after ASA claimed management had deliberately delayed negotiations by saying it did not have a mandate at two labour council hearings

The ASA's demands for market-related salaries are allied to discussions about rationalisation of trades and productivity

□ GERALD REILLY reports that negotiations for salary and wage increases for more than 150 000 Transnet workers which could send the annual pay bill soaring to above R4,25bn started before the labour council in Johannesburg yesterday

It is understood the pay increase demanded by the Federation of Sats Trade Unions — it represents 12 unions — is 17,5%, although federation general secretary Abe Koeke-moer declined to comment last night

Since the last pay increase for Sats workers of 10% in July last year, the CPI has risen by 15%

The meeting is expected to last three days

APR Times 3/4/90
**'Fewer race
divisions' (134)
in unions'**

Political Staff

THE strict racial division in trade unions had decreased appreciably and by last year nearly 80% of members belonged to unions which were registered as multi-racial, the National Manpower Commission (NMC) said yesterday.

Membership of registered trade unions rose from 2.08 million in 1988 to 2.13m last year, according to the NMC, whose annual report was tabled in Parliament yesterday.

The Department of Manpower, whose annual report was also tabled yesterday, said that at the end of October last year, there were 454 397 white members of trade unions, of whom 244 457 belonged to exclusively white unions.

The number of unions which did not specify racial composition of membership increased by 47.9% in 1988 and 73.9% last year, the department said.

10 000 in Transnet wage strike

Staff Reporters

For the first time in 37 years, more than 10 000 artisans of Transnet (formely Sats) countrywide downed tools, a spokesman for the Artisan Staff Association (ASA) said yesterday.

Strikers are demanding an increase of R900 a month on the minimum monthly wage of R1 942, ASA general secretary Mr K Cuthbertson said. The maximum wage is R2 175 a month.

Transnet spokesman Mr Jan Breedenkamp disputed the numbers involved in the strike.

He said about 50 of the 1 160 artisans who stopped work in East London and the Western Cape on Monday were still on strike.

The strike was premature as wage negotiations had started yesterday, he said.

According to Mr Cuthbertson, most of the strikers are members of the ASA and other unions affiliated to the Federation of Trade Unions of the South African Transport Services.

He said the union fully supported its members even though the strike was spontaneous.

A meeting between artisans and management was scheduled to take place on April 9, Mr Cuthbertson said.

Railnet crisis talks set for Monday

B10M 4/4/90

(134)

GERALD REILLY

PRETORIA — The Artisan Staff Association has arranged a crisis meeting with Railnet management for April 9

Until then the "spontaneous" strike action in workshops throughout the country was likely to continue, association general secretary Kenny Cuthbertson said yesterday

It could extend beyond April 9 unless management came up with acceptable proposals

Cuthbertson said at least 10 000 of the association's 17 000 members were involved in the strikes across at major centres and other towns

Management's apparent indifference to the association's claim for market-related wages

had caused anger and frustration. Another factor was management's decisions to grant special allowances to "critical artisan grades"

This was done unilaterally, Cuthbertson said, without consultation with the association, sparking the strike action

After a protest meeting in Bloemfontein on April 22, management suggested the issue should be referred urgently to the labour council

"But when we got to the meeting the following day we found management representatives had turned up with virtually no mandate to negotiate"

About 3 000 artisans had accepted management's general offer to railway staff to resign

They left a critical shortage of skilled workers in some areas

Some of the grievances were

- The certainty of market-related earnings outside the service, and

- The ready cash from pension and accumulated leave payments and the long hours of overtime worked by many artisans, Cuthbertson said

Meanwhile, Sapa reports the work stoppage by almost 200 Railnet artisans in the Cape Peninsula yesterday morning did not disrupt train services in the western Cape, a Railnet spokesman said

Only 3 000 Transnet artisans on strike

5/4/90 By Shehnaaz Bulbulia

The strike by 10 000 artisans of Transnet (formerly Sats) had dwindled to fewer than 3 000, a spokesman for the Artisan Staff Association (ASA) said yesterday.

The spontaneous strike, which started on Monday and spread countrywide, was currently limited to Pretoria and Durban, general secretary of ASA Mr K Cuthbertson said.

The reason for the dwindling numbers of workers involved in the strike centred around the legality of the strike, he said.

"Artisans cannot strike for more than three days and the strike in East London and other areas had already gone on for three days," he said.

Strikers are demanding an increase of R900 a month on the current minimum monthly wage of R1 942, he said. The maximum wage is R2 175 a month. Workers also complained that train drivers were given a general wage increase but artisans were not.

According to Mr Cuthbertson, most of the strikers are members of the ASA and other unions affiliated to the Federation of Trade Unions of the South African Transport Services.

A meeting between artisans and management is scheduled to take place on April 9.

Transnet Star 6490 artisans go back to work

By Shehnaaz Bulbulia

The strike by artisans of Transnet has been called off pending the outcome of a meeting between management and workers, a spokesman for the Artisan Staff Association (ASA) said yesterday.

The spontaneous strike, which began earlier this week and spread countrywide, involved more than 10 000 workers.

For the first time in 37 years, artisans downed tools, demanding higher wages.

The general secretary of the ASA, Mr K Cuthbertson, said a meeting scheduled between both parties is due to take place on Monday. He said striking artisans had resumed work and were waiting for the outcome of the meeting with management.

"The ASA will be meeting with management and hopefully the matter will be solved."

Strikers are demanding an increase of R900 a month on the current minimum monthly wage of R1 942, he said. The maximum wage is R2 175 a month.

Workers also complained that train drivers had received a general wage increase but artisans had not, he added.

Most of the strikers are members of the ASA and other unions affiliated to the Federation of Trade Unions of the South African Transport Services.

A Transnet spokesman said the situation had returned to normal. Management would discuss grievances with the ASA.

AKG 9/4/90 (134)

More jobs the challenge for unions, says Kantor

By GRAHAM LIZAMORE
Staff Reporter

THE challenge facing South Africa, and particularly the trade unions, was to provide more jobs in a labour-abundant society — however, unions only looked after their members and not workers as a whole, Professor Brian Kantor, director of the School of Economics at UCT, said today

Addressing the inaugural annual congress of the South African Institution of Civil Engineers in Cape Town, Professor Kantor said although trade unions denied that there was a trade-off, that more money meant fewer jobs, the unions had to admit that what was good for their members was not necessarily good for workers generally.

Professor Kantor said the crisis among public-sector workers, particularly in hospitals, showed that while workers were demanding more pay there were thousands in the informal sector who were scraping a living and who would eagerly accept those jobs.

"I feel a black government would more easily address this problem than a white government. Trade unions must not lose sight of this," he said

Trade unions agreed that more investment was needed to create more jobs. But how did they propose to attract foreign investment? he asked

Talk of nationalisation without compensation was dangerous and would make South Africa a no-go area.

White smoke (134) (134)

In what could signal a new labour trend, thousands of white employees of the Railways downed tools last week to press pay demands. (134) (134)

Illegal strike action, described as spontaneous by Artisan Staff Association general secretary Kenny Cuthbertson, occurred throughout the country. He says about 10 000 artisans and trade-hands were involved in work stoppages at mechanical, electrical and maintenance workshops and sheds in the western Cape, Port Elizabeth,

27

East London, Pretoria and Johannesburg.

Most strikers are members of the association and other affiliates of the Federation of Sats Trade Unions (~~134~~) (~~134~~)

The strike, the first of its kind in 40 years, erupted amid prolonged negotiations over pay and conditions. Cuthbertson said the stoppage was an attempt to prompt management into bringing forward demands for market-related wages, which are linked to discussions on productivity and the rationalisation of trades. (134) (~~134~~)

Strikers are demanding an increase of R900 a month on the monthly minimum pay of R1 942.

Grievances include the discrepancy between State enterprise pay scales and a higher, market-related rate employees believe they should be earning in the newly privatised service; management's decision to grant general wage increases to train drivers only; and the long hours of overtime worked by many artisans. This has worsened since about 3 000 artisans accepted management's lay-off package. This caused a critical shortage of skilled workers in some areas.

Railnet spokesman Jan Bredenkamp claims about 1 150 artisans were involved in the stoppage but by last Wednesday work was back to normal. He adds that general negotiations for salary and wage increases for more than 100 000 workers started at the Labour Council last Monday. A meeting with the association is scheduled for Monday on market-related pay. This comes after the association alleged that management tried to delay negotiations at a previous labour council hearing by claiming it had no mandate.

Meanwhile, negotiations between the federation and the council over a 17,5% pay rise reached deadlock last Wednesday. They were to resume on Monday. Failure could well mean a dispute being declared and calling in arbitrators. ■

Right-wingers gird

labour loins

134

SI Times 15/4/90

THERE is evidence of moves to set up a whites-only super-union to express right-wing workers' political demands.

Consultant Michael O'Donovan examines in the Innes Labour Brief the initial responses of white workers to political reform.

MILITANCY

He says moderate multiracial trade unions are losing members in line with increasing militancy among white workers who believe their interests can be represented only through whites-only organisations

This militancy is expressed in heightened wage

demands and a willingness to take industrial action

Mr O'Donovan says "Heightened wage demands, increased industrial militancy of white workers and the erosion of the power base of moderate multiracial unions create fertile ground for the rise of an aggressive whites-only union.

"Information about the new super-union is not, at this stage, readily available. However, what is known is that the main unions backing the drive are the Mine Workers Union (MWU), Yster en Staal and Transnet's Running and Operating Staff Union"

These unions wish to

- Increase membership To this end the unions will capitalise on white frustration with moderate multiracial unions and on the political insecurities of workers

DOUBT

- To merge, so forming a super-union There is doubt about the willingness of some general secretaries to step down, which could result in a federation rather than an umbrella union

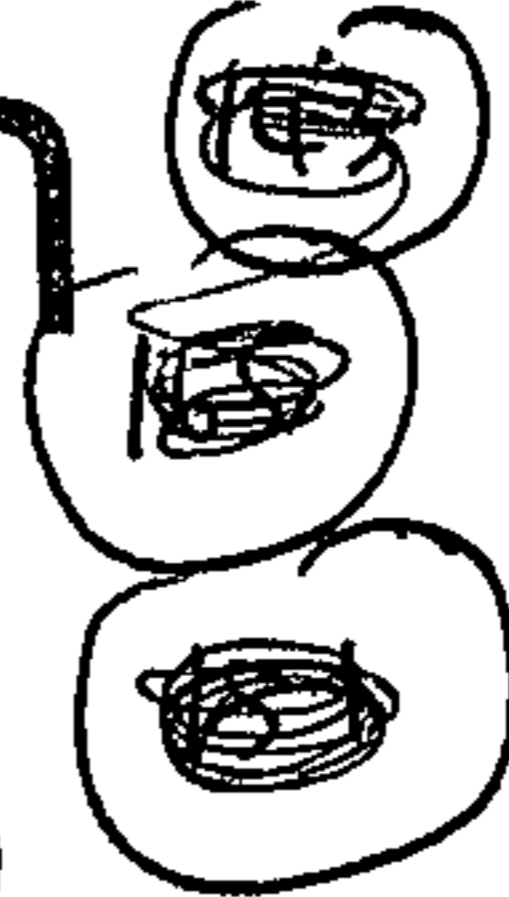
- Play an active political role through the super-union Although unionists involved in the formation of the super-

union may be affiliated to right-wing political movements, such as the AWB and the Conservative Party, they concede that none of them reflects the interests of the white as a worker

Mr O'Donovan says comments by those involved in the project indicate they believe the economy can be brought to a standstill by a short strike or stayaway by white workers

"This conviction is founded primarily on the belief that the extent to which whites monopolise skilled positions would render them immune from substitution during such industrial action"

Workers win court battle in Rustenburg



134

The Industrial Court has ordered a Rustenburg company to negotiate wages and working conditions with a union representing its employees.

The court decision follows an application by the Federated Mining Union (FMU) which challenged Rolan Essential Oils' alleged refusal to negotiate with it.

By LEN MASEKO

FMU general secretary Mr Sydney Zimba said the court found that the company's refusal to negotiate with the union constituted an unfair labour practice.

Strike

The company was ordered to hold negotiations with the Nactu affiliate

within 30 days of the court judgment.

The dispute between the two parties led to a strike which lasted 12 weeks early this year.

Council claim denied

THE National Union of Public Service Workers yesterday denied a claim by the Pretoria City Council that its striking members were the subject of an interim court order for them to return to work on Tuesday, writes ALINAH DUBE. *Sowetan 19/4/90*

Reacting to a statement by a council spokesman in Wednesday's *Sowetan*, Mr Mnkoto Lesufi, organiser for NUPSW in the Pretoria region said members decided to return to work after their week-long strike was reviewed at a meeting last week.

(scribble) 134 (scribble)

According to Letsufi, workers were happy that management agreed to meet their representative body. This had been one of their long-standing demands.

Lesufi said talks with the city council failed to materialise last Thursday. Instead of deliberating issues relating to the dispute, trade union officials were served with an interdict preventing workers from striking.



Court victory for municipal union

THE South African Black Municipality and Allied Workers Union is set to significantly boost its membership among council employees in the wake of a decision by the Rand Supreme Court granting the union the right to represent employees at Industrial Council hearings.

In a judgment against the Johannesburg City Council on Friday, Mr Justice PJ Schabert ruled that the dismissal of three employees be referred to the Industrial Council and that Sabmawu be granted the right to assist their members in the hearing.

The case arose from the dismissals of the three in November 1988, after which Sabmawu appealed to the Industrial Council to intervene and settle the dispute.

But the Johannesburg City Council objected to the presence of the union on the grounds that it did not belong to the closed shop, and therefore had no locus standi to approach the Industrial Council.

The proceedings then came to a halt.

However, Friday's judgement has effectively overturned the Johannesburg municipality's argument, thus forcing the council to recognise in an oblique manner the existence of Sabmawu.

General secretary Mr Philip Dhlamini, told Sapa on Saturday that his union would boost its membership substantially.

Sumo loan 30/4/90

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ROCKING THE STANDS . Local music group Asazi Makhweru rocked the stands yesterday at the Athlone stadium, where thousands of people attended a rally to celebrate Workers' Day

Picture GLENN SHERRATT

8 000 celebrate at Athlone stadium

ANC Times 2/5/90 (134)
Staff Reporter

AN estimated 8 000 people celebrated May Day at the Athlone stadium yesterday with song, dance, poetry and speeches.

Long queues of people carrying flags and banners formed at the entrance to the stadium, where people were body-searched by marshals

Inside the grounds numerous stalls sold refreshments and ANC paraphernalia, while the busiest stall was the one used for the recruitment of ANC members

Some rally-goers sported silver or gold medallions bearing the face of deputy ANC president Mr Nelson Mandela.

One speaker cautioned those who criticised the ANC's decision to take part in talks about talks by saying: "We are better qualified to do these things than you are."

A band, initially scheduled to play one song, ended up playing five when people, rocking in the stands, demanded more. A Congress of South African Trade Unions official, warning that they were running out of time, later relented, remarking: "Majority rules!"

White workers unite

A backlash by organised white workers seems to be developing — and it could find expression in the mooted formation of a new all-white “super union” (20)

As a result of the political changes undermining the white monopoly on formal political power, the unbanning of political opposition groups and the integration of facilities — reflecting social changes in the workplace — a white backlash “will certainly be fostered,” concludes labour researcher Michael O’Donovan of the *Innes Labour Brief*

In an article entitled “Reform and reaction — white trade union responses,” O’Donovan says a backlash is developing rapidly and rigorously at shopfloor level (134)

He identifies a tendency among white workers to move out of “moderate,” multiracial trade unions into whites-only unions. This is encouraged by the weakening of industrial councils, a system on which the multiracial unions of the old Tucs era tended to rely upon to serve members’ interests. The weakening of industrial councils will further impair these unions’ ability to serve their constituency adequately

Increasing militancy among white workers has been expressed in the form of heightened wage demands and a willingness to embark on industrial action to achieve them, according to O’Donovan. In the former case, multiracial trade unions report that white workers have increased their wage demand from the “traditional” range of 15% to the 20%-60% range

Factors such as heightened wage demands, increased industrial militancy and the erosion of the power-base of multiracial trade unions create the climate for the establishment of an “aggressive whites-only union movement aimed at protecting the status of white workers within and beyond the factory walls,” O’Donovan observes

While little information is available about the mooted new “super-union” movement for white workers, the main unions backing the drive are the Mine Workers’ Union (MWU), Yster en Staal and Transnet’s Running & Operation Staff Union. The unions’ aim at this stage is to increase and consolidate membership as much as possible, with Running & Operation aiming for a fourfold increase in the immediate future

The unions are also likely to follow the

MWU’s lead in organising workers in sectors beyond the union’s original ambit

A third objective remains the merger of existing unions into the “super-union” which is intended to play an active political role. While members may be affiliated to right-wing movements like the AWB and the Conservative Party, these are not intended to reflect white worker interests

Already doubts are emerging about the willingness of some general secretaries to step down, says O’Donovan — which could see the formation of a new federation of trade unions rather than an “umbrella” union (24) (134)

The extent to which any particular company will be affected by the anticipated backlash is dependent on a number of factors, he adds. These include the number of white workers at companies, the extent to which white workers monopolise skilled positions, work location and market conditions

Industrial relations practitioners, O’Donovan predicts, will be faced with two possible scenarios. In the short term, they’ll be confronted with increased demands by multiracial unions, who seem unable to back up these demands because of declining mem-

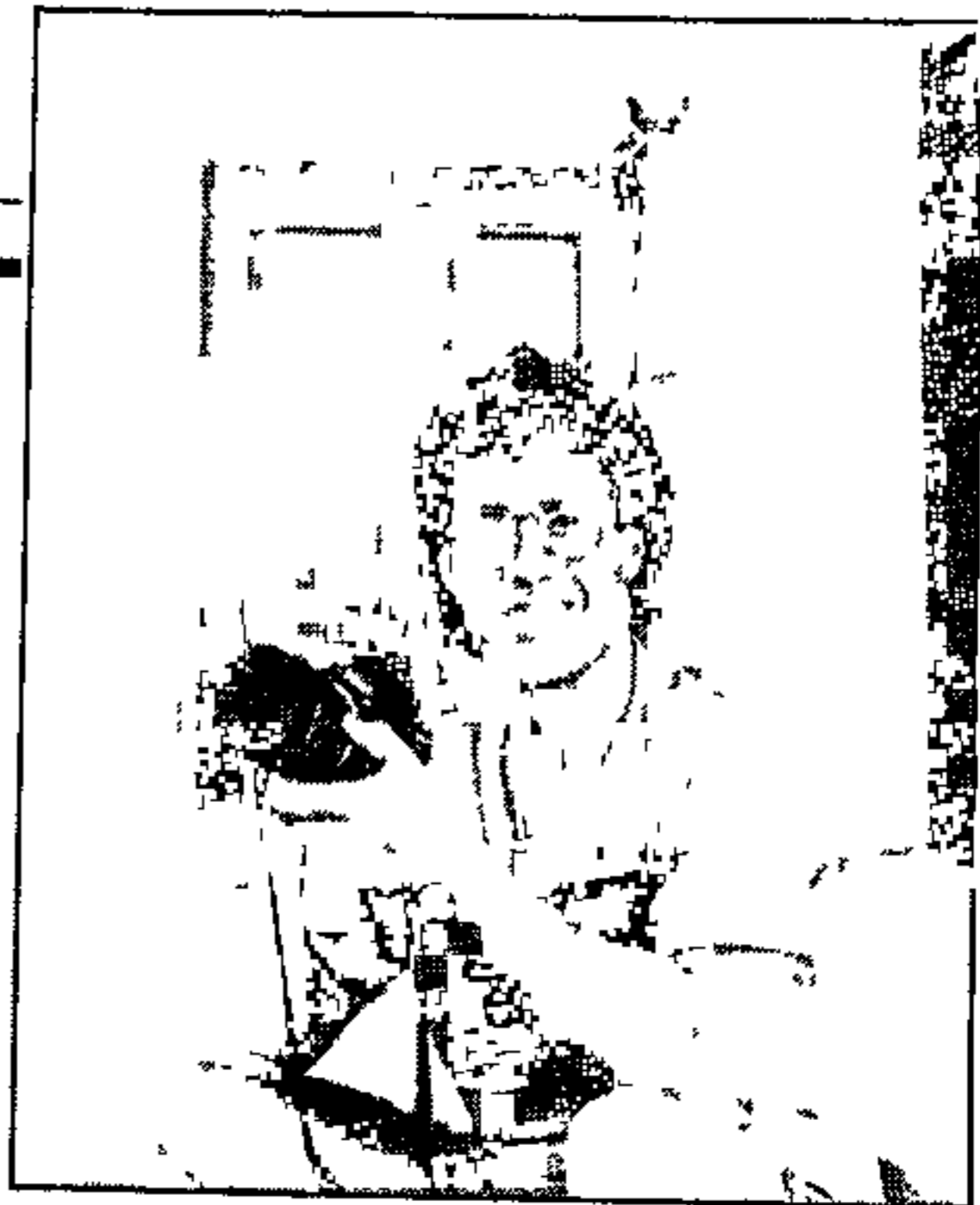
bership and organisational difficulties (134)

On the other hand “white exclusivist unions will be concentrating on a recruitment drive” which will either result in these unions having to out-bid the multiracial unions, or simply highlight their lack of any real power

Where racial friction has occurred on the shop floor, it has led to mass assaults between black and white workers, O’Donovan states. The escalating conflict is best seen in the mining industry, where the MWU is actively campaigning against the “forced integration” of facilities at work. This directly clashes with the National Union of Mineworkers’ defiance campaign against segregated facilities on the mines ■

PRESTON’S PRIZE

FM chief photographer Raymond Preston took the runner-up prize in the news category of the 1989 Ilford Photo Press Awards, announced this week. His picture “Apart-Hate” (reproduced below), captures an AWB supporter hitting out at a black bystander during the neo-Nazi movement’s rally in Church Square, Pretoria, last September. The winner in this category was Juhan Kuus of SIPA Press, Paris. The SA Press Photographer of the Year Award went to Dana le Roux



10/19/90 134

Unions take 13pc wage offer for 22 000

Labour Reporter

Eight trade unions and the Chamber of Mines have agreed on a 13,5 percent wage rise for about 22 000 mainly white skilled workers on the Chamber's gold mines and collieries.

The deal was the best possible given conditions in the industry, said Council of Mining Unions chairman Ben Nicholson. The CMU originally demanded 20 percent.

And although the Chamber had rejected the CMU's long-standing demand for a five-day week, an employer undertaking to debate its reasons in a further special meeting was a breakthrough, he said.

The Chamber does not believe the Franzsen Commission's 1977 conditions for a five-day week, involving technical advances and changes in work procedures, have been met.

If the unions could persuade it otherwise, said a joint statement, the Chamber would re-submit their demands to its executive committee.

The wage deal excludes Rand Mines' beleaguered ERPM gold mine. In-house talks would take place once management had concluded negotiations with the Government on the mine's future, Mr Nicholson said.

Also agreed was a one percent rise in contributions to the death benefit scheme under the Mine Employees Pension fund, to enable members to convert death benefits to additional pension on retirement.

134

Prison warders appear in court

TWELVE prison warders and three women who were arrested in the aborted Police and Prison Civil Rights Union (Popcu) march last week appeared in the Johannesburg Regional Court.

William Shalong, 46, Alexandra; Mavis Dlamini, 49, Soweto; Alfred Mojela, Kempton Park; Gladys Xabamiga, 27, Joubert Park; Tozamile Tana, 32, Pimville; Thokozani Madondo, 33, Protea North; Michael Mhlanga, 30, Rockville; Mondzi Gungubele, 33, Phomolong; Samule Maseko, 28, Evaton; Freddie Janjie, 22, Sebokeng; Glory Ramphosi, 24, Sebokeng; Petrus Molelekoa, 28, Johannesburg; and Thina Mlambo, 24, Evaton; appeared before Mr Be P Luyt.

Bail of R1000 each was fixed. The case resumes on June 7. C/Press 13/5/90

Welkom remains tense after talks to defuse racial

By DESMOND BLOW

WELKOM remains tense despite Friday's meeting between white and black mine unions, mine bosses, and Law and Order Minister Adriaan Vlok.

The meeting was held to try to defuse the racial conflict which erupted at President Steyn No 1 shaft last week, which left two white miners dead and several others injured.

Yesterday there were rumours that Piet "Skier" Rudolph, who went to ground after allegedly stealing automatic weapons from the SADF armoury, was in hiding in Welkom, and ready to launch an attack on Thabong township. Police were not available to comment on this issue.



Shortly before the start of the four-hour meeting, traffic police swooped on black hawkers at central Welkom's taxi ranks, confiscating produce as the hawkers did not have licences.

A police car was stoned by angry onlookers. According to a prominent black lawyer, "hawkers have been trading without licences for years, but this was deliberate harassment because blacks are boycotting white businesses".

Later three youths stoned a car driven by Danny Jacobs, assistant mine manager at the President Steyn No 1 shaft. He was admitted to hospital for stitches.

Cyrl Ramaphosa, who led the NUM delegation at Friday's talks, said the ending of the boycott would be discussed during the week-end.

Both he and Vlok described the meeting as "historic"

because it was the first time a white and a black mining union had sat down to talk to each other.

Both called for restraint. Vlok appealed to white vigilante groups not to patrol the streets to fight crime, but to leave it to the police and the SADF.

Critics, however, are not satisfied with Vlok's attitude towards the vigilante groups - the Blanke Veilgheid and the AWB.

They said he should order the police to take firm action against them if they accosted blacks.

Vlok has said there was nothing the police could do as the vigilante groups were not acting unlawfully.

However, he admitted to City Press that any person molested by the vigilantes could lay charges with the

police. "But I don't know whether they would succeed in bringing a prosecution," he said.

An Anglo American spokesman said trouble on the mine stemmed from alleged racial preference given to white miners.

Friday's meeting included delegates from the white Council of Mine Unions (CMU), NUM, Cosatu, Chamber of Mines and certain mining houses. The police, SADF and mine security were also represented.

After the meeting, Vlok said all parties agreed to discuss mine employees' security.

It was agreed that the NUM, CMU and Chamber of Mines would form a "working structure" to solve problems of racial bias on the mines.

An Anglo American spokesman said the majority of workers returned to work No 1 shaft on Friday night.

Violence

Improving taxi drivers' image

C/Press 20/5/90

134

By SANDILE MEMELA

THE Black Union of South African Taxi Organisations (Busato) has launched a campaign to improve the image of its drivers.

According to public relations manager Isaac Ndzipho incidents like the Katilehong war have tarnished this image.

"As a result we strongly feel that we need to restore the dignity and positive image of the taxi driver among commuters. What we hope to achieve is to see the community having confidence in us."

Ndzipho said Busato is the fastest growing taxi organisation in South Africa and boasts almost a million members countrywide.

The organisation is a break-away from the South African Black Taxi Association (Sabta) and was established in 1989. It has close ties with the South African Long Distance Taxi Association (Salda)

Ndzipho is reluctant to discuss the reason behind the breakaway, but said: "We do not consider ourselves a rival to Sabta, but we are doing our own thing."

He explained that Busato was often mistaken for a trade union by the public and by taxi drivers and owners.

"But we are not a union in the sense of trade unionism. Our primary aim is to promote unity among taxi drivers countrywide and create a more positive image of the industry."

Although Busato is not affiliated to Cosatu it has links with the Mass Democratic Movement. Ndzipho told *City Press* Busato was largely responsible for ferrying people to mass rallies organised by the liberation movement.

"In that sense it makes us part of the liberation movement. But this does not mean we are active in politics, we leave that to the politicians," he said.

Ndzipho expressed concern that during upheavals township comrades attacked and damaged taxis.

"However, this must have been caused by the wild and aggressive behaviour and attitude of taxi drivers

which has resulted in commuters losing confidence in the industry," said Ndzipho.

But Busato has taken great strides to address the problem. Talks are underway with the Department of Transport and Economics at Rand Afrikaans University to establish courses to teach drivers people-handling skills.

"This is part of the programme to prepare the taxi driver for a new role in a new society where he will serve all people. It would not be proper for commuters to feel intimidated by taxi drivers," said Ndzipho.

Ndzipho has identified a number of causes for the negative image of taxi drivers. Among these are their wild, aggressive behaviour and attitude, shabby dress, reckless driving, unwashed vehicles and foul language.

"We do not deny that the taxi industry has had no culture, value-systems and standards set for itself. But that is urgently being addressed," he said.



Busato public relations manager Isaac Ndzipho ... 'need dignity'.

New performing arts body is launched

21/5/90 By Garalt MacLiam (139) (223)

The Performing Arts Workers Equity (Pawe), a new body representing various categories of workers in the entertainment industry, was formally launched during a special meeting at the Market Theatre yesterday

Attended by more than a hundred people, the meeting resolved that Pawe would be non-racial, without political alignment and anti-censorship

Discussions have already taken place be-

tween Pawe's interim committee and council members of the South African Theatre Union (Saftu) with the intention of incorporating or merging Saftu with the new group

An executive committee of eight members was elected with Ramolao Makhene as chairperson; Maishe Maponya as vice chairman, Carol Steinberg as treasurer and Vanessa Cooke as secretary. The other members of the executive are John Kam, Malcolm Purky, James Mthoba and Mark Fleishman.



South Africa ready to face 'real issue'

134
22/5/90

From DAVID YUTAR, Staff Reporter

LANGEBAAN — The return of foreign investment, increased competition, privatisation and a system that puts the interests of the consumer rather than the producer first, are the ways to ensure economic growth and prosperity in South Africa

Professor Brian Kantor, director of the School of Economics at UCT, said this while addressing the Federated Hotel Association of South Africa's Western Cape congress which opened here yesterday

Professor Kantor said that for too long apartheid had reduced the political debate to one of white versus black

For the first time South Africans were now able to face the real issue, which was the interests of producer versus the interests



Professor Kantor

of the consumer, particularly the poorest consumers who were most vulnerable to exploitation by the producers.

Professor Kantor said the interests of trade unions were not always representative of the interests of all South Africans and of the poor

Often by demanding higher wages they had put a lot of people out of jobs

"They represent a relatively privileged group of people with jobs — and with relatively well paid jobs, too — which has meant fewer jobs for all"

Professor Kantor said wage policies had to recognise the fact that the labour force was growing at a much faster rate than the number of people in registered employment

"Trade unions as well as employers will have to take responsibility for creating more jobs — and paying higher wages may not always be a solution to the problem of unemployment"

He also made a plea for greater privatisation and larger shareholdings, saying that the larger the shareholding, the greater the protection for consumers

"Managers need strong shareholders to discipline them Parliament is a poor substitute for shareholder control if one wants to look after the consumer"

Professor Kantor said the one major factor that had deterred foreign investors from South Africa in the past, namely the fear of a violent political confrontation, which would result in a "scorched earth" scenario, now seemed to be diminishing

He expressed his suspicion of too much bureaucracy and government intervention, saying that bureaucrats were in the first instance "answerable to themselves"

"The way to impose the public interest upon all producers, whether they be inside or outside of government, is through the competitive process, where the consumer becomes the most important participant in the system

"Only this can promote economic growth in this country"



Mr Kobus Meiring

Cape is in shape politically — Meiring

From DAVID YUTAR
Staff Reporter

LANGEBAAN — The Cape Provincial Administration was not merely paying lip service to the idea of the new South Africa and would not "drag its feet" in this regard, says Administrator of the Cape Mr Kobus Meiring

Its intentions were clear, from the opening of Cape beaches and other facilities to all races, the call on local authorities to remove all discriminatory practices, and the CPA's recent decision not to give any financial aid for development of facilities that discriminated on the basis of race

Opening the Western Cape regional congress of the Federated Hotel Association of South Africa (Fedhasa) here yesterday, Mr Meiring said

"Preparing for a democratic, peaceful and prosperous South Africa is also our earnest task and responsibility

"My administration has no intention of dragging its feet in this regard"

Mr Meiring expressed the hope that tourism would grow as never before with the ushering in of a new period in South Africa's history

He called on those involved in the tourist industry not to be content to relegate the Cape's winter season to the status of an "off season" but rather to strive towards making the region as popular and marketable during winter as during summer.

STG 24/5/90

Court deals blow to whites

The all-white Mineworkers Union — and by implication the white labour movement — has been dealt a severe blow in a key Industrial Court judgment

The court this week upheld the refusal of Anglo American's East Rand Gold and Uranium Company to formally recognise or bargain with the MWU on account of its racial constitution

Ergo was justified in not wishing to follow retrogressive policies which would be increasingly anachronistic in a new South Africa, said court mem-

ber Ameen Bulbulia (134) (134)

In a statement, Anglo stressed that the ruling did not stop workers from belonging to the MWU, with which it would maintain informal dealings

The MWU went to court in February, arguing that Ergo was unfairly refusing to bargain in good faith and thwarting freedom of association.

Lawyers said the judgment could provide a legal basis for stripping racial unions of existing bargaining rights — Labour Reporter

Warders strike: More than half reinstated

CAPE TOWN — Of the 646 prison warders who were suspended from duty after disobeying orders and ignoring ordinary discipline, 362 have been reinstated to date, a spokesman for the South African Prisons Service said.

The Prisons Service emphasised that the Police and Prisons Civil Rights Union (Popcu) — of which the warders are members — was not a recognised union in terms of existing laws.

"Sufficient and effective channels of communication exist, which can be used freely by personnel to make complaints or submit requests or to take up any matter with management," the Prison Service said in a statement yesterday.

RESUME DUTIES

The Commissioner of Prisons would maintain and keep these channels open.

The Prisons Service added all suspended members who reported to their commanding officers not later than May 30 and applied for the lifting of their suspension would be permitted to resume their duties immediately — "subject to the application of the Prisons Act, regulations and the disciplinary code on all actions of such members" — Sapa

Whites-only miners' union in a tight spot

134

THE all-white Mineworkers Union - and by implication the white labour movement - has been dealt a severe blow in a key Industrial Court judgment.

The court this week upheld the refusal of Anglo American's East Rand Gold and Uranium Company to formally recognise or bargain with the MWU on account of its racial constitution. Ergo was justified in

SOWETAN Correspondent

not wishing to follow "retrogressive" policies which would be "increasingly anachronistic in a new South Africa", held court member Ameen Bulbulia

Sowetan 25/5/90

Statement

In a statement, Anglo stressed that the ruling did not stop workers from belonging to the MWU,

with which it would maintain informal dealings

The MWU went to court in February, arguing that Ergo was unfairly refusing to bargain in good faith and thwarting freedom of association.

Responding, Ergo held that recognition of the MWU would breach its "non-racial, equal opportunity" policy, offend most employees and amount to a violation of human rights.

Bulbulia found in the first instance that the MWU was insufficiently representative. A refusal to bargain in no way affected workers' right to join the union of their choice, he found.

Recognition of the MWU would harm the firm's relationship with other unions and invite industrial unrest. And by accepting work at Ergo, MWU members had tacitly agreed to abide by its non-racial policy.

Describing the judgment as a "foot in the door", lawyers said it could provide a legal basis for stripping racial unions of existing bargaining rights

'White workers disgruntled'

By DICK USHER
Business Staff

CURRENT developments on the political front and in the labour field are creating growing discontent among white employees, a leading firm of industrial relations consultants has warned

The latest issue of *IR Data*, produced by Levy, Piron and Associates, isolates two factors leading to this discontent — the threat to their traditional security by black advancement and a perception that black employees have fared better recently regarding wages and improved working conditions

"What is becoming more evident is the growing discontent among white employees as a

result of the current situation," the periodical said

A predictable reaction to the threat posed to white artisans' traditional security by accelerating black advancement would be a hardening of attitudes to black colleagues.

It also predicted that, as a result of the perception that blacks had fared better over wages and working conditions, the lessons of unified bargaining power would not have gone unnoticed

"We must accept a trend whereby white unions will be demanding recognition and the right to collective bargaining at plant level," said *IR Data*

Accompanying these trends was a general perception

among black people that the political tide is flowing their way

This would doubtless result in more vocal and aggressive action on the shop floor.

"Any vestiges of discriminatory practices will be challenged and could result in legal as well as shopfloor collective action."

The article said that these developments derived from rising expectations of black workers and would affect the industrial relations climate

"It would be naive to assume that problems are not going to arise in the workplace as the pace of change accelerates," said the article

Dec 28/57/90

(124)

We will fight judgment, says white union

Labour Reporter

The all-white Mineworkers Union (MWU) would never accept the watershed Industrial Court judgment on its recognition battle with the East Rand Gold and Uranium Company (Ergo), MWU general secretary Piet Ungerer warned on Friday.

He confirmed that the union would appeal against the judgment, which upheld Ergo's refusal to recognise and bargain with the MWU on account of its racial constitution.

Commenting that Ergo was justified in resisting practices which would be "increasingly anachronistic in the new South Africa", court member Ameen Bulbulia rejected union claims that Ergo had unfairly hampered workers' freedom of association and failed to bargain in good faith.

Mr Bulbulia found that a refusal to bargain in no way affected workers' freedom to join the union of their choice. The union was insufficiently representative, and by working at Ergo, its members had tacitly agreed to abide by the firm's nonracial policy, he ruled.

Ergo's holding company, Anglo American, stressed in a statement that the judgment would not prevent white miners from belonging to the MWU, with which it would maintain informal dealings.

The judgment has important implications for the white labour movement. Lawyers say it could provide a legal basis for withdrawing existing bargaining rights from racial unions.

Unions warn Post Office of major, crippling strike

Staff Reporter

South Africa might experience a crippling Post Office strike in the next two weeks, the Post and Telecommunications Workers' Association (Potwa) and the South African Post and Telecommunications Employees Association (Saptea) warned yesterday.

At a press briefing in Johannesburg, Potwa president Kgaps Masonkutu said because of the Post Office's failure to meet workers' demands for a R1 100 minimum "living wage" and a R400 across-the-board wage increase, the current go-slows and sit-ins at post offices were likely to be transformed into a full-scale strike.

A decision was expected to be taken after a secret ballot by Potwa's central executive com-

mittee in the next two weeks

Saptea president Rabi Gobind said his union fully endorsed Potwa's position and would also conduct a ballot to determine the form of industrial action to be taken.

Both unions, with the "coloured" Post Office Employees Association of SA (Peasa), have been engaged in wage talks with the Department of Posts and Telecommunications since last October

Mr Masonkutu said Peasa was also in full agreement with the two unions

The three unions also demand an end to the privatisation of postal services, six months' maternity leave, and an end to the temporary status of some employees

Post unions reject salary offer

134
Star
12/1/90

Posts and Telecommunications offered to increase salary notches of lower-paid workers — but three unions rejected it, saying they would continue to demand a R1 100 minimum monthly wage.

Telecommunications

also offered to create more advancement opportunities for lower-paid employees.

A statement said about 31 000 staff members would benefit from the offer from August 1.

Postmaster-General

Johan de Villiers said he had had discussions with employee associations.

That the department's salary account already added to 46 percent of its budget indicated the needs of staff were taken to heart — Sapa

Taxi association not a wealthy body

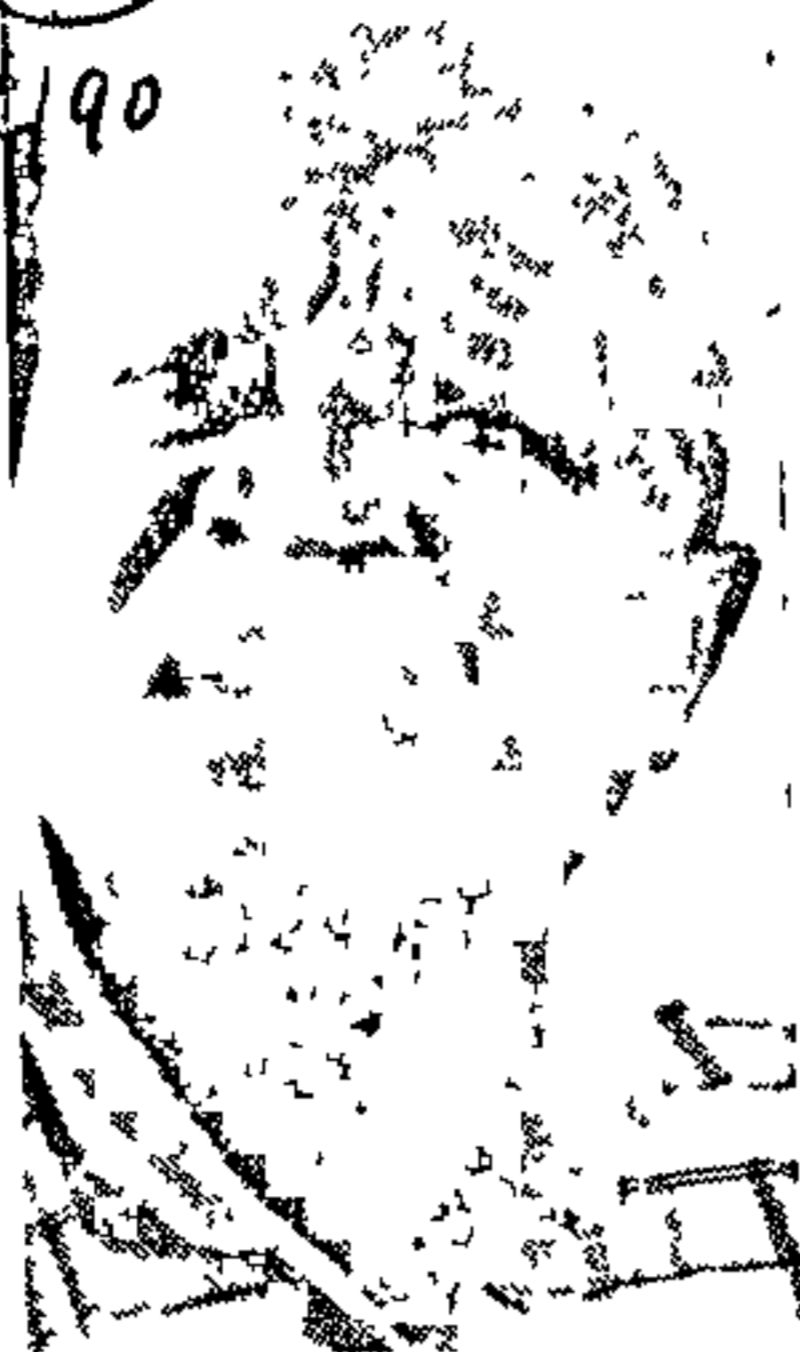
By ZB MOLEFE

134
c/1/10/17/1/90

SOUTH Africa's black economic miracle of the '80s - the Southern Africa Black Taxi Association (Sabta) - is not a wealthy body, executive member Knox Matjila told a conference this week.

The surprising news will put a damper on the commonly held belief that the countrywide mass-member association which has cornered the country's transport industry is awash with riches.

It was delivered at a *Winning Against Apartheid and Surviving in the*



Knox Matjila

Future conference in Johannesburg.

Said Matjila: "The be-

lief is that if Sabta owns perhaps 100 000 taxis it must be almost as big as Anglo American.

"The truth is rather different. Sabta is an association of individual entrepreneurs. It has few assets. It therefore relies greatly upon outside help, such as that given in the aftermath of the Welgemoed Commission."

Matjila said the outside help recommended by the controversial commission was, among other things, that Sabta assisted black taxi owners become more profitable and at the same time more knowledgeable about business.

Then Matjila told the conference, which highlighted black achievement amid apartheid-created odds: "Economic changes must take place in concert with those in the political sphere. If they do not, an incoming black-dominated government will be under irresistible pressures to institute a "fairer" economic system."

"It may be forced to take actions which it recognises as economically unsound but politically inescapable."

See Page 11

2512 2512 Star 21/6/90

SABC journalists want union branch

134

By Helen Grange

Journalists at the SABC in Auckland Park have approached the South African Union of Journalists (SAUJ) to set up a union branch at the corporation.

The union was recently asked to address several SABC employees who wished to join the union, Jeanette Minnie, national organiser of the SAUJ, said yesterday.

Ms Minnie said that discussions would be entered into with SABC staffers over setting up an elected SAUJ branch — which would be followed by negotiations with the SABC management over recognition of the union.

It is understood that several SABC employees are unhappy with their pay packages.

Although the SABC has never prohibited employees from joining unions in work contracts, only one media union, the Media Workers Association of South Africa (Mwasa) has been established at the SABC.

However, this union has only been recognised at two SABC regional offices — in the northern Transvaal and far northern Transvaal.

“We are still talking to Mwasa about recognition elsewhere,” an SABC spokesman said.

The corporation has been heavily criticised by Mwasa in the past for its anti-union stance and its “lack of willingness to talk or enter into proper negotiations”.

However, an SABC labour spokesman denied this and said the corporation has “always allowed its workers freedom of association”.

● The SAUJ, formerly known as the Southern African Society of Journalists, is a non-racial trade union which organises editorial workers.

It is represented at most English-language mainstream newspapers and several alternative newspapers and is recruiting members in the Afrikaans press and the electronic media.

White railway workers join Sarhwu strike

By KATHY STRACHAN

ABOUT 100 white railway workers — previously a bastion of the right-wing — yesterday joined a work stoppage in solidarity with their black colleagues at the Braamfontein station, according to management sources. (134)

"This is the first time in South African history that white workers on the railways are sympathising with the black workers' cause," said Elliot Sogoni of the South African Rail and Harbour Workers' Union (Sarhwu).

"We consider it a victory as we have been trying to get everyone to become Sarhwu members," he said.

The strike, which began last Friday because of Transnet's disciplinary procedure and the dismissal of three black workers, has spread to most depots of the station. The running shed closed down yesterday when the white workers joined. 128190

Johan Beaurain, a Sarhwu organiser, said he had worked at the Braamfontein station previously and was surprised at this turnabout as "those people were racists before. They threatened me with my life when I joined Sarhwu and made it impossible for me to work there."

"Now the militancy of the white workers in the the 1921 and 1965 mine strikes is coming back again."

Chr Trends 25/8/90

Union funds gain investment power

134
407
500
600

By AUDREY D'ANGELO
Business Editor

INCREASING black membership of pension and provident funds will be one of the most effective ways of redistributing wealth in SA, says Southern Life director (employee benefits) Adrian Arnott.

Southern is administrator of the huge National Union of Mineworkers (NUM) provident fund, which has a monthly income of R12m from its 260 000 members' subscriptions.

This means, Arnott points out, that NUM general secretary Cyril Ramaphosa — a noted opponent of capitalism — is a trustee helping to control funds which at present total about R200m "That means he is part of the system," said Arnott.

"And in spite of its size the NUM provident fund is not the biggest.

"As these funds grow I think the situation here will become like that in the US where union pension funds, through their investment power, own a large part of the economy."

There was also the question of investing funds in low-cost housing

"Everyone is shouting that the life offices should invest in black housing

But, through their brokers, we are getting the message that provident funds money should be invested to get the best return"

However, said Arnott, the insurance industry was working as a unit through the Life Offices Association to see what could be done to channel funds into the provision of low-cost housing and how they could best be utilised

Discussing the effect of the present recession, Arnott said a worrying recent development was that firms with their own private pension funds were going under

This had already happened in three cases and more were likely to follow as the recession continued

Money in pension funds was protected, and was not distributed to creditors. It was distributed to members according to their entitlement and those about to retire would still receive the pension "and possibly a little more"

The real losers when a firm went into liquidation, warned Arnott, were people who had tried to provide for their retirement through deferred compensation

"They do not receive this and usually they have sacrificed salary increases for it"

TEACHERS and civil servants could win trade union rights, including the right to collective bargaining, as a result of a government decision to review employment conditions of state employees.

The government intended limiting "to the minimum" its intervention in the relationship between public service departments and their employees, the Minister of National Education, Mr Gene Louw, said in a statement.

The government had recently deliberated on the position of employ-

Teachers ^{4th} could win ^{30/8/70} union rights ¹³⁴

ees of the state.

"The government endorses in principle the basic rights of employees and employers in all sectors of the national economy and in particular the basic rights of freedom of association and collective bargaining"

The government last week initiated a process aimed at recognising em-

ployee rights for teaching staff and state employees.

Mr Louw said the government had now instructed the Commission for Administration and the Department of National Education to accelerate the process

These two bodies would liaise widely with interested parties "in order to establish, through a process of negotiation with representative parties, efficient and suitable arrangements for relations between employers and employees with the relevant sectors".

KENNISGEWING 725 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, 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 Democratic Integrated Municipal Employees' Society. 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 123A, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging. Democratic Integrated Municipal Employees' Society

Datum waarop aansoek ingedien is 12 Junie 1990

Belange en gebied ten opsigte waarvan aansoek gedoen word. Alle persone in diens in die Plaaslike Owerheidsonderneming soos onderneem deur die plaaslike owerhede in die provinsie Natal.

"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 bedrywigheid wat deur 'n plaaslike owerheid onderneem word

"Plaaslike owerheid" sal dieselfde betekenis hê as dié wat daaraan geheg is by artikel 1 van die Wet op Arbeidsverhoudinge, 1956.

Posadres van applikant. Posbus 365, Durban, 4000.

Kantooradres van applikant: Suite 1406, 14de Verdieping, Onderwysersentrum, Albertstraat 113, Durban.

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.

D. W. JAMES,
Nywerheidsregistrator
(31 Augustus 1990)

NOTICE 725 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF TRADE UNION

I, David William James, 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 Democratic Integrated Municipal Employee's Society. 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, 123A 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: Democratic Integrated Municipal Employees' Society.

Date on which application was lodged: 12 June 1990

Interests and area in respect of which application is made. All persons employed in the Local Authority Undertaking as undertaken by the local authorities in the Province of Natal

"Local Authority Undertaking" means the undertaking in which employers and employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority

"Local Authority" shall have the same meaning as that assigned to it in section 1 of the Labour Relations Act, 1956

Postal address of applicant P.O. Box 365, Durban, 4000

Office address of applicant: Suite 1406, 14th Floor, Teacher's Centre, 113 Albert Street, Durban

Attention is drawn to the following requirements of sections 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

D. W. JAMES,
Industrial Registrar.
(31 August 1990)

| Aansoek van Application by | Plek van byeenkoms Place of meeting | Datum en tyd Date and time |
|---|--|--|
| Abraham Petrus Johannes van Zyl van die plaas/ of the farm Hakkiesrust, Posbus/P O Box 20, Migdol, 2775 | Kantoor van die Landdros/Magistrate's Office Delareyville | 15 Oktober/October 1990 om/at 10 00 |

(31 Augustus 1990)/(31 August 1990)

KENNISGEWING 722 VAN 1990
ADMINISTRASIE: VOLKSRAAD
**DEPARTEMENT VAN LANDBOU-
ONTWIKKELING**

**KENNISGEWING VAN VERGADERING VAN
SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN
DIE WET OP LANDBOUKREDIET, 1966**

Hierby word 'n vergadering van ondergenoemde
applikant en sy skuldeisers op die plek en datum hier-
onder genoem, belê, met die doel om skuldeisers in
staat te stel om hul vorderings teen die applikante te
bewys en 'n skikkingsvoorstel van die Landboukrediet-
raad te oorweeg.

J. H. RADEMEYER,
Direkteur: Direktoraat Finansiële Bystand,
Departement van Landbou-ontwikkeling

NOTICE 722 OF 1990

ADMINISTRATION: HOUSE OF ASSEMBLY
**DEPARTMENT OF AGRICULTURAL
DEVELOPMENT**

**NOTICE OF MEETING OF CREDITORS IN
TERMS OF SECTION 22 (1) OF THE AGRICUL-
TURAL CREDIT ACT, 1966**

A meeting of the undermentioned applicant and his
creditors is hereby convened at the place and date men-
tioned hereunder for the purpose of enabling creditors
to prove their claims against the applicant and of con-
sidering a proposal for a compromise by the Agricul-
tural Credit Board.

J. H. RADEMEYER,
Director: Directorate Financial Assistance,
Department of Agricultural Development.

| Aansoek van Application by | Plek van byeenkoms Place of meeting | Datum en tyd Date and time |
|--|---|--|
| Alexander Nico Grove van die plaas/of the farm Schaapplaats, Posbus/P O Box 762, Lichten- burg, 2740 | Kantoor van die Landdros/Magistrate's Office Lichtenburg | 15 Oktober/October 1990 om/at 10 00 |

(31 Augustus 1990)/(31 August 1990)

KENNISGEWING 723 VAN 1990
SENTRALE STATISTIEKDIENS

DIE HOOF: SENTRALE STATISTIEKDIENS
maak vir algemene inligting bekend dat die Verbrui-
kersprysindeks soos volg is

Verbruikersprysindeks, alle items (Basis 1985=100).

Julie 1990 = 203,2.

(31 Augustus 1990)

NOTICE 723 OF 1990

CENTRAL STATISTICAL SERVICE

**THE HEAD: CENTRAL STATISTICAL SER-
VICE** notifies for general information that the Con-
sumer Price Index is as follows

Consumer Price Index, all items (Base 1985=100)

July 1990 = 203,2.

(31 August 1990)

KENNISGEWING 724 VAN 1990
DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

REGISTRASIE AS 'N VAKBOND

Hierby word vir algemene inligting bekendgemaak
dat die Black Allied Workers Union (South Africa)
met ingang van 22 Augustus 1990 ingevolge artikel 4 (7)
van die Wet op Arbeidsverhoudinge, 1956, as 'n vak-
vereniging geregistreer is ten opsigte van alle persone
in diens in die—

I. Saagmeulnywerheid in die landdrosdistrik
Paulpietersburg;

II. Waterbehandelingsnywerheid in die land-
drosdistrikte Durban en Pinetown,

III. Wol-, Angorahaar-, Huid- en Velbedryf in
die landdrosdistrik Durban

NOTICE 724 OF 1990

DEPARTMENT OF MANPOWER 134

LABOUR RELATIONS ACT, 1956

REGISTRATION AS A TRADE UNION

It is hereby notified for general information that the
Black Allied Workers Union (South Africa) has with
effect from 22 August 1990 in terms of section 4 (7) of
the Labour Relations Act, 1956, been registered as a
trade union in respect of all persons employed in the—

I Sawmilling Industry in the Magisterial Dis-
trict of Paulpietersburg,

II. Water Treatment Industry in the Magisterial
Districts of Durban and Pinetown, and

III Wool, Mohair, Hides and Skins Trade in
the Magisterial District of Durban

Vakleerlinge en werkgewers van vakleerlinge in die Mynbounywerheid in die Republiek van Suid-Afrika, se aandag word gevestig op die bepalings van artikel 53 (4) van genoemde Wysigingswet, ingevolge waarvan, ten opsigte van elke vakleerling wat in daardie nywerheid en gebied op genoemde datum ingevolge 'n kontrak van vakleerlingskap in diens was, die partye tot sodanige kontrak binne 90 dae na daardie datum, hul keuse aangaande die leervoordes wat op die betrokke vakleerling se verdere opleiding van toepassing sal wees, aan die genoemde Opleidingsraad bekend moet maak.

(31 Augustus 1990)

KENNISGEWING 717 VAN 1990

DEPARTEMENT VAN MINERAAL- EN ENERGIESAKE

UITHOU VAN GROND VIR DIE DOELEINDES VAN 'N OPENBARE PAD

Die Mynkommissaris vir die myndistrik Oranje-Vrystaat het 'n strook geproklameerde grond op die plaas Allanridge 425, administratiewe distrik Odendaalsrus, myndistrik Oranje-Vrystaat, provinsie Oranje-Vrystaat, soos getoon op 'n sketskaart waarvan afdrukke onder RMT R9/88 in die Mynbriewekantoor, Johannesburg, en in die kantoor van die Mynkommissaris: OVS, Welkom, bewaar word, kragtens artikel 179 (1) (b) van die Wet op Mynregte, 1967 (Wet No 20 van 1967), vir die doeleindes van 'n openbare pad uitgehou.

(19/5/1/2478)

(31 Augustus 1990)

KENNISGEWING 718 VAN 1990

SUID-AFRIKAANSE RESERWEBANK

ARTIKEL 12 (1) VAN DIE BANKWET, 1965

VOORLOPIGE REGISTRASIE — OVERSEAS BANK OF AFRICA BEPERK

Hierby word vir algemene inligting bekend gemaak dat Overseas Bank of Africa Beperk op 1990-08-23 voorlopig as 'n Bank geregistreer is

(31 Augustus 1990)

KENNISGEWING 719 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, 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 Vereniging van Gesalarde Nywerheidspersoneel. 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 123A, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

The attention of apprentices and employers of apprentices in the Mining Industry is drawn to the provisions of section 53 (4) of the said Amendment Act, in terms of which, in respect of each apprentice who was employed in terms of a contract of apprenticeship on the said date, the parties to such contract shall within 90 days after the said date, notify the said Training Board of their choice regarding the conditions of apprenticeship which shall apply to the further training of the apprentice in question.

(31 August 1990)

NOTICE 717 OF 1990

DEPARTMENT OF MINERAL AND ENERGY AFFAIRS

RESERVATION OF LAND FOR THE PURPOSE OF A PUBLIC ROAD

The Mining Commissioner for the Mining District of the Orange Free State has, in terms of section 179 (1) (b) of the Mining Rights Act, 1967 (Act No 20 of 1967), reserved for the purpose of a public road a strip of proclaimed land on the farm Allanridge 425, Administrative District of Odendaalsrus, Mining District of the Orange Free State, Province of the Orange Free State, as shown on a sketch plan, copies of which have been filed under RMT R9/88 in the Mining Titles Office, Johannesburg, and in the office of the Mining Commissioner OFS, Welkom.

(19/5/1/2478)

(31 August 1990)

NOTICE 718 OF 1990

SOUTH AFRICAN RESERVE BANK

SECTION 12 (1) OF THE BANKS ACT, 1965

PROVISIONAL REGISTRATION. — OVERSEAS BANK OF AFRICA LIMITED

It is hereby notified that with effect from 1990-08-23 Overseas Bank of Africa Limited was provisionally registered as a Bank

(31 August 1990)

NOTICE 719 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, David William James, 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 Vereniging van Gesalarde Nywerheidspersoneel. 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, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

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TABEL

Naam van vakvereniging: Vereniging van Gesalarieerde Nywerheidspersoneel.

Datum waarop aansoek ingedien is: 7 Mei 1990.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Blankes in diens op die grondslag van 'n jaarlikse salaris in 'n administratiewe, klerklike, toesig-houdende, rekeningkundige, bestuurstegetniese, navorsing- of bemarkingshoedanigheid in die Chemiese en Kunsmis vervaardigingsnywerhede in die landdrosdistrik Potchefstroom.

Posadres van applikant: Posbus 487, Vanderbijlpark, 1900.

Kantooradres van applikant: Exhibition 2000-gebou, Eerste Verdieping, Genl. Hertzogstraat, Vanderbijlpark.

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.

D. W. JAMES,
Nywerheidsregistrator.
(31 Augustus 1990)

KENNISGEWING 720 VAN 1990**DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956****INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE**

Ek, David William James, Nywerheidsregistrator, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die South African Lawnmower Manufacturers' Association met ingang van 22 Augustus 1990 ingetrek het.

D. W. JAMES,
Nywerheidsregistrator.
(31 Augustus 1990)

KENNISGEWING 721 VAN 1990**ADMINISTRASIE: VOLKSRAAD
DEPARTEMENT VAN LANDBOU-
ONTWIKKELING****KENNISGEWING VAN VERGADERING VAN SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIET, 1966**

Hierby word 'n vergadering van ondergenoemde applikante en hul skuldeisers op die plek en datum hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikante te bewys en 'n skikkingsvoorstel van die Landboukredietraad te oorweeg.

J. H. RADEMEYER,
Direkteur: Direktoraat Finansiële Bystand,
Departement van Landbou-ontwikkeling.

TABLE

(134)

Name of trade union: Vereniging van Gesalarieerde Nywerheidspersoneel.

Date on which application was lodged: 7 May 1990.

Interests and area in respect of which application is made. Whites employed on the basis of an annual salary in an administrative, clerical, supervisory, accounting, management, technical, research or marketing capacity in the Chemical and Fertiliser Manufacturing Industries in the Magisterial District of Potchefstroom.

Postal address of applicant: P.O. Box 487, Vanderbijlpark, 1900.

Office address of applicant: Exhibition 2000 Building, First Floor, Genl Hertzog Street, Vanderbijlpark

Attention is drawn to the following requirements of sections 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.

D W JAMES,
Industrial Registrar.
(31 August 1990)

NOTICE 720 OF 1990**DEPARTMENT OF MANPOWER****LABOUR RELATIONS ACT, 1956****CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION**

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the South African Lawnmower Manufacturers' Association with effect from 22 August 1990

D. W. JAMES,
Industrial Registrar.
(31 August 1990)

NOTICE 721 OF 1990**ADMINISTRATION: HOUSE OF ASSEMBLY
DEPARTMENT OF AGRICULTURAL
DEVELOPMENT****NOTICE OF MEETING OF CREDITORS IN TERMS OF SECTION 22 (1) OF THE AGRICULTURAL CREDIT ACT, 1966**

A meeting of the undermentioned applicants and their creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicants and of considering a proposal for a compromise by the Agricultural Credit Board

J H RADEMEYER,
Director: Directorate Financial Assistance,
Department of Agricultural Development.

TABEL

Naam van vakvereniging: Amalgamated Engineering Union of South Africa.

Datum waarop aansoek ingedien is: 8 Augustus 1990.

Belange en gebied ten opsigte waarvan aansoek gedoen word:

1. Blanke persone in diens as ketelmakers, sweisers, elektrisiens en timmermanne in die Pulp- en Papiernywerheid soos onderneem deur Carlton Papers of S.A. (Pty) Ltd (Enstra- en Wadeville-meule) in die landdrostdistrikte Germiston en Springs.

2. Alle Blanke ambagsmanne in die Fynleernywerheid soos onderneem deur Hanni & Sons Leather and Glove Factory (Pty) Ltd in die munisipale gebied van Nigel.

Vir die doeleindes hiervan word bogemelde nywerhede soos volg omskryf.

1. "Pulp- en Papiernywerheid" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is om een of meer van die volgende aktiwiteite uit te voer.

(a) Die vervaardiging van papier en/of karton en/of bordpapier en/of strooibord,

(b) die vervaardiging van pulp met die doel om die artikels in (a) hierbo gemeld, te vervaardig;

(c) die vervaardiging van enige neweprodukte deur werkgewers betrokke by die aktiwiteite in

(a) en (b) gemeld;

en dit omvat alle bedrywighede wat daarmee gepaard gaan of daaruit voortspruit.

2. "Fynleernywerheid" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om fynleerprodukte vir persoonlike kleredrag te vervaardig.

Posadres van applikant: Posbus 1168, Johannesburg, 2000.

Kantooradres van applikant: De Villiersstraat 8, 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.

D. W. JAMES,
Nywerheidsregistrateur
(28 September 1990)

TABLE

Name of trade union Amalgamated Engineering Union of South Africa

Date on which application was lodged 8 August 1990.

Interests and area in respect of which application is made.

1. White persons employed as boilermakers, welders, electricians and carpenters in the Pulp and Paper Manufacturing Industry as undertaken by Carlton Papers of S.A. (Pty) Ltd (Enstra and Wadeville Mills) in the Magisterial Districts of Germiston and Springs.

2. All White artisans in the Fine Leather Manufacturing Industry as undertaken by Hanni & Sons Leather and Glove Factory (Pty) Ltd in the municipal area of Nigel

For the purposes hereof the above-mentioned industries are defined as follows

1. "Pulp and Paper Manufacturing Industry" means the industry in which employers and their employees are associated for the carrying on of one or more of the following activities

(a) The manufacture of paper and/or cardboard and/or paperboard and/or strawboard,

(b) the manufacture of pulp for the purpose of manufacturing the articles referred to in (a) above,

(c) the manufacture of any by-products by employers engaged in the activities referred to in (a) and (b);

and includes all activities incidental thereto or consequent thereon

2. "Fine Leather Manufacturing Industry" means the industry in which employers and their employees are associated for the purpose of manufacturing fine leather products for personal wearing apparel

Postal address of applicant. P O. Box 1168, Johannesburg, 2000.

Office address of applicant. 8 De Villiers Street, Johannesburg.

Attention is drawn to the following requirements of sections 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.

D. W. JAMES,
Industrial Registrar,
(28 September 1990)

Louw encouraged after exploratory ILO visit

B/D am 2/10/90

MANPOWER Minister Eli Louw yesterday described his reception by International Labour Organisation (ILO) director-general Michel Hansenne, various foreign politicians, bankers and diplomats at the organisation's annual conference in Geneva last week as positive

Addressing a Press conference in Pretoria yesterday, Louw said his 10-day trip to Geneva and Frankfurt was exploratory

There was no discussion of SA's readmission to the ILO. SA was a founder member of the ILO but was expelled from the organisation in 1964

Complaint

While no formal talks had been held between the ILO and government, these were likely to take place some time in the future, Louw said

He said Cosatu's complaint against government that race still played a role in the registration of trade unions was raised during his meeting with Hansenne

The matter would be taken further if necessary once new labour legislation was promulgated next year

Louw said he was convinced eradicating racial discrimination with the least delay and settling SA's

MATTHEW CURTIN

future economic system were the priorities now facing government.

"The world is anxious to know what economic system will prevail in SA before deciding to invest here," he said.

He said the ILO welcomed the agreement on amendments to the Labour Relations Act finalised by his department, the National Manpower Commission, Cosatu, Nactu and Saccola representatives the week before he departed.

Louw said his discussions with West German officials had convinced him a united Germany promised a more positive commercial relationship between SA and one of its major trading partners as the new country would need more imports and exports

He said he was particularly impressed with the economic awareness of German trade unionists

Economic education on the shopfloor was vital for SA's labour relations future and Louw said he felt the lack of industrial unrest in Germany could be explained by the high level of economic education there

He said he found West German approval for the "steady, patient" approach Mercedes-Benz SA was taking to resolve the problems at its East London plant



Manpower Minister Eli Louw speaking to reporters after his return from the International Labour Organisation's annual conference.

Picture ROBYN RYAN

Talks on workplace violence

B/D am 2/10/90 GERALD REILLY (1334)
PRETORIA — The 250 000-strong Federation of Salaried Staff Associations of SA (Fedsal) is to ask Manpower Minister Eli Louw at a meeting today for a commission of inquiry into violence in the workplace (134)

General secretary Piet Heymans said yesterday Fedsal would ask that Cosatu, Nactu and employer groupings like Saccola be involved Fedsal wanted a code of conduct for employers and employees to prevent violence

Changes could weaken white unions' hold

134



Southern
4/10/90

SWEEPING changes to organised labour's voting rights - aimed at weakening the influence of conservative, white-dominated unions - have been proposed, according to the latest edition of *SA Labour News*.

The newsletter on union affairs said that the 130 000 strong Numsa (National Union of Metalworkers) wants to abolish the present one-union, one-vote system and replace it with a system of proportional representation on the National Industrial Union for the Iron, Steel and Metallurgical Industries (Nicisemi).

If it succeeds, the belief is that other Cosatu (Congress of Trade Unions) affiliates will also move quickly to strengthen their own influence over labour matters at industrial councils.

SA Labour News said that according to sources within the council there is great unhappiness that the present voting system gives disproportionate power to the smaller, generally conservative and white-dominated craft unions which occupy the majority of seats on the Metals Industrial Council - *Sapa*.

WE 21.10.73
Dissidents challenge Satu 134

■ Cape dissidents in the SA Typographical Union have formed a lobby group to challenge alleged undemocratic practices in the 40 000-strong union.

At a weekend meeting of Satu members from 23 Western Cape printing firms, workers complained Satu was racially constituted, denied lower-grade workers full voting rights and did not train members in conducting pay and recognition negotiations. WIM 19/10-25/10/73

It is understood the rebels aim to oust the mainly white Satu leadership, as well as seeking the re-establishment of the disbanded printing industrial council. Satu's Martin Deysel was unavailable for comment. 19/10-25/10/73

A 20c union of the unemployed

A 20c joining fee and monthly union dues of 10c — what could more poignantly highlight the plight of the jobless?

At its recent second national conference, these miniscule sums were what the National Unemployed Workers' Coordinating Committee (NUWCC) decided to charge its members

Scattered, demoralised and powerless, South Africa's unemployed millions are a daunting target for any organiser. In a conference resolution, the NUWCC admits as much. It stresses that in its three-year lifespan, it has drawn limited numbers of unemployed and had little impact on the state.

But the levying of dues is a tiny step towards empowering the powerless — through the creation of a trade union for the unemployed. It will, says NUWCC general secretary Siphwe Ximba, pave the way for affiliation to the Congress of South African Trade Unions next year.

Before then, the 70 conference delegates decided, the NUWCC will have been transformed from a loose grouping of about eight regional unemployed workers' organisations into a national body.

The tragic irony is that although the NUWCC was set up as a project of Cosatu, its potential membership is many times greater than that of its parent. NUWCC media officer Barry Levinrad believes that if seasonal, casual and part-time workers are included — as well as

After three back-breaking formative years, a Cosatu project for the unemployed is set to be launched as a national union.

DREW FORREST reports

(134) the workless township youth and the effectively unemployed in the informal sector — up to 20-million South Africans may be out of work

What can a union for the jobless achieve? Levinrad believes it can play a role in guiding the unemployed, many illiterate, through the "jungle" of Unemployment Insurance Fund (UIF) legislation, and in offsetting the psychological ravages of unemployment. "You can't exaggerate the strength that comes through unity," he says.

But through campaigns, the NUWCC has broader ambitions: to reshape government employment and welfare policies.

Its primary push is for "jobs for all at a living wage", believing only massive state intervention can achieve this. Pouring scorn on state deregulation policies, an NUWCC discussion document argues for a public works programme, particularly in the area of low-cost housing; large-scale retraining for the retrenched; a state-backed co-operative sector and proper welfare for those who cannot find work.

Shorter-term campaigns have centred on UIF — demands include a Cosatu say on the unemployment insurance board and UIF cover for domestic, seasonal and farm workers — and price control on basic foodstuffs.

On the broader political front, the NUWCC aims to harness the jobless to the broader drive for change. Its conference adopted Cosatu's political policy and, significantly, upheld sanctions against South Africa. "Structural unemployment predated sanctions," argues Levinrad. "And we believe unemployment can only be seriously addressed in a democratic state."

And under the slogan of "Employed and unemployed unite!", it also seeks to educate the jobless not to "scab" during strikes.

Despite the obstacles, Ximba and Levinrad believe there is growing consciousness and activism among the unemployed.

A key goal is now to shift campaigns from the regional to the national level, taking advantage of the NUWCC's foothold in both the communities and the labour movement

To this end, conference delegates agreed to integrate campaigns with those of Cosatu — UIF demands could, for example, be incorporated in the federation's living wage push — to stage a campaigns conference and to seek the support of the international community.

New bid to form independent federation

W/11/21/91 - 8/11/90

A FRESH attempt to form a federation of independent unions has been initiated by the Transvaal Leather and Allied Trades Industrial Union (TLATTU), SA Labour News has reported.

The union has called a meeting of non-affiliated trade unions for November 21 in Johannesburg.

A circular sent to prospective members suggests a federation based on non-intimidation, non-racialism, non-violence, non-attachment to political parties, rejection of sanctions and disinvestment and "all other cornerstones of a free and democratic society on

which civilised standards are based".

The TLATTU says figures show the combined strength of the three major union federations, the Congress of SA Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and the all-white Confederation of Labour is about 1.3-million, compared with the 3.5-million members in 176 unaffiliated unions. That these unions are not part of Cosatu or Nactu must indicate that they are looking for a home

elsewhere, the letter says.

"In the leather industry, as it surely must be in all other organised industries, Cosatu unions are our enemies. We fight them on the shopfloor in our battles for membership, and we fight them to preserve what our unions have built up over the years in the interests of our members," says the TLATTU.

The union said it could not allow Cosatu unions — "of which there are only 13 — to portray themselves as the only

voice of workers in South Africa.

"With Cosatu and Nactu representing only about 27 percent of the country's unionised workforce, is it not high time that the unaffiliated unions got their act together to ensure that their more powerful voice, representing over 70 percent of the unionised workforce, is also heard?" said the union's letter.

Agenda items for the November meeting included the exploration of whether there was sufficient common ground for the establishment of a federation, and to elect an interim steering committee and office bearers. — Sapa.



More mechanising as unions push wages

By BLAISE HOPKINSON,
Business Staff

ARKW
6/11/90
134

UNREALISTIC wage demands have caused instability in the labour market and many employers have turned to more capital intensive means of production, says the Bureau for Economic Research at the University of Stellenbosch in its latest Economic Prospects forecast.

Quoting Reserve Bank estimate of 5,4 million unemployed in South Africa, the bureau reports that the fact that this figure has increased even during upswing phases of the economy has helped create a climate conducive to social unrest.

"The political climate in turn has recently started to favour trade union activity. The unions became irresponsible in their wage demands in so far as the latter had little in common with economic realities and this has caused instability in the labour market," the bureau reports.

"The extent to which union activity has destabilised the flow of labour supply is accentuated by the fact that the number of man days lost on account of strikes and work stoppages increased from 0,2 million in 1980 to 5,8 million in 1987.

DAYS LOST TREBLE

"Thereafter the number decreased for a year or two, but during the first half of 1990 about 1,25 million man days were lost. This figure is about three times more than the days lost during the comparable period in 1989."

As a result of this businesses had increasingly considered the substitution of capital for labour.

"It appears as if the negative factors of the labour market still outweigh the negative impact of high interest rates and business people still prefer to mechanise, although a great many of them have adopted a wait and see attitude."

The Reserve Bank's attempts to make capital more expensive relative to labour had been made more difficult by unions continuously pressing for higher wages. The result of this was that capital and labour were both becoming unrealistically expensive.

The BER forecast continued instability in the labour market in 1991. This would create a further reluctance

on the part of business to increase employment.

"At the same time fiscal and monetary policy will attempt to create a climate that will make it more difficult for a further deepening in capital. As a result business people might adopt a wait and see attitude, which implies they will use neither more labour nor more capital. This will obviously have a depressing effect on economic growth."

Projecting the 1991 inflation figure at 13,5 percent, the BER said wage and salary increases should average 13,8 percent for the year.

Consani scores with exports of R60 million

Business Staff

WITH an export order book bulging over R60 million a year, Elsies River engineering giant Consani won the coveted State President's Award for Export Achievement for 1990.

Consani, a member of the Genrec Group, has cornered about 20 percent of the world market for ISO tank containers. The containers range in capacity up to 24 000 litres and are used for the road, rail and sea transport of mainly hazardous liquids.

The award was presented to Consani managing director Mr Ian Bell by Dr Anton Rupert.

Marketing director Mr Ian Price said the international markets were highly competitive, but the standards set by Consani had found favour in Europe, the UK and the US.

MARKET WORTH R300m

He estimated the world market for the ISO tank containers was worth more than R300 million a year.

"Productivity has been given particular emphasis and our dedicated production line for these tanks enables us to supply at least 20 percent of world demand," he said.

He added the success of Consani's export drive, which mainly involved the ISO tank containers, had prompted extensive research into extending the programme to include new products.

Uwusa wins recognition (134)

■ The Inkatha-linked United Workers' Union (Uwusa) has won a recognition agreement with the OTK cooperative in the Eastern Transvaal after four years of negotiation and Industrial Court action, the union said this week. *W/M 16/11 - 22/11/90*
Reports by Weekly Mail staff, Sapa

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New federation of unions imminent

B 10am 22/11/90

INDEPENDENT SA trade unions yesterday took the first steps towards creating a new federation eschewing political affiliations and pursuing an anti-sanctions and anti-disinvestment policy.

At a conference in Johannesburg yesterday, leaders of 43 independent unions elected a standing committee to prepare for the official launch of the Federation of Independent Trade Unions within the next three months.

National Union of Brick and Allied Workers (Nubaw) general secretary K E Mathebula said yesterday there was a "strong need" for unity within the independent union movement.

As long as the new federation was itself independent, he would recommend Nubaw's 6 000 members give the union a mandate to join the federation.

Transvaal Leather and Allied Trades Industrial Union official and standing committee chairman Freddie Swartz said in a statement yesterday the federation could potentially unite 176 organisations representing more than 3-million workers.

SA's union federations are dominated by Cosatu, with more than 1,2-million members, while Nactu has claimed a paid-up membership of 258 000.

Swartz said the principles guiding the proposed federation would be: the es-

MATTHEW CURTIN

tablishment of a platform from which the rights of workers would be entrenched by means of just labour legislation; non-party political allegiance; opposition to sanctions and disinvestment, nonracialism; and non-violence.

Sapa reports Swartz said the process of change in SA was irreversible and to continue advocating sanctions and disinvestment was "like flogging a dead horse and counter-productive to the interests of workers."

Recognise

"The experience elsewhere in Africa has shown that when unions become surrogates of political parties, the interests of workers take a second place.

"In a trade union context all you need to do is to recognise freedom of association and the need for violence will not exist"

Swartz claimed yesterday's conference represented a wide spectrum of political opinion, from supporters of the ANC and PAC to the NP and CP.

He was uncertain whether the new federation would support the campaign to include public sector workers and farmworkers in terms of the amended Labour Relations Act — key demands of Cosatu.

UNIONS FIM 23/11/90

134

HIDE AND SEEK

Moves to form a federation of politically independent unions are under way, initiated by the Transvaal Leather and Allied Trades Industrial Union. This is a relatively old

FIM 23/11/90

134

union (registered in 1931), originally affiliated to the Trade Union Council of SA

According to *SA Labour News*, a meeting of non-affiliated unions is scheduled for this week in Johannesburg. One of the main issues to be addressed is whether there is enough common ground to form a new federation.

In a circular to prospective members, the leather union suggests a federation based on "non-racialism, non-violence, non-intimidation, non-affiliation to political parties, anti-sanctions and disinvestment" and "all other cornerstones of a free and democratic society on which civilised standards are based."

The union says the combined strength of the Congress of SA Trade Unions, the National Council of Trade Unions and the white SA Confederation of Labour is about 1,3m, whereas there are some 3,5m members in 176 unaffiliated unions. The fact that these unions are not part of Cosatu or Nactu must show they are "looking for a home elsewhere," the circular argues.

"In the leather industry, as it surely must be in all other organised industries, Cosatu-affiliated unions are our enemies. We fight against them on the shop-floor in our battle for membership and we fight them to preserve what our unions have built up over the years in the interests of our members," the union says.

The SA Clothing & Textile Workers' Union (Sactwu) is the Cosatu union organising in this sector. Since it started organising five years ago, it has embarked on a battle to obtain seats on the National Leather Council, says Cosatu spokesman Neil Coleman. He adds that the leather union seems to have reacted badly to Sactwu's organisation in the sector and refuses to negotiate with the Cosatu union.

The major aim of Cosatu — since its formation five years ago — has been to unite workers into single industrial unions under the banner of one trade union federation, Coleman elaborates. Because SA workers have been divided by apartheid, it is essential to consolidate a broader representation of workers under one federation which can articulate their interests.

Cosatu's growth reflects that position and the majority of workers see the advantage of a united trade union movement, according to Coleman. Unions like the leather union have resisted real progress and while this is their right, Cosatu questions whose interests they are trying to serve, he says. ■

CITE THIS

26/11/90 (134)

Wiehahn warns on union's demands

MUNICH. — Unless South Africa's trade unions were prepared to moderate their demands, serious damage would be done to the country's economy and many job opportunities would be lost, Professor Nic Wiehahn told a Soviet-German symposium on South Africa on Saturday

Prof Wiehahn, known for his 1981 report on labour legislation, said the demands of SA trade unions were becoming exorbitant and unreasonable

Instability in the labour field was as dangerous as lawlessness and disorder in society, he warned. Trade unions should realize that their responsibility, for the welfare of the people and economic growth in the country, equalled that of employers

However, apartheid inequalities and discrimination should not only be removed from South African policies and statute books, but also from daily life — Sapa

More strikes expected by whites, says expert

By SHARON SOROUR
Labour Reporter

AR6ul (134) 13/12/90
INDUSTRIAL disputes are expected to continue, and even increase, in the new year with employers facing strikes by black as well as white employees, says industrial relations consultant Mr Brian Alan

Identifying critical issues concerning strike action in 1991 at an industrial relations seminar in Johannesburg, Mr Alan said while employers accepted that striking was "the preserve" of black employees, recent indications were that white employees were now influenced by the same frustrations and insecurities.

"A strike by white employees will certainly prove a traumatic experience for the average South African employer, who has, up to now, taken for granted that a white skin automatically means loyalty to the employer," he said.

Employers would have to handle a strike by white employees in the same way as one by black employees. This could mean alienating workers whose skills were at a premium

The two major factors behind union growth and increased worker militancy in 1990 — political instability and economic pressure — were expected to continue, and even escalate, next year.

"Inflation is showing an increasing upward trend and the political manoeuvring around the new constitutional structures is only now beginning. We can expect to experience much the same pattern of strike action in 1991 as we did this year and another record year as regards man days lost.

"If the current conditions continue to prevail, both the number of strikes and the number of man days lost as a consequence could well increase," he said

Unions had successfully organised at the majority of the larger employers and were focusing on those employing fewer than 200 potential union members.

Mr Alan said there was no doubt that trade unions would put Cosatu's Workers' Charter to the test — it advocated the absolute right to strike.

"An employer who elects to take drastic action such as dismissal against strikers will be flying in the face of a prevailing ideology."

He could expect to be challenged "with every source of power available to the other side".

While this might be regarded as negative or emotive, Mr Alan pointed out that through the political turmoil of 1990 unions stuck to the role of negotiators of improved working conditions and had not been sucked into the maelstrom of political action

About 71 percent of all strikes this year were linked to wages. If the inflation rate and recessionary trends continued, wages would continue to be the main strike trigger in 1991.

The demarcation and definition of bargaining units was becoming more contentious too. Employers could expect an increase in disputes concerning the recognition rights of unions which enjoyed majority support in the workplace.

Mr Alan predicted that retrenchments — already high — would increase in early 1991

CPA 7/11/5 23/5/90

Trade-union role in politics 'increasing'

By DAVID YUTAR, Labour Reporter

TRADE unions will play an increasing role in the political future of this country, says Mr Ted Frazer, general secretary of the Hotel, Bar and Catering Trades Employees' Association.

He was addressing delegates to the Federation of Hotel Associations of South Africa (Fedhasa) Western Cape regional congress at Langebaan yesterday.

The use of collective bargaining and legitimate strike action had shown "that the unions have the proven ability to challenge employers in a contest of power" and they would continue to do so.

Mr Frazer said that while capitalism was possibly the most effective system for producing wealth, it ultimately failed because it was unable to effect an equitable distribution of that wealth.

He said socialism was the only system that could promote a fair distribution of wealth.

Mr Raymond Ackerman, chairman and chief executive of Pick 'n Pay, told the congress that deregulation of the liquor industry would encourage competition and would benefit the whole industry as well as the entire economy.

He said he welcomed Trade and Industry Minister Mr Kent Durr's latest proposals which would "bring certainty to the liquor industry — for the first time in 10 years".

134 w/m and

NUM calls on white miners: Let's join up!

WHITE miners should join the National Union of Mineworkers, said NUM president James Mollatsi after a meeting of the union's central committee meeting last weekend.

"Apart from addressing the racial discrimination issue through collective bargaining channels, we believe that mineworkers can come together. Our constitution is open, it is a non-racial constitution," said Mollatsi.

He said a few whites had already joined the NUM, mainly at mines which were not members of the Chamber of Mines, such as the diamond mines in Namaqualand and Kimberley, and at the Ergo gold reclamation plant on the East Rand.

Some white miners at Chamber-affiliated mines were interested in joining the NUM but their management discouraged this "because they would not like to see a good relationship between blacks and whites on the mines," Mollatsi said.

He said conservatism of white workers had been caused by the fact that they had enjoyed a lot of privileges on the mines and felt they could lose these to black miners.

"Because of this, it is easier for the Chamber to co-opt and use whites

White miners have been urged to join the fight against racism in their industry, reports MZIMKULU MALUNGA

against black workers. They have been threatened by the Chamber that if they do not adhere to its call (such as helping mines' security staff during a strike), blacks will take their jobs."

He said the NUM did not want white workers to lose their jobs nor their privileges. "What we want is equal opportunities for all workers regardless of race."

Mollatsi urged white mineworkers to stop co-operating with mine security during strikes.

"They should not allow themselves to be used and carry guns, teargas canisters and all other weapons which will be used to force NUM members

to go to work whenever there is a strike, as they have done on numerous occasions."

The relationship between the NUM and white miners' unions was of paramount importance, said Mollatsi.

The NUM central committee, which is the second highest decision-making body in the organisation, said it had identified 59 areas where racial discrimination was "still rampant" on the mines.

Delegates at the meeting decided that the union should demand the abolition of all racial discrimination on the mines.

About 400 delegates who attended the meeting said their members were prepared to take whatever action they deemed fit, such as sit-ins and strikes, to stamp out racial discrimination in the industry.

Areas where racial discrimination was identified included separate



NUM President James Mollatsi

queues for lifts taking miners to the surface and acclimatisation tests, which they allege only black miners had to undergo.

The issue of racial discrimination will be raised during the wage negotiations due to be held with the Chamber, as well as with individual mines, said the union.

The Chamber's public affairs manager, Peter Bunkell, said his organisation was "fundamentally" opposed to any form of racial discrimination. An example of this was the Chamber's representations both to the government and white unions for the removal of discriminatory legislation, Bunkell said.

"In addition, we have taken the government to court to fight the implementation of provisions which could be used on a racially discriminatory basis," he said.

At its weekend meeting the NUM central committee resolved to start equipping black miners with the skills needed in a post-apartheid South Africa. Workers will be trained in various managerial and technical fields.

"Several miner's unions in the world have offered to assist NUM in preparing for a post-apartheid South Africa by agreeing to finance the training of 100 miners this year in a number of universities and mining colleges. This number will increase every year," said the union's statement.

Countries where these programmes will be conducted include Zimbabwe, Canada, Germany and Sweden.

Call Times 30/5/90

Govt to
drop racial
trade union
restrictions

By BARRY STREEK

THE registration of trade unions on racial grounds is to go.

Minister of Manpower Mr Eli Louw yesterday told a South African Association of Municipal Employees (Saame) delegation that it was the policy of the government that, as a premise, race should not be provided in statutory enactments

"Thus, the minister does not foresee that race can be seen as an industrial interest within the scope of registration of trade unions in future," Mr Louw and Saame said in a joint statement.

At present, trade unions can be registered for particular race groups or for membership of all races, but in recent years the number and membership of racially exclusive trade unions has been declining

Mr Louw's statement yesterday means that the government is to abolish these legally enforced racial restrictions in the registration of trade unions.

Cape Times 18/10/90 (134)

Cape

Powerful role seen for trade unions in new SA

THE trade unions will still be powerful in the new SA, Tony MacRae, industrial relations manager of SA Breweries in the Western Cape, forecast yesterday

Speaking at the annual seminar of the Menswear Group of SA at the Mount Nelson, MacRae said that in other parts of Africa trade unions had been swept aside after independence because they had been part of the struggle and their role was considered to be over

But he did not consider this likely to happen in SA. The union movement in this country was strong and powerful, with sophisticated leaders

MacRae said there was always

a conflict situation, to some extent, between management and labour. It was important for them to realise that each needed the other.

The conflict was likely to intensify because of heightened expectations by union members as a result of political change

In this circumstance, he advised, it was important to make the workforce including the shop stewards feel involved in the affairs of the company and aware of difficulties such as falling sales

It was vital that there should be good communication between management and the workforce and that formal procedures should always be followed

'Trade unions a reality of SA economic scene'

CMF Trans 30/10/89 134

JOHANNESBURG — Trade unions have become most reactive agents in the chemistry of change in SA and an important part of the process of social engineering towards a new SA society, said Nic Wiehahn, director of the School of Business Leadership, University of SA.

Wiehahn, who was speaking at the Financial Mail Investment Conference here on Friday, said trade unions were a reality of SA's economic and social scene.

He sees the demands of unions widening in scope in the purely industrial relations field

and would probably include shorter working hours, longer holidays, paternal leave, security of employment and income as well as subsidised pension funds.

"I expect that wage demands will move away from basic levels and rather take into account cost of living, inflation, and profits made by employers."

Privatisation and deregulation appeared to be of great concern to trade unions since they feared that job security

and security of income were threatened, Wiehahn said.

Hence their demands for participation in the decision-making process on these subjects.

In the political field, he expects unions would increase pressure on management for greater involvement in the process of political change and for management to come out openly in support of much quicker change.

"Added to this of course is the whole

question of public holidays — the recognition of certain days associated with black liberation as paid public holidays."

Wiehahn believes that the degree of unions' exposure to international influences will increase and as will their thrust for the SA system to align with and underwrite African and ILO labour standards.

"An interesting development in this regard is the request by Cosatu unions to the government to repeal the La-

bour Relations Act and replace it a so called Labour Code."

While labour law will always be necessary, Wiehahn asks, however, whether the present labour laws should not be replaced by a single labour code consisting of two parts. The one having the power of legislation and the other being a guide to employers and trade unions.

"Labour law in SA must endeavour to harmonise with the present tone and atmosphere of negotiation and peace seeking. It must have the principle of growth," he said — Sapa

~~IBIS~~ INDUSTRIAL RELATIONS -

WORKERS' ORGANISATIONS - GENERAL

1991

Growing industrial unrest seen for SA as negotiations proceed

By SHARON SOROUR
Labour Reporter

LABOUR experts anticipate growing industrial unrest as negotiations progress towards a new constitution, according to a report in IR Data

The labour affairs journal, published by Andrew Levy and Associates, said while there was a sharp decrease in strike action in the first quarter of 1991 compared with last year, it was "generally accepted" that the first quarter of 1990 was atypical in terms of strike action

"Combined with startling political developments which raised expectations and worker militancy, the 1989 South African Transport Services strike involving some 26 000 workers overran until the end of January 1990

INFLATED FIGURES

Also, "a number of large wage strikes involving the Paper, Printing, Wood and Allied Workers Union (Ppwawu), Mondi and Sappi tended to inflate figures", the journal said.

About 180 000 man-days were lost in the first quarter of 1991 compared to the high of 550 000 during the same period in 1990.

"If we disregard the exception of the first quarter of 1990, we can see that there has been a steady upward movement in strike action since 1988, with

the first quarter of this year reflecting the trend.

"We are anticipating growing unrest as negotiations progress towards a new constitution and this, combined with the fact that the traditional wage round coincides, is expected to impact heavily on the incidence of industrial action."

Two of the longest strikes in the first quarter of this year were between Metropolitan Life and Saccawu (35 days) and S A Nylon Spinners and Sactwu (17 days) — both of which involved scores of Cape workers.

Unions most active during the first three months of this year in terms of the number of strikes were the National Education, Health and Allied Workers' Union (Nehawu) at 29,2 percent followed by the Transport and General Workers' Union (TGWU) at 20,8 percent, the Food and Allied Workers' Union (Fawu) at 12,5 percent, the Post and Telecommunications Workers' Association (Potwa) — and the S A Clothing and Textile Workers' Union (Sactwu) — both at 8,3 percent and the S A Commercial, Catering and Allied Workers' Union (Saccawu) at 4,2 percent.

In terms of man-days lost because work stoppages or "go-slows" the National Union of Metalworkers of S A (Numsa) led the pack at 26,3 percent, followed by Nehawu at 23,4 percent

Aug 22/4/91

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Unions 'will exert more influence' expert

By SHARON SOROUR
Labour Reporter

SOUTH Africa has the fastest growing trade union movement in the world and unions will exert a growing influence, according to mediator and labour lawyer Mr Charles Nupen.

In an interview with I R Data labour journal, Mr Nupen — who heads the Independent Mediation Service of South Africa (Imssa) — predicted unions would experience a "significant degree of influence" as they gained access to the political process.

RECONSTRUCTION

He said business and labour — which were the most powerful civil institutions in society — could influence the country's economic development and social reconstruction through collective bargaining.

"If this approach is adopted it will limit the role of the State. The greater the role accorded to the State, the less opportunity employers and unions will have for impacting on economic and social development," said Mr Nupen.

I R Data said the mediation service — the only one of its kind in South Africa — played a pivotal role in the resolution of industrial conflict.

This could be seen by the increase in the number of mediations and arbitrations since its inception in 1984, five years after black workers were given trade union rights following Professor Nic Wiehahn's recommendations.

I R Data said: "In the early years Imssa experienced an amount of suspicion from both management and unions and there was a reluctance to utilise its services.

'POSITIVE'

"But as exposure to mediation and arbitration grew, the positive value of their roles in the collective bargaining process was recognised."

Mr Nupen said some mediations were a lot tougher than others, but the attitude of both parties was critical.

"It often requires considerable effort and creative energy on the part of the mediator to introduce a more positive and constructive attitude to settlement."

A 'new era' dawns for militant black trade unions

HR645 2/21/91

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By SHARON SOROUR
Labour Reporter

INDUSTRIAL action has cost more man days over the past five years than during the preceding 75, but trade unions have not only had a destructive impact on the economy, they have played a key role in redistributing wealth to black workers, says industrial sociologist Dr Duncan Innes

ECONOMY

In the Innes Labour Brief he said the impact of unions on the economy during the past year had been "significant", with more man days being lost because of strikes in 1990 than in any year since 1987

He said "No doubt some may wish to interpret this as evidence that unions have played a purely destructive role in the economic life of the country

"However, if union actions have damaged the economy, they have also brought considerable financial benefits to black workers, thereby playing a key role in redistributing wealth to important sections of the workforce"

But this period had not been without its costs to the workforce employment had shrunk significantly in the formal sector while 1,4 million new work-seekers had entered the labour market

Many commentators argued that there was a direct relation between rising wages, improved working conditions and benefits for workers — which placed too big a financial burden on companies — and falling levels of employment

He said "Simply put, the argument is that rising wages place too big a financial burden on companies, which are then forced to retrench but this certainly cannot be viewed as the only cause of rising unemployment"

The economic stagnation could be blamed on recessionary conditions of the past decade, sanctions, high taxation, rising government expenditure — rather than wage increases

Trade unions functioned best in an expanding economic environment where there was a demand for labour, and not in a situation of falling employment

"Clearly the continuation, and even intensification, of adversarial conflict in management-union relations can only make an already bad situation much worse — not only for business, but for trade unions as well"

Dr Innes said it was possible, however, that 1990 had ushered in a more constructive era in the relationship between employers and unions

Referring to the historic Labour Relations Amendment Act (LRAA) — which was ne-

The historic Labour Relations Amendment Act has ushered in a new era for militant black trade unions which are now following a more participative and co-operative approach to industrial relations. But a harmonious labour environment is not in the offing, argues industrial sociologist and labour expert Dr Duncan Innes.

gotated between employers, trade union federations and the state — he said 1990 represented the dawning of a new era for black unions as they were beginning to position themselves to influence future state and corporate policies from within

"A further by-product of the LRRA agreement was the black unions' decision to join the state's National Manpower Commission (NMC). This was an extremely important development, representing a complete break with previous

black union strategy of boycotting state institutions

"The age in which employers participated in state structures without black union participation is over," he said

Unions would also move to increase their influence over the Industrial Court as well as over government welfare, unemployment insurance and training schemes

Referring to employer-union relationships in the new South Africa, Dr Innes said the gap between the main

players was large with Co-satu remaining committed to socialist principles while the business community was wedded to the free market doctrine of privatisation and deregulation

"Clearly, both sides have very little in common with one another and believe fervently in the destruction of the opposing systems

"These are the two poles of the debate but there is an important constituency within both camps who share a common belief in the need for a

mixed economy in South Africa, at least for the immediate future"

However, even within these ranks there are differences with unionists favouring a mix in which the state sector dominated the private sector while employers favoured the reverse

"But let there be no mistake of a new thinking is emerging within the unions in terms of which a more participative and co-operative approach may evolve, this does not mean that the hard

bargaining and adversarial approach of the previous phase will magically disappear

"On the contrary, unions will seek to gain through participation many of the demands they sought to win by adversarial bargaining"

Dr Innes said employers should answer this approach with "trade-offs" where issues could be traded off against one another

"For example, unions will undoubtedly demand from employers recognition of their right to participate in enterprise and industry decision-making. Employers have the right to demand from unions that agreed proce-

dures should be respected and adhered to," he said

But the new strategy of participation did not mean that unions were likely to ease up on mass action in the immediate future

"Unions will continue to use mass action both as an external pressure on those they are negotiating with and in response to ANC campaign calls"

The ideal of an harmonious non-politicised industrial relations environment was "certainly not in the offing"

"The next few years, which a basis for more constructive co-operation may be established, will not be immune from conflict"

Uwusa given last official police payment yesterday

BIDay 1/8/91

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THE Inkatha-backed United Workers' Union of SA (Uwusa) was to receive its last payment from the police yesterday, said Law and Order Ministry spokesman Capt Craig Kotze

Sapa reports Kotze said the programme of government funding to Uwusa would end officially yesterday. He declined to disclose the amount to be handed over to Uwusa by the SAP.

Uwusa, the Inkatha-backed union supported financially through the SAP by secret government slush

funds, was informed six months ago that financial support would be terminated at the end of July.

Adriaan Vlok, then Law and Order Minister, said recently government funded Uwusa to the tune of about R1,5m.

Meanwhile VERA VON LIERES reports Cosatu sources said they knew of only three major employers at which Uwusa did active organising.

However, spokesmen for Iscor and Tongaat-Hulett said the union did not have

a major presence at their plants.

Iscor group PR director Piet du Plessis said Uwusa did not have significant enough membership in any Iscor centres to be recognised.

Uwusa claims a membership of about 270 000.

Not available

The union is registered with the Manpower Department as representing only about 300 mill workers in the Natal town of Inanda, and its registration certificate limits it to organising workers in the milling industry in the magisterial district of Inanda.

Tongaath-Hulett group PR manager Ron Philips said yesterday he was not aware of Uwusa being organised at the company.

Spokesmen for the third company identified by the Cosatu sources, Beacon Sweets and Chocolates,

were not available for comment.

Cosatu last week condemned government backing for "the reign of terror" which it said Uwusa had conducted against workers, particularly Cosatu members, in factories, hostels, communities and trains.

Cosatu members living in hostels in the PWV area had repeatedly told the federation since last July that they had been forced to resign from Cosatu and the ANC and join Uwusa and Inkatha.

At its fourth national congress last week, Cosatu said Uwusa had brought "only division, intimidation, and violence to workers in the mines, factories and shops."

The security police set up the union in 1986 with the sole purpose of trying to destroy Cosatu and the unionisation of workers in the country, said Cosatu.

Cosatu takes action on Uwusa scandal

w/Manel 16/8-22/8/91.
Congress of South African Trade Unions affiliates are weighing up action to be taken against companies which favoured the now discredited Inkatha-linked United Workers' Union of South Africa **By FERIAL HAFFAJEE**

THE labour movement has launched an aggressive campaign in response to revelations about government funding of the Inkatha-linked United Workers' Union of South Africa (Uwusa)

Companies which colluded with Uwusa face International Labour Organisation (ILO) investigations and massive lawsuits from unions for their part in Uwusa-related violence

The National Metalworkers' Union of South Africa (Numsa) has called for the immediate derecognition of Uwusa at all South African companies and the National Union of Mineworkers will institute legal action against "individuals and organisations" which colluded with Inkatha and Uwusa

NUM representative Jerry Matjaladi said this week that the first steps toward legal action would be taken by the end of August when lawyers would have completed their dossiers.

Matjaladi also warned that the NUM would campaign against Iscor's plans to export steel if the company did not come clean on its past relationship with Uwusa

This action is the result of the recent disclosures implicating security police in the establishment and operation of Uwusa

Meanwhile the Congress of South African Trade Unions (Cosatu) this week launched its programme of mass action against the funds scandal. A two-day National Day was co-ordinated by Cosatu and other organisations

Cosatu also met Saccola last week to hammer out a code of conduct to "govern employer relationship with trade



Demonstration justified ... A protest march against BTR Sarmcol in 1985. Numsa plans action against the company in light of revelations of security police funding for the Inkatha-linked Uwusa

unions, preventing employer funding of trade unions, employer collusion in violence and forced recruitment".

Saccola and Cosatu also agreed that the committee to advise the government on secret projects must be wider than merely the private sector

BTR Sarmcol in Natal is under fire from Numsa to "make public details of all dealings with Uwusa, the South African Police, the security police, the SADF and Inkatha" or face an ILO investigation

BTR has a long history of strife with Numsa because of its relationship with Inkatha. In December 1986, two Numsa shop stewards from Mphophomeni, in Natal were murdered by Inkatha members. Numsa alleges this was directly related to the alliance of BTR, Uwusa, Inkatha and security police

Evidence of this collaboration came to light in a court case challenging Sarmcol's dismissal of 900 workers after a legal strike in 1985.

Numsa says its predecessor, the Metal and Allied Workers' Union had "sought recognition for more than 10 years, Uwusa achieved recognition within months of it being formed in May 1986"

But Sarmcol rejects allegations of collaboration and says "The company signed a recognition agreement with Uwusa after it had been proved to have a majority membership, two years after the dismissals"

Now Numsa is calling for an ILO investigation against South Africa if BTR does not publicise its relationship with Uwusa and the security police. The union is also demanding that the company settle its six-year dispute with Numsa over the dismissed workers

Meanwhile, Iscor is being targeted by the NUM for its relationship with Uwusa. Thirty-seven mineworkers were murdered in 1986 during fighting between striking workers at Iscor's Northern Natal operations and Uwusa members who had been bussed in James Nthombela, an Uwusa organiser at Iscor, was identified as an instigator in this, and other incidents, but no action was taken against him.

Nthombela and other Uwusa officials were also identified in the murder of a NUM regional organiser Bhekuyise Ntshangase at Anglo American's Coronation Colliery in Vryheid

After the murder, the NUM was granted an interdict against Uwusa and three of its officials. But despite this court action, all management did was dismiss two Uwusa officials.

Iscor denies NUM allegations, pointing out that it has not signed a recognition agreement with Uwusa.

Unions meet over tax strategy

By Paula Fray

Star 16/9/91

Three trade union federations representing 43 unions and 16 unaffiliated unions met in Johannesburg this weekend to discuss a united strategy for a programme of action on value added tax

According to a statement issued by the Council of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu), which convened the meeting on Friday, the discussions follow the re-

cent VAT summit where the Co-ordinating Committee on VAT was elected to take forward negotiations on VAT's shortcomings

A progress report was received and discussions included what would be done if negotiations with the Minister of Finance, Barend du Plessis, failed

"All the unions were critical of the lack of concern by Mr du Plessis for the disastrous effect VAT will have on lower income groups and un-

employed," the statement said. (134)

The unions once again supported a call for the postponement of the implementation of VAT as well as other demands.

These were. (134)

- The zero-rating of basic foodstuffs, medical services and prescribed medicines, water and electricity and trade union subscriptions,
- The need for more effective measures to control price abuse and,
- That the poverty relief

programme had to be properly negotiated.

Delegates at the meeting also called for negotiations on the entire tax system following the conclusion of the VAT negotiations

A programme of mass action was considered and this will be discussed.

According to the statement a second meeting all the union present will take place before the next VAT summit on September 23 in order to agree on a proposed programme of action

Nactu criticises Cosatu over its anti-VAT role

SHARON SOROUR
Labour Reporter

(134) ARG 7/11/91
SOUTH Africa's second largest union federation, Nactu, has criticised Cosatu's role in the campaign against Value-added Tax which led to the two-day stayaway involving 3,5-million people this week.

In a statement by Nactu's Western Cape region, the federation called on the trade union movement and its "allies" to mobilise the working class for further mass action until VAT was scrapped.

Nactu congratulated its members for the "successful stayaway", saying they had played a "crucial role" in the Western Cape where stayaways had been poorly supported in the past.

"We also demand the convening of a constituent assembly, based on 'one man, one vote' and that the govern-

ment resign," said Nactu regional spokesman Mr Ben Petersen.

In criticising Cosatu's role in the stayaway, Nactu said Cosatu wanted to give the impression that it alone was responsible for the success of the stayaway.

Mr Petersen said Nactu was "unhappy" with Cosatu's role in the VAT co-ordinating committee and Nactu was "busy reviewing" its participation.

Nactu was also "dismayed" that Cosatu did not consult Nactu before making important decisions, like setting up joint monitoring structures with the police on the Peace Accord, which Nactu rejected.

"Cosatu then expects Nactu to participate within structures it rejects, without any consultation," Mr Petersen said.

Unions slate 'new attack' on press

JOHANNESBURG. — The South African Union of Journalists (SAUJ), the Media Workers' Association of South Africa (Mwasa), and the Association of Democratic Journalists (ADJ), have condemned "in the strongest possible terms" the issuing of new Section 205 subpoenas against journalists.

The organisations condemned the issuing of subpoenas against Weekly Mail co-editor Mr Anton Harber and former Sapa journalist Ms Joan Fubbs.

For decades South Africa had lived with stringent censorship and individual journalists had been harassed, detained and banned, the SAUJ said. Newspapers had been closed "at the whim of the government"

"In this era of change, the government purports to be moving into a new climate of democracy. But, with respect to press freedom, the media is still in the same position as before February 2

Restrictions

"The removal of media restrictions under the state of emergency means nothing as long as the more than 100 statutes restricting press freedom remain.

"And just when we thought that the government would move further and address the remaining obstacles to press freedom, the State has started an apparent witch hunt against the press."

The SAUJ said it questioned why police needed journalists to give evidence when they apparently had all the evidence they needed

"The State's intention appears to be to destroy trust between reporters and their sources which is nothing but an attack on press freedom. Trust is a foundation of the free flow of information.

"In the same way that police would never disclose the identity of their informers, journalists have a duty not to disclose their sources." — Sapa.

Threat to withhold municipal services

8/23/91
THE 46 000-member SA Association of Municipal Employees (SAAME) yesterday threatened to withhold services provided by its members in black residential areas if certain demands were not met (134)

SAAME president Hans Deetlefs said the lives of white municipal workers performing essential services in black areas were often threatened in unrest situations.

The threat to withhold services should not be seen as a move to boycott black local authorities, he said. However, the association would not allow members to be killed while rendering services.

SAAME general secretary Leinad

VERA VON LIERES

Claasens said demands included police or Defence Force protection. The association was also demanding additional compensation for members.

The issue of compensation still had to be negotiated between the association and the municipal employers.

However, it would entail compensation for the fact that members were required to do additional work and were being subjected to "possible intimidation", Claasens said.

Deetlefs said the association was experiencing no immediate problems. However, if demands were not met, members would stop working in black residential areas

'Super union' for whites mooted ¹³⁴

A CP MP and a trade union leader yesterday called for the formation of a white "super union" to protect white worker rights. *BIDAY 30/1/91*

Schweizer-Reneke MP Pieter Mulder and Mineworkers Union (MWU) general secretary Peet Ungerer said the envisaged "super union" — for white workers in all economic sectors — would give white workers considerably more negotiating power and protection in the workplace.

The two were addressing the annual congress of the MWU in Johannesburg.

Mulder said a "super union" for whites was growing increasingly necessary to afford whites protection in the workplace from what he said were increasing assaults by black colleagues.

Mulder argued a white "super union" would be the only way in which white workers could obtain solidarity and increasing negotiation power.

He warned that 1991 would be a difficult year for all white people due to political changes and the poor economic climate. — Sapa.

knives entered and...

Call for white union

JOHANNESBURG — A Conservative Party MP, Dr Pieter Mulder, and trade union leader Mr Peet Ungerer of the Mineworkers' Union yesterday called for the formation of a white "super union" to protect white worker rights

Handwritten: 30/1/91 (134)

LABOUR

THE WEEKLY MAIL, February

By DREW FORREST

IF white workers were to play any role in a future South Africa, they had no choice but to unite in a "super-union", Conservative Party MP for Scheizer-Reneke Dr Pieter Mulder told the Johannesburg congress of the all-white Mineworkers' Union this week.

If white union leaders could not bury their differences, their members would force them to do so, he added.

In a veiled threat of a white general strike, he said white workers had only "to do nothing for a day" to win the attention of an unsympathetic government

White labour had brought down the Smuts government in 1924 and played a vital role in the 1948 electoral victory

Veiled threats of a white general strike

1/21-2/91
of the National Party. It would play a similar role in the downfall of the present government, he predicted.

Black union successes had shown that the government only responded to pressure, Mulder said. Under its slogan of "One industry, one union", Cosatu had grown steadily stronger and through "bully methods" was able to get its own way.

In an ironic reflection of black union concerns, Mulder warned that the pat-

tern in black Africa was for union rights to be curtailed. "Unions are used as tool to bring a particular group to power .. they then lead a dwindling existence with ever-increasing restrictions."

One day, a book might be written entitled "How labour unions lost all their power in the new South Africa".

Referring to the US, where inter-union splits fostered by employers had stripped labour of its political influence, Mulder warned that South Af-

rican employers would do all they could to divide white workers.

Several white workers had been killed in racial assaults last year, and management showed no gratitude to whites who sustained production during strikes

And while the government had reacted swiftly to Cosatu's proposals on the Labour Relations Act, white union representations were ignored, Mulder said.

In another speech to the congress, M.W.U. president Cor de Jager said progress had been made in forging a super-union, but that it was vital for other influential organisations and individuals to assist it.

● See Page 38

Council workers threaten to quit if Bill is passed

BID am 19/2/91 WILSON ZWANE

THE 46 000-strong SA Association of Municipal Employees (SAAME) has warned government its members will resign from service if legislation making provisions for the privatisation of municipal services continues to be passed.

Speaking at the annual conference of SAAME's Northern Cape region at the weekend, SAAME president Hans Deetlefs said his organisation was extremely dissatisfied with the latest Promotion of Local Government Amendment Bill

"The latest Promotion of Local Government Amendment Bill, which makes it possible for local authorities to form companies and privatise services and transfer employees to those companies, was published without consultation with SAAME.

"Municipal workers will start resigning from the service if Acts which directly threaten their career opportunities, job security and conditions of employment continue to be passed," Deetlefs said

White municipal workers were "sick and tired" of the passing of legislation without "having been consulted on the matter", he said

He added that the local authorities and the country could not afford to lose the services of qualified municipal workers.

"The black local authorities have already collapsed and services to the black communities are being provided by white local authorities. If the white municipal employees resign not only will the services to the black areas have to be stopped, but the white local authorities will also collapse," he said

Deetlefs appealed to the authorities not to disillusion municipal workers

"The time has never been so ripe for the acknowledgement of the importance of the municipal employee in a changing SA," Deetlefs said

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Mamelodi taxis

go on 'strike'

PRETORIA — Mamelodi taximen yesterday resolved in a meeting to halt operations until tomorrow in a decision largely inspired by the bad condition of roads in the township

The taxi operators resolved to resume operations on Thursday

BID am 19/2/91
Referring to the Pretoria city council's closure of the Bloed Street Taxi Rank, the meeting elected a delegation to co-ordinate a possible consumer boycott against Pretoria's white business community and mandated it to communicate with political and labour movements — Sapa.

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CMT 7148 27/2/91

Unions poser dodged

(18) (154)

THE Minister of Manpower, Mr Eli Louw, has side-stepped a question on whether the government is to make trade unions liable for the actions of their members

He said yesterday that the Labour Relations Act was being investigated. "Future amendments to the act will be considered on the grounds of the investigation and recommendations"

'Govt money' (134)

ANC-bound

Pretoria Correspondent

The SA Confederation of Labour (Sacol) has threatened mass action unless the Government reconsiders its financial assistance to homelands and neighbouring states

Sacol secretary Nic Celliers yesterday said white workers paid "the highest income tax in the world" and had an interest in how that money was spent. *SW 7/11/91*

White workers feared that homeland governments would give SA Government money to the ANC.

Particularly disturbing was the R1 million given to the ANC by Namibia, in the light of SA's donation of R5 million to Namibia last year.

If the Government continued "giving away large sums of money", Sacol would be forced to protest strongly

Nervous whites

Star 12/3/91

moot super-union

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THE erosion of job reservation and other protections which white workers have enjoyed since 1948 and have come to see as their right, have evoked angry responses by white unions

In the last issue of Die Mynwerker, the Mine Workers Union (MWU) lashed out at the National Party for betraying their loyal constituency. White workers, had after all, got the NP in power in the first place.

A spokesman for the MWU, Flip Buys, said

"Employers are bending over backwards to meet the demands of black unions and pander to their whims, at the expense of white workers. They integrate facilities without consulting us or considering our feelings"

Another major issue disturbing the white unions, apart from the government's decision to unban political organisations and negotiate with the ANC, is the acceptance of the Saccola/Nactu/Cosatu accord.

The white unions' exclusion from the deliberations on labour amendments has given impetus to their unity drive

But the prospects of the formation and existence of a super white union with the strength and capacity of black unions seem fraught with problems

Although the major unions involved in the unity drive are part of one umbrella organisation, the South African Confed-

Faced with growing black unions and changes in National Party politics, white trade unions are concerned about their status and are working towards the possibility of an all-white "super-union." SHAREEN SINGH reports.

eration of Labour (Sacol), divisions exist on the form the new union should take

While MWU is arguing for a confederation along the lines of a general union, Yster and Staal supports the idea of a federation, similar to Cosatu, with a merger of industrial unions.

Mr Buys says a federation would not work for white workers because of their smaller numbers. It would divide workers into small, less powerful units.

But Nic Cilliers, general secretary of Yster and Staal argues that a federation is a more tightly knit structure, and is the best option, as proved by Cosatu.

A super-union would be virtually impossible to effect under current labour legislation because of technicalities relating to the trade unions' scope of registration

Typo union taken to court

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South
7/3-13/3/91

A SENIOR shopsteward of the South African Typographical Union (Satu) has taken the union to court, claiming he was unfairly dismissed.

Mr Farrel Hunter claims he was expelled from Satu's Cape Town branch after the union alleged he had advised workers at a local printing company not to fill in stop order forms to authorise the deduction of union fees from their wages.

Last August Hunter was found guilty of misconduct by Satu's executive committee as he had not complied with the cutoff date of April 20 to return the forms. On November 14, Hunter's appeal to the Governing Board failed.

The dismissal case will be heard in the Supreme Court on Friday.

The national secretary of the union, Mr Martin Deysel, said he could not comment as the case was sub judice.

South Africa 1922

Strike and Rebellion

New Nation (hearing nation)
14/6-20/6/91

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Results of the 1922 strike



Troops occupy the trenches in Market Square Fordsburg, 1922.

The result was a victory for the mine-owners, but a defeat for the ruling South African Party. Mine-owners were able to further reduce wages of white workers and many striking workers were not re-employed. Unemployment and poverty prevailed. The 1924 election was proof. Before this election, JBM Hertzog entered into an election pact with Cresswell, leader of the Labour Party. Their aim was to defeat the SAP at the polls. This pact won the 1924 elections and JBM Hertzog became prime minister, and Jan Smuts leader of the opposition.

This Pact government passed the Industrial Conciliation Act which recognised the right of trade unions to exist, but did not force bosses to acknowledge and negotiate with trade unions. Trade unions were also organised along racial lines. Black workers were not allowed to join trade unions representing the interests of classified white workers. Classified black workers had to belong to separate unions. The working class remained divided.

Try this exercise!

Study the election results for the South African minority-elected government and answer the question that follow

| Political Party | 1910 | 1915 | 1920 | 1921 | 1924 |
|-----------------|------|------|------|------|------|
| National | - | 27 | 44 | 45 | 63 |
| South African | 67 | 54 | 41 | 79 | 53 |
| Unionist | 39 | 39 | 25 | ? | |
| Labour | 4 | 4 | 21 | 9 | 18 |
| Independents | 11 | 6 | 3 | 1 | 1 |

1. Give a reason for the increase in the number of seats held by the SAP in 1921. (1)
2. Why did the SAP remain in power after 1920, in spite of the fact that it had fewer seats than the National Party? (1)
3. Why was the Unionist Party absent in the elections of 1921 and 1924? (1)
4. Why did the SAP lose seats in the 1924 election? (1)
5. How many seats did the government have after the 1924 election? (1)

Answers

1. Fusion with the Unionist Party.
2. The Unionist Party gave the SAP its support.
3. They had fused with the SAP and no longer existed as a party.
4. The 1922 miners' strike - classified white workers and the voters did not want to support the SAP under Smuts because it had sided with the mine-owners and taken military action against striking workers.
5. 81

1922 is remembered as the year in which classified white workers organised themselves into trade unions and challenged their capitalist bosses and, ultimately, the state. The South African working class was divided in 1922. This division was rooted in the colonial history of the country. The classified white workers had the franchise (right to vote) and fought to maintain superiority in the workplace and privileged positions on the basis of their racial classification. Only white workers were employed in 'skilled' job categories and received higher wages within the mining industry, in contrast to black workers who were forced to seek employment as 'unskilled' migrant labour.

By 1922, all workers in South Africa were beginning to realise the importance of unionisation and organisation in order to have one voice in their disputes with the bosses. But trade unions were organised on a racial basis and the South African working class was divided. In the previous articles on South African history on this page, we read about the emergence of the Industrial and Commercial Workers Union (ICU), which organised the oppressed working class. But many white workers refused to join a predominantly black trade union because they were keen to maintain their political privileges and use these to advance their economic positions.

The 1922 strike

In 1920, South Africa faced an economic depression and the gold price dropped. Mine-owners decided to retrench workers and jobs became scarce. Many white workers feared that black workers would replace them in the workplace because mine-owners paid lower wages to workers classified black. In 1920, black mineworkers went on strike on the Witwatersrand. Seventy thousand workers joined in this action which was violently stopped when the mine-owners asked the police force to intervene and stop it.

In 1921, the gold price continued to fall and this had a ripple effect on the South African gold mines. Gold is South Africa's main export and enables the country to pay for many of its essential imports. In order to survive without reducing profits, the Chamber of Mines decided

to reduce wages. Reaction was inevitable.

The mines had always employed white workers in higher paid job categories and so decided to employ more black workers in place of white workers. This would result in a saving in wage costs.

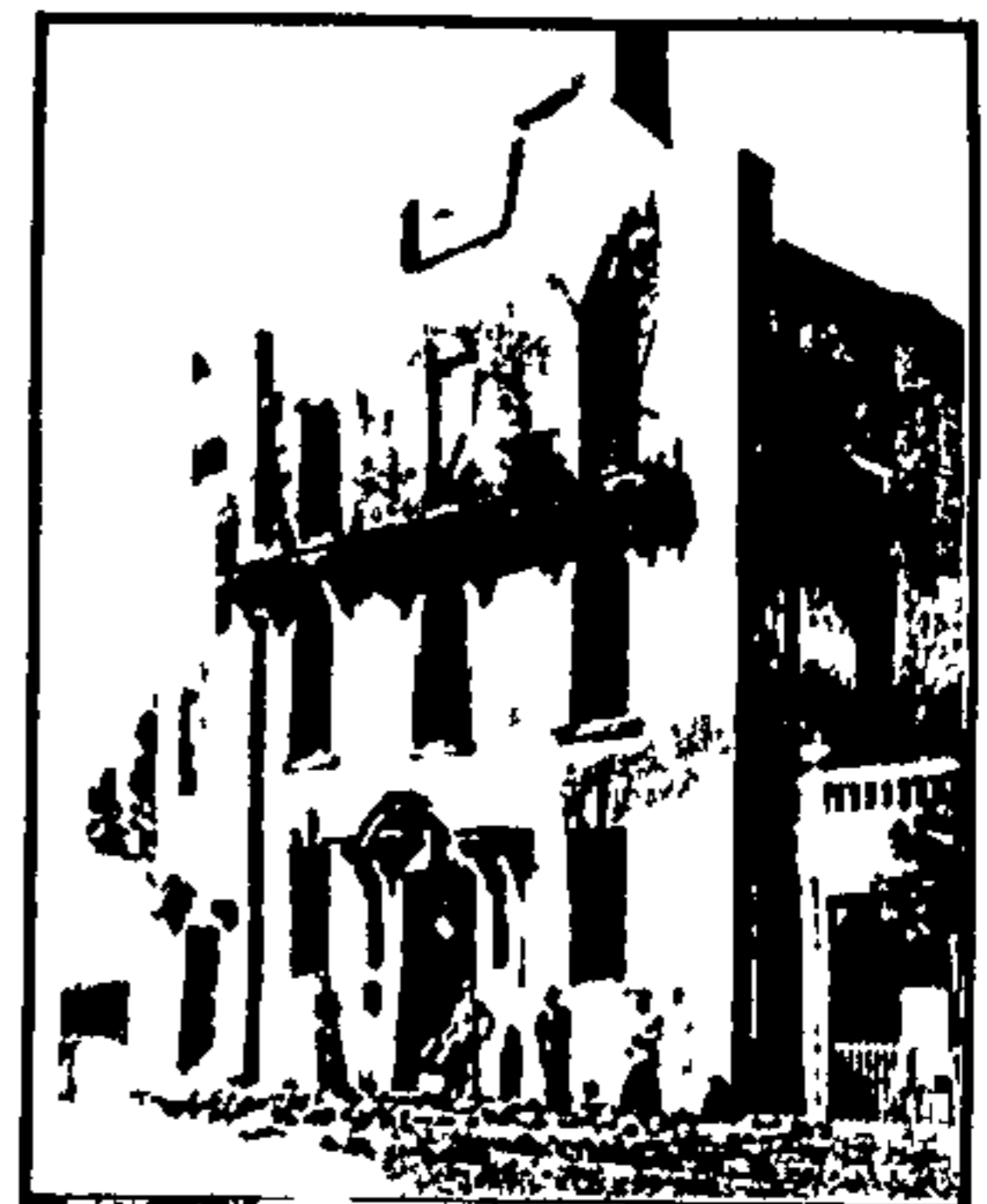
On 31 December 1921, the capitalist owners of the goldmines announced a reduction in wages and on 1 January 1922, white coalminers went out on strike. On 9 January 1922, 22 000 miners had joined the strike. Within weeks, a general strike was called and the trade union (the South African Industrial Federation - SAIF) demanded a return to the status quo agreement, which would mean that white workers would continue to receive job protection. The Chamber of Mines refused. The mine-owners planned to retrench 2 000 white miners.

The ruling South African Party, under the leadership of Jan Smuts, supported the mine-owners, whereas the National and Labour Parties supported the striking workers. White mineworkers encouraged all white workers in industry to support their demands. Their rallying cry, "Workers of the world unite and fight for a white South Africa", gained support.

The mine-owners refused to negotiate and employed scab workers on the mines (a 'scab' is a person who replaces a worker on strike.) Unemployed strikers physically attacked scab labour and went as far as destroying their homes and property.

Prime Minister Jan Smuts declared martial law on 10 March 1922. This day was named 'Black Friday'. Striking workers continued to attack police stations and railways and many scabs were beaten. The airforce dropped bombs on the towns of Benoni and Germiston and for four days there was continuous fighting. Resistance continued and altogether 153 people were killed and over 500 wounded.

On 17 March 1922, the strike officially ended. Bitterness between bosses and workers remained. An enquiry was held into police and defence force action. Over 4 750 people involved in the strike action were arrested and brought to trial. Eighteen received the death sentence and four were eventually hanged. The government of Jan Smuts lost support and votes amongst the white working class.



The Fordsburg police station burnt out by strikes, 1922.

(A) Avia Air Charter (Pty) Ltd, P O. Box 13460, Sinoville, 0129. (B) Avia Air Charter (Pty) Ltd. (C) Non-scheduled Air Transport Service Licence N26. Under "Aircraft to be used" and "Tariff of charges" add:

| "Aircraft" | Tariff (c/km) |
|----------------------------|---------------|
| Douglas DC-6B ZS-MTE. | 1 200-2 000 |
| Cessna 402B ZS-MGY | 160-250" |

(A) National Airways Corp. (Pty) Ltd, P.O. Box 18016, Rand Airport, 1419. (B) National Airways Corporation. (C) Aerial Work Air Service Licence W404. Under "Categories of work" add: "Game counting, catching and culling".

(A) Tropair Charter (Pty) Ltd, P.O. Box 14471, Sinoville, 0129. (B) Tropair Charter (Pty) Ltd. (C) Non-scheduled Air Transport Service Licence N935. Under "Aircraft to be used" and "Tariff of charges" delete existing and add:

| "Aircraft" | Tariff (R/km) |
|---------------------------|---------------|
| Cessna 310R ZS-KEE. | 1,35-2,00 |
| Cessna 402B ZS-MGY | 1,60-2,50 |
| Cessna 414 ZS-MDT .. | 1,60-2,50" |

19 April 1991)

(A) Avia Air Charter (Edms.) Bpk., Posbus 13460, Sinoville, 0129 (B) Avia Air Charter (Edms.) Bpk. (C) Nie-vasgestelde-lugvervoerdienslisensie N26. Onder "Lugvaartuie wat gebruik gaan word" en "Tarefskaal" voeg by:

| "Lugvaartuig" | Tarief (c/km) |
|-----------------------------|---------------|
| Douglas DC-6B ZS-MTE | 1 200-2 000 |
| Cessna 402B ZS-MGY | 160-250" |

(A) National Airways Corp. (Edms.) Bpk., Posbus 18016, Randlughawe, 1419 (B) National Airways Corporation. (C) Handelslugdienslisensie W404 Onder "Kategorieë van werk" voeg by: "Wildtelling, -vang en -uitdunning".

(A) Tropair Charter (Edms.) Bpk., Posbus 14471, Sinoville, 0129. (B) Tropair Charter (Edms.) Bpk. (C) Nie-vasgestelde-lugvervoerdienslisensie N935. Onder "Lugvaartuie wat gebruik gaan word" en "tarefskaal" skrap huidige en voeg by:

| "Lugvaartuig" | Tarief (R/km) |
|---------------------------|---------------|
| Cessna 310R ZS-KEE. | 1,35-2,00 |
| Cessna 402B ZS-MGY. | 1,60-2,50 |
| Cessna 414 ZS-MDT. | 1,60-2,50" |

(19 April 1991)

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NOTICE 352 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the National Union of Hotel, Restaurant, Commercial and Allied Workers. 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, 123A 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: National Union of Hotel, Restaurant, Commercial and Allied Workers

Date on which application was lodged: 14 March 1991.

Interests and area in respect of which application is made. All persons employed in the undermentioned trades, industries and undertakings in the Magisterial Districts of Brits, Groblersdal, Johannesburg, Pietersburg, Potgietersrus, Pretoria, Warmbaths and Witbank.

- (i) Tearoom, Restaurant and Catering Trade;
- (ii) Hotel and Liquor Trade;
- (iii) Commercial Distributive Trade;
- (iv) Clothing and Knitting Industry;
- (v) Bread and Confectionery Industry;

KENNISGEWING 352 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die National Union of Hotel, Restaurant, Commercial and Allied Workers. 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 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: National Union of Hotel, Restaurant, Commercial and Allied Workers

Datum waarop aansoek ingedien is: 14 Maart 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in diens in ondervermelde bedrywe, nywerhede en ondernemings in die landdrosdistrikte Brits, Groblersdal, Johannesburg, Pietersburg, Potgietersrus, Pretoria, Warmbad en Witbank.

- (i) Teekamer-, Restourant- en Verversingsbedryf;
- (ii) Hotel- en Drankbedryf;
- (iii) Kommersiele Distribusiebedryf;
- (iv) Klerasie- en Breinywerheid;
- (v) Brood- en Banketnywerheid;

- (vi) Health and Medical Services Undertaking, and
 (vii) Cleaning Services Undertaking. (134)

For the purposes hereof the above-mentioned trades, industries and undertakings are defined as follows:

(i) **"Tearoom, Restaurant and Catering Trade"** means the trade in which employers and their employees are associated wholly or mainly for the purpose of preparing, serving or providing meals or refreshments (whether liquid or otherwise) or both such meals and refreshments in or from any establishment or part thereof, whether permanent, temporary, indoors or in the open air, and includes such activities when carried on in or from one or more classes of premises or parts thereof—

(a) used as public restaurants, fish-and-chips shops, cafes, tearooms, roadhouses and take-away food outlets, except where the preparation and/or supply of ready-to-consume food and/or refreshments take(s) place on or from the premises of an accommodation establishment;

(b) where meals or non-alcoholic drinks are served for consumption on the premises or are provided for consumption away from the premises;

(c) where aerated or mineral waters are supplied in glasses or other containers for consumption on the premises; and

(d) wherein or wherefrom the activities referred to herein are carried on in respect of or in connection with any theatre, bioscope, biotearoom, drive-in cinema or other entertainment or any function;

and further includes the supply of liquor in any such establishments or on any such premises in terms of a liquor licence held or deemed to be held by such employers or issued under the Liquor Act, 1989, but does not include hotelkeepers, boarding-housekeepers or lodging-housekeepers, and further includes all operations incidental to or consequent on any of the aforesaid activities.

(ii) **"Hotel and Liquor Trade"** means the trade in which employers and their employees are associated for the purpose of providing accommodation and one or more meals per day for reward on premises where the sale of liquor is carried on and in connection with which one or more than one liquor licence is held or deemed to be held by such employers or has been issued in terms of the Liquor Act, 1989: Provided that, for the purposes of this definition, the expression; "accommodation", shall mean bedroom accommodation and the services ordinarily associated therewith.

(iii) **"Commercial Distributive Trade"** means the trade in which employers and their employees are associated for the purpose of conducting the business of a shop as defined hereunder and includes all operations incidental thereto carried on by such employers and their employees.

- (vi) Gesondheids- en Mediesediensteonderneming; en

- (vii) Skoonmaakdiensonderneming.

Vir die doeleindes hiervan word bovermelde bedrywe, nywerhede en ondernemings soos volg omskryf:

(i) **"Teekamer-, Restourant- en Verversingsbedryf"** beteken die bedryf waarn werkgewers en hul werknemers met mekaar geassosieer is uitsluitlik of hoofsaaklik met die doel om etes of verversings (hetsy vloeibaar of andersins) of sowel sodanige etes as sodanige verversings te berei, te bedien of te verskaf in of vanuit enige bedryfsinrigting of gedeelte daarvan, hetsy permanent, tydelik, binnenshuis of in die ope lug, en dit omvat sodanige werksaamhede wanneer verrig in of vanuit een of meer klasse persele of gedeeltes daarvan—

(a) wat gebruik word as openbare restourante, vis-en-skyfiewinkels, kafees, teekamers, padkafees en verkooppunte vir wegneemkos, behalwe waar die voorbereiding en/of verskaffing van eetklaar voedsel en/of verversings plaasvind op of vanuit die perseel van 'n akkommodasiebedryfsinrigting;

(b) waar etes of nie-alkoholiese drankie bedien word vir verbruik op die perseel of verskaf word vir verbruik weg van die perseel;

(c) waar spruit- of mineraalwater in glase of ander houers verskaf word vir verbruik op die perseel; en

(d) waarin of waarvandaan die werksaamhede hierin bedoel, verrig word ten opsigte van of in verband met enige teater, bioskoop, kafeebioskoop, inryteater of ander vermaaklikheid of enige onthaal;

en dit omvat voorts die verskaffing van drank in enige sodanige bedryfsinrigtings of op enige sodanige persele kragtens 'n dranklisensie gehou of geag gehou te word deur sodanige werkgewers of uitgereik kragtens die Drankwet, 1989, maar dit omvat nie hotelhouders, losieshuishouders of huurkamerhuishouders nie, en dit omvat voorts alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit.

(ii) **"Hotel- en Drankbedryf"** beteken die bedryf waarn werkgewers en hul werknemers met mekaar geassosieer is met die doel om huisvesting en een of meer etes per dag teen vergoeding te verskaf op persele waar die verkoop van drank bedryf word en in verband waarmee een of meer as een dranklisensie gehou word of geag word gehou te word deur sodanige werkgewers of uitgereik is kragtens die Drankwet, 1989: Met dien verstande dat vir die doeleindes van hierdie omskrywing die uitdrukking "huisvesting" slaapkamer-akkommodasie en die dienste wat gewoonlik daarmee geassosieer word, beteken.

(iii) **"Kommersiële Distribusiebedryf"** beteken die bedryf waarn werkgewers en hul werknemers met mekaar geassosieer is met die doel om 'n winkel, soos hieronder omskryf, te dryf, en dit omvat alle daarmee gepaard gaande werksaamhede wat deur sodanige werkgewers en hul werknemers verrig word.

"Shop" means any premises or any part of any premises—

(a) into or onto which persons are admitted or invited for the purpose of purchasing, otherwise than by public auction, the goods displayed or offered therein or thereon or goods of the type so displayed or offered for sale;

(b) in or on which the goods referred to in paragraph (a) are stocked, stored, unpacked or packed, or from which such goods are delivered or dispatched to persons referred to in paragraph (a) who are purchasing such goods;

(c) in or on which goods are stocked or stored and from which wholesale or retail orders are executed for the supply of such goods,

(d) in or on which a manufacturer's representative carries on his activities as such, and in this regard "manufacturer's representative" means any person, other than an employee of a manufacturer, who, as an agent or otherwise, keeps for sale, goods or samples of goods manufactured by the manufacturer, or obtains or receives, in any manner whatsoever, orders for goods from persons for the purchase by them of such goods and executes such orders or transmits such orders to the manufacturer for acceptance or otherwise;

and "shop activity" has a corresponding meaning.

(iv) "**Clothing and Knitting Industry**" means the industry in which employers and their employees are associated for the purpose of—

(a) making, irrespective of the process or method used in such making, any one or more of the following classes of clothing and includes the knitting of any such articles of clothing

- (i) Outer garments, underwear or nightwear,
- (ii) ties;
- (iii) men's or boy's tweed or linen hats or caps,

(iv) garments made to the order of any Government department, any provincial administration, any local authority or Transnet;

(v) stockings or socks;

(b) knitting clothing fabric where it is carried on in conjunction with the manufacture of any one or more of the articles listed in (a);

but does not include—

(i) the making of garments to the measurement of individual persons;

(ii) the making of clothing from furs or pelts;

(iii) the making of women's or girls' hats

"Winkel" beteken enige perseel of enige gedeelte van 'n perseel—

(a) waarin of waarop persone toegelaat of waarheen persone uitgenooi word met die doel om, uitgesonderd by openbare veiling, die goedere wat daarin of daarop vir verkoop uitgestal of aangebied word, of goedere van die soort wat aldus uitgestal of aangebied word, te koop;

(b) waarin of waarop goedere in paragraaf (a) bedoel, in voorraad gehou, geberg, uitgepak of verpak word, of van waar sodanige goedere afgelewer of versend word aan persone in paragraaf (a) bedoel wat sodanige goedere aankoop;

(c) waarin of waarop goedere in voorraad gehou of geberg word en van waar groothandels- of kleinhandelsbestellings uitgevoer word vir die lewering van sodanige goedere;

(d) waann of waarop 'n vervaardigersverteenvoerder sy werksaamhede as sodanig verrig, en in hierdie verband beteken "vervaardigersverteenvoerder" 'n persoon, uitgesonderd 'n werknemer van 'n vervaardiger, wat, as 'n agent of andersins, goedere of monsters van goedere deur die vervaardiger vervaardig, te koop aanhou, of op enige manier, hoegenaamd bestellings vir goedere verkry of ontvang vanaf persone vir die aankoop deur hulle van sodanige goedere en sodanige bestellings uitvoer of sodanige bestellings aanstuur na die vervaardiger vir aanvaarding of andersins;

en "winkelwerksaamheid" het 'n ooreenstemmende betekenis.

(iv) "**Klerasie- en Breinywerheid**" beteken die nywerheid waann werkgewers en hul werknemers met mekaar geassosieer is met die doel om—

(a) ongeag die proses of metode wat by die maak daarvan gebruik word, enigeen of meer van die volgende klasse kledingstukke te maak, en dit omvat die brei van enige sodanige kledingstukke:

- (i) Boklere, onderklere of nagklere;
- (ii) dassie;
- (iii) mans- of seunshoede of -pette van tweed of linne;

(iv) kledingstukke gemaak op bestelling van enige Staatsdepartement, enige provinsiale administrasie, enige plaaslike owerheid of Transnet;

(v) kouse of sokkies;

(b) kledingmateriaal te brei waar dit verrig word tesame met die vervaardiging van enigeen of meer van die artikels wat in (a) gelys word;

maar dit omvat nie die volgende nie:

(i) Die maak van kledingstukke volgens die maat van individuele persone;

(ii) die maak van kledingstukke van pelse of kortwolvelle;

(iii) die maak van vroue- of meisieshoede.

(v) **"Bread and Confectionery Industry"** means the industry in which employers and their employees are associated for the purpose of making bread and/or confectionery for sale, and includes the distribution by such employers of the bread and/or confectionery, and further includes all operations incidental to or consequent on any of the aforesaid activities, and for the purposes of this paragraph—

(a) "bread", without limiting its ordinary meaning, also means buns, rolls and fancy bread; and

(b) "confectionery", without limiting its ordinary meaning, also means kitkes, cakes, fancy pastries, dry rusks, pastries, pies, sausage rolls, scones and currant bread, but does not include wafers, ice-cream wafers or cones, dog or puppy biscuits, pretzel sticks or matzos.

(vi) **"Health and Medical Services Undertaking"** means the undertaking in which employers and their employees are associated for the purpose of rendering health and medical services in hospitals and clinics that are not administered by any Government department or any provincial administration.

(vii) **"Cleaning Services Undertaking"** means the undertaking in which employers and their employees are associated for the purpose of cleaning and maintaining industrial and commercial premises and buildings, and includes workers engaged in operations incidental to and consequent on the above-mentioned operations.

Postal address of applicant: P.O. Box 97004, Presas, 0114.

Office address of applicant: First Floor, Dairy-mall Building, 146 Jacob Maré Street, Pretoria.

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.

D. W. JAMES,
Industrial Registrar.
(19 April 1991)

(v) **"Brood- en Banketnywerheid"** beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om brood en of banket vir verkoop te maak, en dit omvat die verspreiding deur sodanige werkgewers van die brood en/of banket, en dit omvat voorts alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit, en vir die doeleindes van hierdie paragraaf beteken—

(a) "brood", sonder om die gewone betekenis daarvan te beperk, ook bolletjies, broodrolletjies en sierbrood; en

(b) "banket", sonder om die gewone betekenis daarvan te beperk, ook kitkes, koeke, sierfyngebak, droe beskuit, fyngebakkes, pasteie, worsrolletjies, botterbroodjies en korntebrood, maar dit omvat nie wafeltjies, roomyswafeltjies, of -horinkies, honde- of klein hondjiebeskuitjies, pretzelstokkies of matzos nie.

(vi) **"Gesondheids- en Mediesedienste onderneming"** beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om gesondheids- en mediese dienste te lewer in hospitale en klinieke wat nie deur 'n Staatsdepartement of 'n provinsiale administrasie geadministreer word nie.

(vii) **"Skoonmaakdiensonderneming"** beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om nywerheids- en handelspersele en -geboue skoon te maak en in stand te hou, en dit omvat werkers wat werksaamhede verrig wat met bovermelde bedrywighede gepaard gaan en daaruit voortspruit

Posadres van applikant: Posbus 97004, Presas, 0114

Kantooradres van applikant: Eerste Verdieping, Dairy-mall-gebou, Jacob Maréstraat 146, Pretoria.

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.

D. W. JAMES,
Nywerheidsregistrateur
(19 April 1991)

NOTICE 343 OF 1991**DEPARTMENT OF MANPOWER****LABOUR RELATIONS ACT, 1956****APPLICATION FOR REGISTRATION OF A
TRADE UNION**

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as trade union has been received from the Queenstown Munisipale Werknemersunie (Nie-Politiek). 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, 123A 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: Queenstown Munisipale Werknemersunie (Nie-Politiek).

Date on which application was lodged: 21 March 1991.

Interests and area in respect of which application is made: Coloured persons employed in the Local Authority Undertaking as undertaken by the Municipality of Queenstown.

"Local Authority Undertaking" means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority.

"Local Authority" has the same meaning as that assigned to it by section 1 of the Labour Relations Act, 1956.

Postal address of applicant: 7 Church Street, Victoria Park, Queenstown, 5320.

Office address of applicant: 7 Church Street, Victoria Park, Queenstown, 5320.

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 the subsection (2) must be followed in connection with any objection lodged.

D. W. JAMES,
Industrial Registrar.

KENNISGEWING 343 VAN 1991**DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956****AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING**

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Queenstown Munisipale Werknemersunie (Nie-Politiek). 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 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: Queenstown Munisipale Werknemersunie (Nie-Politiek).

Datum waarop aansoek ingedien is: 21 Maart 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Kleurlingpersone in diens in die Plaaslike Owerheidsonderneming soos onderneem deur die Munisipaliteit van Queenstown.

"Plaaslike Owerheidsonderneming" beteken die onderneming waarn 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.

"Plaaslike owerheid" het dieselfde betekenis as wat by artikel 1 van die Wet op Arbeidsverhoudinge, 1956, daaraan toegewys is.

Posadres van applikant: Kerkstraat 7, Victoria Park, Queenstown, 5320.

Kantooradres van applikant: Kerkstraat 7, Victoria Park, Queenstown 5320

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.

D.W. JAMES,
Nywerheidsregistrator.

SCHEDULE**INDUSTRIAL COUNCIL FOR THE HAIRDRESSING TRADE (SOUTHERN AND WESTERN TRANSVAAL)****AMENDMENT OF SICK BENEFIT FUND AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

South African Hairdressers' and Cosmetologists' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part

 134 and the

South African Hairdressers Employees' Industrial Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part

being parties to the Industrial Council for the Hairdressing Trade (Southern and Western Transvaal)

to amend the Sick Benefit Fund Agreement published under Government Notice No R 2512 of 13 November 1987, as extended and amended by Government Notices Nos. R 2518 of 23 December 1988, R 803 of 21 April 1989 and R 1149 of 25 May 1990 (hereinafter referred to as "the SBF Agreement")

1. SCOPE OF APPLICATION OF AGREEMENT

1 1 Except as otherwise provided in this clause, the terms of this Agreement shall apply to and be observed in the Hairdressing Trade—

1.1.1 by all employers who are members of the employers' organisation and by all employees who are members of the trade union;

1.1.2 in the Magisterial Districts of Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Klerksdorp, Krugersdorp, Randburg, Randfontein, Roodepoort, Springs, and Vereeniging

1 2 Notwithstanding the provisions of clause 1 1 the terms of this Agreement shall apply—

1 2 1 only to employees for whom wages are prescribed in this Agreement and to the employers of such employees;

1 2 2 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 6.—MEMBERSHIP

Substitute the following for Clause 6 1 of the SBF Agreement

6.1 All employers, with the exception of a close corporation or company, shall be members of the Fund, whether working employers or not For the purposes of this clause and of clause 9 3 "employer" shall include any person who is a member of a close corporation and/or any person who is a director and/or shareholder of a company which is an employer in the trade.

3. CLAUSE 9.—CONTRIBUTIONS

1 Substitute the following for clause 9 2 of the SBF Agreement

9 2 Every employer who is a member of the employers' organisation which is a party to this Agreement, and who has not been excluded or exempted from membership of the Fund under the provisions of this Agreement shall, as from the date of coming into operation of this Agreement, pay each month, including any month during which such employer is on ordinary or sick leave, contributions to this Fund in accordance with both X and Y of Group G

BYLAE**NYWERHEIDSRAAD VIR DIE HAARKAPPERSBEDRYF (SUID- EN WES-TRANSVAAL)****SIEKTEBYSTANDSFONDS VIR DIE HAARKAPPERSBEDRYF OOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhouding 1956, gesluit deur en aangegaan tussen die

South Africa Hairdressers' and Cosmetologists' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant,

en die

South African Hairdressers Employees' Industrial Union

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Haarkappersbedryf (Suid- en Wes-Transvaal).

om die Siektebystandsfondsooreenkoms gepubliseer by Goewermentskennisgewing No. R 2512 van 13 November 1987, soos verleng en gewysig deur Goewermentskennisgewings Nos. R 2518 van 23 Desember 1988, R 803 van 21 April 1989 en R. 1149 van 25 Mei 1990 (hierna genoem "die SBF-ooreenkoms"), te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

1 1 Behoudens andersluidende bepalings in hierdie klousule, is hierdie Ooreenkoms van toepassing op en moet dit in die Haarkappersbedryf nagekom word

1.1.1 deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede is van die vakvereniging;

1.1 2 in die landdrostdistrikte Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Klerksdorp, Krugersdorp, Randburg, Randfontein, Roodepoort, Springs, en Vereeniging

1.2 Ondanks die bepalings van 1 1 sal hierdie Ooreenkoms nie van toepassing wees nie op—

1 2.1 slegs werknemers wie se lone voorgeskryf is in hierdie Ooreenkoms en op die werkgewers van sodanige werknemers,

1 2 2 op vakleerlinge insoverre dit nie onbestaanbaar is met die bepalings van die MOW of enige ooreenkoms aangegaan of enige bepaling wat daarvolgens vasgestel is nie;

2. KLOUSULE 6.—LIDMAATSKAP

Vervang klousule 6 1 van die SBF-ooreenkoms deur die volgende:

6 1 Alle werkgewers, met die uitsondering van 'n beslote korporasie of maatskappy, moet lede van die Fonds wees, hetsy hulle werkende werkgewers is of nie Vir die toepassing van hierdie klousule en van klousule 9 3 sluit "werkgewer" enige persoon in wat lid is van 'n beslote korporasie en/of enige persoon wat 'n direkteur is en/of aandeelhouer is in 'n maatskappy wat 'n werkgewer in die bedryf is

3. KLOUSULE 9.—BYDRAES

1 Vervang klousule 9 2 van die SBF-ooreenkoms deur die volgende

9.2 Elke werkgewer wat 'n lid is van die werkgewersorganisasie wat 'n party is by hierdie Ooreenkoms, en wat nie uitgesluit of vrygestel is van lidmaatskap van die Fonds ingevolge hierdie Ooreenkoms nie, moet vanaf die datum van inwerkingtreding van hierdie Ooreenkoms elke maand, met inbegrip van 'n maand waartydens sodanige werkgewer met gewone of siekteverlof is, bydraes tot hierdie Fonds maak ooreenkomstig X en Y van Groep G

2. Substitute the following Contributions for those set out in clause 9.3 of the SBF Agreement:

9.3 Contributions effective from date of publication.

2 Vervang die bydraes soos uiteengesit in klousule 9.3 van die SBF-ooreenkoms deur die volgende:

9.3 Bydraes van krag vanaf datum van publikasie.

| Group | Work category | Contributions | |
|-------|---|---------------|--------|
| | | X | Y |
| | | R | R |
| B | Apprentice, general assistant, trainee hairdresser, manicurist and/or beauty culturist in the first nine months of training if her salary is less than R705 per month | | |
| | Single member | 30,00 | 30,00 |
| | Member with 1 or 2 dependants | 40,50 | 40,50 |
| | Member with 3 or more dependants | 44,50 | 44,50 |
| C | Shampoost. | | |
| | Single member | 60,00 | 40,00 |
| | Member with 1 or 2 dependants | 81,00 | 54,00 |
| | Member with 3 or more dependants | 89,40 | 59,60 |
| D | Manicurist and/or beauty culturist after the first nine months of training, and/or if earning a salary of R705 or more per month in the first nine months of training | | |
| | Single member | 84,00 | 56,00 |
| | Member with 1 or 2 dependants | 113,40 | 75,60 |
| | Member with 3 or more dependants | 124,80 | 83,20 |
| E | Receptionist and/or telephonist earning less than R1 000 per month, and hairdresser in the first year after qualification if earning less than R1 000 per month | | |
| | Single member | 96,00 | 64,00 |
| | Member with 1 or 2 dependants | 129,60 | 86,40 |
| | Member with 3 or more dependants | 142,80 | 95,20 |
| F | Hairdresser, hairdresser in the first year after qualification if earning R1 000 or more per month, and receptionist and/or telephonist if earning R1 000 per month or more | | |
| | Single member | 156,00 | 104,00 |
| | Member with 1 or 2 dependants | 210,60 | 140,40 |
| | Member with 3 or more dependants | 231,60 | 154,40 |
| G | Employer, working or non-working, notwithstanding that such employer may be performing any work referred to in Groups B to F inclusive | | |
| | Single member | 150,00 | 150,00 |
| | Member with 1 or 2 dependants | 202,50 | 202,50 |
| | Member with 3 or more dependants | 223,00 | 223,00 |

Notes:

1. Scheme where (apart from Group B which is 50/50, and the provisions of Note 2 below) employees contribute 60% and employers contribute 40%.

X = Employees share, Y = Employers share

2. Employers pay both the X and Y contributions for themselves

3. Substitute the following for clause 9.7 of the SBF Agreement:

9.7 All amounts required to be forwarded to the Council shall be delivered or sent to 15 Edward Street, Roodepoort, 1724, or posted to P O. Box 1963, Roodepoort, 1725.

4. CLAUSE 10.—BENEFITS

Substitute the following for Clauses 10.1.1 to 10.1.3 of the SBF Agreement:

10.1.1 *Annual benefits and limits effective from date of publication of this Agreement* —The annual benefits, and the limits thereon, to which members of the Fund shall be entitled by virtue of their membership shall be those prescribed from time to time by the Rules of the Fund

Signed at Roodepoort, on behalf of the parties, this 23rd day of October 1990

J. DANIEL,
Chairman of the Council

B. D. MARTIN,
Vice-Chairman of the Council.

J. A. MARTIN,
Secretary of the Council.

 (134)

(b) The amount of R190,00 for an M category member, R234,00 for an M1 category member, R260,00 for an M2 category member, R294,00 for an M3 category member and R320,00 for an M4+ category member in respect of each month worked by each person who has been admitted as a member of ELMED in terms of clause 25 (1) (b) shall be paid by the Council to ELMED

(c) Every employer referred to in clause 25 (1) (c) shall pay monthly to ELMED the amount of R190,00 for an M category member, R234,00 for an M1 category member, R260,00 for an M2 category member, R294,00 for an M3 category member and R320,00 for an M4+ category member in respect of each person who has been admitted to membership of ELMED in terms of clause 25 (1) (c)

(d) Every person who has been admitted to ELMED in terms of clause 25 (1) (d) shall pay monthly the amount of R190,00 for an M category member, R234,00 for an M1 category member, R260,00 for an M2 category member, R294,00 for an M3 category member and R320,00 for an M4+ member to ELMED.

(e) The Council may reduce the amounts referred to in paragraph (d) above, but such reduced rate shall be applicable only during the lifetime of the member who has been admitted in terms of clause 25 (1) (d) "

Signed at Johannesburg, as authorised for and on behalf of the parties to the Council, this 8th day of August 1990

B. NICHOLSON,
Vice-Chairman.

L. M. BOWLES,
Member of the Council.

G. R. J. STRYDOM,
Assistant Secretary

No. R. 897

26 April 1991

LABOUR RELATIONS ACT, 1956

**HAIRDRESSING TRADE, SOUTH AND WESTERN
TRANSCAAL. — AMENDMENT TO SICK BENEFIT
FUND AGREEMENT** (134)

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the 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 31 December 1991, upon the employers' organisation and the trade union which entered into the said Agreement and upon the employers and employee who are members of the said organisation or union.

E. VAN DER M. LOUW,
Minister of Manpower

(ii) net een salarisverhoging aan sodanige beampte of werknemer toegeken word indien sy salaris reeds gelyk is aan die voorlaaste kerf van die skaal wat op hom van toepassing is.

(7) Indien 'n salarisverhoging nie ingevolge subregulasie (4) (b), (5) (b) of (6) aan 'n beampte of werknemer toegeken word nie, is die bepalings van subregulasies (2), (3), (4), (5) en (6) *mutatis mutandis* van toepassing.

(8) Behoudens die bepalings van hierdie Regulasies word die salaris van 'n beampte of werknemer aan wie 'n salarisverhoging ingevolge subregulasie (4) (b), (5) (b) of (6) toegeken is, by die verstryking van elke verdere salarisverhogingstydperk verhoog met een salarisverhoging binne die perke van die skaal wat op hom van toepassing is.

Amptelike diensure

53. (1) Behoudens die bepalings van regulasie 54, bepaal die prinsipaal van 'n kollege die amptelike diensure van beamptes en werknemers van die betrokke kollege en sien hy toe dat hulle dit nakom.

(2) Ondanks die bepalings van hierdie regulasie, kan die prinsipaal van 'n kollege van 'n beampte of werknemer van die betrokke kollege vereis om op enige dag van die week of enige tyd van die dag of nag amptelike diens te verrig of om by sy normale werkplek of elders aanwesig te wees vir sodanige diens.

(3) 'n Beampte of werknemer van 'n kollege is nie gedurende sy amptelike diensure en tydperke van oortyd diens sonder toestemming van die prinsipaal van die betrokke kollege, van sy kantoor of werkplek afwesig nie.

(4) Die prinsipaal van 'n kollege bepaal—

(a) die etenspouse, van minstens 'n halfuur, van 'n beampte of werknemer of enige kategorie beamptes of werknemers van daardie kollege: Met dien verstande dat 'n etenspouse wat binne die amptelike diensure val nie geag word amptelike diens tyd vir die voltooiing van 'n werkweek te wees nie; en

(b) die tye waartydens die publiek vir amptelike doeleindes toegang tot daardie kollege het.

(5) (a) Indien 'n beampte of werknemer gedurende die amptelike diensure van diens afwesig is as gevolg van verlof toegestaan ingevolge hierdie Regulasies of weens ander omstandighede wat vir die raad aanneemlik is, word hy, vir die doeleindes van die voltooiing van sy werkweek, geag amptelike diens te verrig het gedurende sodanige afwesigheid.

(b) Die amptelike diensure wat ten opsigte van 'n bepaalde dag vir 'n beampte of werknemer bepaal is en wat—

(i) op openbare vakansiedag val, in die geval van 'n beampte of werknemer wat gewoonlik nie op sodanige dag werk nie, of

(ii) op 'n ander dag val wat hy gewoonlik in plaas van sodanige openbare vakansiedag van diens vrygestel is, in die geval van 'n beampte of werknemer wat gewoonlik op 'n openbare vakansiedag werk, word geag amptelike diensure vir die doeleindes van die voltooiing van sy werkweek te wees

No. R. 896

26 April 1991

LABOUR RELATIONS ACT, 1956

ELECTRICAL CONTRACTING INDUSTRY, TRANSVAAL.—RE-ENACTMENT OF SICK BENEFIT, PENSION AND MEDICAL AID FUND AGREEMENT

I, Eli van der Merwe Louw, 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 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 31 December 1995, upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clause 1 (1) (a), 2 and 3, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1995, 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 said Agreement.

ELI VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE ELECTRICAL CONTRACTING INDUSTRY AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Electrical Contractor's Association (South Africa)

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

South African Electrical Workers' Association

and the

Metal and Electrical Workers' Union of South Africa

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the Industrial Council for the Electrical Contracting Industry,

to amend the Agreement published under Government Notice No. R. 1884 of 23 August 1985 (hereinafter referred to as the "Re-enacting Agreement"), as extended and amended by Government Notices Nos R 2844 of 17 December 1985, R 1974 of 19 September 1986, R 2270 of 9 October 1987, R 1353 of 8 July 1988, R 2316 of 18 November 1988 and R 886 of 20 April 1990

No. R. 896

26 April 1991

WET OP ARBEIDSVERHOUDINGE, 1956

ELEKTROTEGNIJSE AANNEMINGSNYWERHEID, TRANSVAAL.—HERBEKRAGTIGING VAN SIEKTE-BYSTANDS-, PENSIOEN- EN MEDIJSE BYSTANDSFONDSOORENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms 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 31 Desember 1995 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die genoemde Ooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), 2 en 3 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1995 eindig, bindend is vir alle ander werkgewers en werknemers as dié 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 genoemde Ooreenkoms gespesifiseer.

ELI VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIJSE AANNEMINGSNYWERHEID OORENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Electrical Contractors' Association (South Africa)

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

South African Electrical Workers' Association

en die

Metal and Electrical Workers' Union of South Africa

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Elektrotegniese Aannemingsnywerheid,

om die Ooreenkoms, gepubliseer by Goewermenskennisgewing R 1884 van 23 Augustus 1985 (hierna die "Herbe-kragtigingsooreenkoms" genoem), soos verleng en gewysig deur Goewermenskennisgewings R 2844 van 17 Desember 1985, R 1974 van 19 September 1986, R 2270 van 9 Oktober 1987, R 1353 van 8 Julie 1988, R 2316 van 18 November 1988 en R 886 van 20 April 1990, te wysig

1. AREA AND SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed by all employers and employees in the Electrical Contracting Industry—

(a) who are members of the employers' organisation and the trade unions respectively, and

(b) who are engaged or employed in the Industry in the Province of the Transvaal and the Magisterial Districts of Bloemfontein and Sasolburg

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to apprentices and trainees only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any conditions prescribed or any notice served in terms thereof.

(3) For the purposes of this Agreement, the weekly wage rate of apprentices prescribed under the Manpower Training Act, 1981, shall be taken to be the weekly wage of such employees, and the hourly rate shall be the weekly wage calculated as above, divided by the number of ordinary hours worked in the establishment concerned

2. CLAUSE 18.—PENSION FUND

Insert the following subclause (5):

"(5) Notwithstanding the provisions of subclause (4), where an employee, who has not been employed in the Industry before, is employed as an Elconop 1 or Labourer, he shall be covered only by the death benefit portion of the Pension Fund for the first 13 weeks of employment and, thereafter, he shall become a full member of the Pension Fund."

3. CLAUSE 20.—CONTRIBUTIONS

(1) Substitute the following for subclause (1).

"(1) The weekly contributions of all employees to the Electrical Contracting Industry Pension Fund shall be based on the prescribed wages payable to such employees in terms of the Main Agreement of the Council, as amended from time to time, plus 20 per cent thereof, and shall be calculated at the rate of 12,5 per cent of the said prescribed wage, plus 20 per cent thereof, taken to the next higher 10 cents

(2) Delete subclause (2)

(3) Renumber subclause (3) as subclause (2)

(4) Insert the following subclause (3):

"(3) Notwithstanding the provisions of any other clause in this Agreement or the Main Agreement of the Council, the contributions referred to in subclause (1) shall be based on a working week of 42½ hours."

4. CLAUSE 30.—CONTRIBUTIONS

Substitute the following for subclause (1):

"(1) (a) An employer shall pay the following amounts to Elmed in respect of the undermentioned employees in their respective categories of membership per week:

| [Column (1)] Category of membership | Total amount in rand per week | | | |
|--|---|------------------------|--|--|
| | Master electricians, electricians, artisans, Elconops 3, Elconops 2, drivers, final year apprentices, apprentices with dependants, and trainees who are | | Apprentices not included in Column (2) | Apprentices not included in Column (3) |
| | A-members [Column (2)] | B-members [Column (3)] | | |
| M | 44 | 38 | 22 | 19 |
| M1 | 54 | 48 | — | — |
| M2 | 60 | 55 | — | — |
| M3 | 68 | 63 | — | — |
| M4+ | 74 | 69 | — | — |

1. GEBIED EN TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet nagekom word deur alle werkgewers en werknemers in die Elektrotegniese Aannemingsnywerheid—

(a) wat lede is van onderskeidelik die werkgewersorganisasie en die vakverenigings; en

(b) wat betrokke is by of werksaam in die Nywerheid in die provinsie Transvaal en in die landdrostdistrikte Bloemfontein en Sasolburg.

(2) Ondanks subklousule (1) is die Ooreenkoms van toepassing op vakleerlinge en kwekelinge slegs vir sover dit nie strydig is met die Wet op Mannekragopleiding, 1981, of met voorwaardes of kennisgewings wat daarkragtens voorgeskryf of bestel is nie.

(3) Vir die toepassing van hierdie Ooreenkoms word die weeklikse loonskaal van vakleerlinge wat kragtens die Wet op Mannekragopleiding, 1981, voorgeskryf is as die weekloon van sodanige werknemers geag en is die uurloon die weekloon soos hierbo bereken, gedeel deur die getal gewone ure wat daar in die betrokke bedryfsinrigting gewerk word

2. KLOUSULE 18.—PENSIOENFONDS

Voeg die volgende subklousule (5) in:

"(5) Ondanks subklousule (4), waar 'n werknemer wat nie voorheen in die Nywerheid in diens was nie, as 'n Elkonop 1 of arbeider in diens geneem word, word hy vir die eerste 13 weke diens slegs deur die sterftebystand-gedeelte van die Pensioenfonds gedek en daarna word hy 'n volle lid van die Pensioenfonds."

3. KLOUSULE 20.—BYDRAES

(1) Vervang subklousule (1) deur die volgende:

"(1) Die weeklikse bydraes van alle werknemers tot die Pensioenfonds van die Elektrotegniese Aannemingsnywerheid moet gebaseer word op die voorgeskrewe loon betaalbaar aan sodanige werknemers ingevolge die Hofooreenkoms van die Raad, soos van tyd tot tyd gewysig, plus 20 persent daarvan, en moet bereken word teen 12,5 persent van die gemelde voorgeskrewe loon, plus 20 persent daarvan, bereken tot die volgende hoogste 10 sent "

(2) Skrap subklousule (2)

(3) Herommer subklousule (3) om te lui subklousule (2).

(4) Voeg die volgende subklousule (3) in:

"(3) Ondanks die voorskrifte van enige ander klousule in hierdie Ooreenkoms of die Hofooreenkoms van die Raad, moet die bydraes in subklousule (1) bedoel, gebaseer word op 'n werkweek van 42½ uur."

4. KLOUSULE 30.—BYDRAES

Vervang subklousule (1) deur die volgende:

"(1) (a) 'n Werkgewer moet die volgende bedrae weekliks aan Elmed betaal ten opsigte van ondergenoemde werknemers in hul onderskeie lidmaatskapskategorieë:

| [Kolom (1)] Lidmaatskap kategorie | Totale bedrag in rand per week | | | |
|--------------------------------------|--|-----------------------|--|--|
| | Meester/elektroisiens, elektriëns, ambagsmanne, Elkonops 3, Elkonops 2, drywers, finalejaar-vakleerlinge, vakleerlinge met afhanklikes en kwekelinge wat | | Vakleerlinge wat nie in Kolom (2) ingesluit is nie | Vakleerlinge wat nie in Kolom (3) ingesluit is nie |
| | A-lede is [Kolom (2)] | B-lede is [Kolom (3)] | | |
| M | 44 | 38 | 22 | 19 |
| M1 | 54 | 48 | — | — |
| M2 | 60 | 55 | — | — |
| M3 | 68 | 63 | — | — |
| M4+ | 74 | 69 | — | — |

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(b) The amount of R190,00 for an M category member, R234,00 for an M1 category member, R260,00 for an M2 category member, R294,00 for an M3 category member and R320,00 for an M4+ category member in respect of each month worked by each person who has been admitted as a member of ELMED in terms of clause 25 (1) (b) shall be paid by the Council to ELMED

(c) Every employer referred to in clause 25 (1) (c) shall pay monthly to ELMED the amount of R190,00 for an M category member, R234,00 for an M1 category member, R260,00 for an M2 category member R294,00 for an M3 category member and R320,00 for an M4+ category member in respect of each person who has been admitted to membership of ELMED in terms of clause 25 (1) (c)

(d) Every person who has been admitted to ELMED in terms of clause 25 (1) (d) shall pay monthly the amount of R190,00 for an M category member, R234,00 for an M1 category member, R260,00 for an M2 category member, R294,00 for an M3 category member and R320,00 for an M4+ member to ELMED.

(e) The Council may reduce the amounts referred to in paragraph (d) above, but such reduced rate shall be applicable only during the lifetime of the member who has been admitted in terms of clause 25 (1) (d)."

Signed at Johannesburg, as authorised for and on behalf of the parties to the Council, this 8th day of August 1990

B. NICHOLSON,
Vice-Chairman

L. M. BOWLES,
Member of the Council.

G. R. J. STRYDOM,
Assistant Secretary.

No. R. 897

26 April 1991

LABOUR RELATIONS ACT, 1956

HAIRDRESSING TRADE, SOUTH AND WESTERN TRANSVAAL. — AMENDMENT TO SICK BENEFIT FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the 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 31 December 1991, upon the employers' organisation and the trade union which entered into the said Agreement and upon the employers and employee who are members of the said organisation or union

E. VAN DER M. LOUW,
Minister of Manpower.

(ii) net een salarisverhoging aan sodanige beampte of werknemer toegeken word indien sy salaris reeds gelyk is aan die voorlaaste kerf van die skaal wat op hom van toepassing is.

(7) Indien 'n salarisverhoging nie ingevolge subregulasie (4) (b), (5) (b) of (6) aan 'n beampte of werknemer toegeken word nie, is die bepalings van subregulasies (2), (3), (4), (5) en (6) *mutatis mutandis* van toepassing.

(8) Behoudens die bepalings van hierdie Regulasies word die salaris van 'n beampte of werknemer aan wie 'n salarisverhoging ingevolge subregulasie (4) (b), (5) (b) of (6) toegeken is, by die verstryking van elke verdere salarisverhogingstydperk verhoog met een salarisverhoging binne die perke van die skaal wat op hom van toepassing is.

Amptelike diensure

53. (1) Behoudens die bepalings van regulasie 54, bepaal die prinsipaal van 'n kollege die amptelike diensure van beamptes en werknemers van die betrokke kollege en sien hy toe dat hulle dit nakom

(2) Ondanks die bepalings van hierdie regulasie, kan die prinsipaal van 'n kollege van 'n beampte of werknemer van die betrokke kollege vereis om op enige dag van die week of enige tyd van die dag of nag amptelike diens te verrig of om by sy normale werkplek of elders aanwesig te wees vir sodanige diens.

(3) 'n Beampte of werknemer van 'n kollege is nie gedurende sy amptelike diensure en tydperke van oortyd diens sonder toestemming van die prinsipaal van die betrokke kollege, van sy kantoor of werkplek afwesig nie.

(4) Die prinsipaal van 'n kollege bepaal—

(a) die etenspouse, van minstens 'n halfuur, van 'n beampte of werknemer of enige kategorie beamptes of werknemers van daardie kollege: Met dien verstande dat 'n etenspouse wat binne die amptelike diensure val nie geag word amptelike diensyd vir die voltooiing van 'n werkweek te wees nie; en

(b) die tye waartydens die publiek vir amptelike doeleindes toegang tot daardie kollege het

(5) (a) Indien 'n beampte of werknemer gedurende die amptelike diensure van diens afwesig is as gevolg van verlof toegestaan ingevolge hierdie Regulasies of weens ander omstandighede wat vir die raad aanneemlik is, word hy, vir die doeleindes van die voltooiing van sy werkweek, geag amptelike diens te verrig het gedurende sodanige afwesigheid.

(b) Die amptelike diensure wat ten opsigte van 'n bepaalde dag vir 'n beampte of werknemer bepaal is en wat—

(i) op openbare vakansiedag val, in die geval van 'n beampte of werknemer wat gewoonlik nie op sodanige dag werk nie; of

(ii) op 'n ander dag val wat hy gewoonlik in plaas van sodanige openbare vakansiedag van diens vrygestel is, in die geval van 'n beampte of werknemer wat gewoonlik op 'n openbare vakansiedag werk, word geag amptelike diensure vir die doeleindes van die voltooiing van sy werkweek te wees.

Key role seen for labour in new SA

By SHARON SOROUR
Labour Reporter

(134)

ARG 3/5/91

CONSTITUTIONAL development in South Africa will have a vast impact on labour relations, says Minister of Manpower Mr Eli Louw.

Speaking at the annual meeting of the Cape Local Government Employers' Organisation in Parow yesterday, Mr Louw said employers and organised labour had an important role to play in shaping a new South Africa.

"In this role they must join hands in a conciliatory approach in moulding attitudes in the battle for the hearts and minds of people," he said

Employers were facing the challenge of balancing the interests of workers, the economy as a whole, the employer and the community.

Mr Louw warned that while employers and employees shared the common goal of improving their living standards, this could "hardly be done by conflict"

"In the balancing of these interests employers should not act defensively, as though the economic and commercial environment will remain immutable

"They must rather act proactively to bring about mutual beneficial changes in a constructive way," he said

Local authorities would be given more power and authority in a new constitution and had a great contribution to deliver to promote an ordered society.

WATCHED PASSIVELY

Pointing out recent labour tendencies, Mr Louw said:

● Statistics showed that unions used the prescribed dispute mechanisms to their advantage while employers had watched passively and had not grabbed at the same opportunities.

● In the light of economic realities, unions would have to modify their demands before rushing into a strike.

s, Monday, May 20 1991 5

or 20/5/91
**White union to
open to all races**

Municipal Reporter

THE 46 000-strong white municipal employees' union, SAAME, decided at a special national conference in Bloemfontein on Saturday to open its ranks to people of all races for the first time

SAAME president Mr Hans Deetlefs said the resolution had been taken "only now" because no purpose would have been served by making the amendment earlier

"The association limits membership to certain jobs," he said

NOTICE 473 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, David William James, 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 Black Allied Workers Union (South Africa). 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, 123A 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: Black Allied Workers Union (South Africa).

Date on which application was lodged: 14 January 1991.

Interests and area in respect of which application is made: All persons employed in the—

- I. Building Industry in the Magisterial Districts of Durban, Pinetown and Pietermaritzburg; and
- II. Catering Trade in the Magisterial Districts of Durban, Pinetown and Pietermaritzburg.

For the purposes hereof the above-mentioned industry and trade are defined as follows:

I. **"Building Industry"**, without in any way limiting the ordinary meaning of the expression, means the industry in which employers and their employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings or structures (which are in the nature of buildings) and/or making articles for use in the erection, completion or alteration of buildings or structures, where the work is performed and the material is prepared on the sites of the buildings or structures, including excavations and the preparation of sites for buildings as well as the demolition of buildings, and includes all work executed or carried out by persons therein who are engaged in the following activities or subdivisions thereof.

Asphalting, which includes covering floors, flat and/or sloping roofs, waterproofing or damp-proofing basements or foundations, whether or not with prepared rolls of roofing or asphalt sheeting having glazed or unglazed surfaces, whether or not using tarmacadam, neuchatel, limmer or any other type of solid or semi-solid asphalt, mastic or emulsified asphalts or bitumens, applied either hot or cold to such roofs of floors or basements or foundations;

KENNISGEWING 473 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, 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 Black Allied Workers Union (South Africa). 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 123A, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: Black Allied Workers Union (South Africa)

Datum waarop aansoek ingedien is: 14 Januarie 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in diens in die—

- I. Bounywerheid in die landdrostdistrikte Durban, Pinetown en Pietermaritzburg; en
- II. Verversingsbedryf in die landdrostdistrikte Durban, Pinetown en Pietermaritzburg.

Vir die doeleindes hiervan word bogenoemde nywerheid en bedryf soos volg omskryf:

I. **"Bounywerheid"** beteken, sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk, die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om geboue of bouwerke (wat op die geaardheid van geboue is) op te rig, te voltooi, op te knap, te herstel, te onderhou of te verbou en/of artikels te maak vir gebruik by die oprigting, voltooiing of verbouing van geboue of bouwerke, waar die werk verrig en die materiaal voorberei word op die terreine van die geboue of bouwerke, met inbegrip van uitgrawings en die voorbereiding van terreine vir geboue sowel as die sloping van geboue, en dit omvat alle werk wat daarin uitgevoer of verrig word deur persone wat by ondergenoemde bedrywig-hede of onder-afdelings daarvan betrokke is:

Asfaltering, wat die volgende insluit: Die bedekking van vloere of plat- en/of skuinsdakke, die waterdigting of vogdigting van kelders of fondamente, hetsy met of sonder bereide rolle dakbedekking of asfaltvel met geglasuurde of ongeglasuurde oppervlakke, afgesien daarvan of teermacadam, neuchatel, limmer of enige ander tipe soliede of halfsoliede asfalt, mastik of emulsi-asfalt of -bitumen gebruik word of nie, wat óf warm óf koud aan sodanige dakke of vloere of kelders of fondamente aangebring word;

134 *bricklaying*, which includes concreting and the fixing of concrete blocks, slabs or plates and glass bricks, the tiling of walls and floors, pointing, paving, mosaic work, facing work in slate, in marble and in composition, drainlaying, slating and roof tiling, bituminous work, asphaltting and sheeting;

French polishing, which includes polishing with a brush or pad and spraying with any composition;

glazing, which includes the cutting and/or fixing of all kinds of glass or other like products into the rebates formed in wooden or metal doors, windows, frames or like fixtures, and all activities incidental thereto;

joinery, which includes the fixing of all wooden fittings and the manufacture of all articles of joinery incidental to such fittings, whether or not the fixing in the building or structure is done by the person making or preparing the article used, including cupboards, kitchen dressers or other kitchen fixtures which accrue to the building as a permanent part thereof;

lead light-making, which includes the manufacture and/or fixing of lead and/or other metal lights and display signs (excluding electrical fittings incidental thereto) and the glazing relating thereto;

masonry, which includes stone cutting and building, also the cutting and building of ornamental and monumental stonework and the manufacture and erection of gravestones and cemetery memorials of all types, concreting and the fixing or building of precast and/or artificial stone or marble, paving, mosaic work, pointing, wall and floor tiling, operating stoneworking machinery other than stone-polishing machinery, and the sharpening of mason's tools, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

metalwork, which includes the fixing of steel ceilings, metal windows, metal doors, builders' smithwork, metal frames, metal stairs and architectural metalwork, together with the manufacture and/or fixing of drawn metalwork and sheet and extruded metal, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

painting, which includes the processes of decorating, enamelling, graining, marbling, staining, varnishing, gilding, lining, stencilling, paper-hanging, spraying, wax-polishing, distempering, lime and colour washing, and woodwork preservation, and which also includes paint removal, scraping, the washing and cleaning of painted or distempered walls and the washing and cleaning of woodwork when such removal, scraping, washing and cleaning are preparatory to any of the said processes;

messelwerk, wat die volgende insluit: Betonnering en die aanbring van betonblokke, -blaaie of -plate en glasstene, die beteëling van mure en vloere, voegvulling, plaveiwerk, mosaïekwerk, voorwerk met leie, met marmer en met komposisiemateriaal, noollêwerk, leiwerk en pandekking, bitumenwerk, asfaltering en beplating;

lakpolitoerwerk, wat die volgende insluit: Politoering met 'n kwas of kussinkie en besputting met 'n komposisiesstof;

beglasing, wat die volgende insluit: Die sny en/of aanbring van alle soorte glas of dergelike produkte in die sponnings wat gevorm is in hout- of metaaldeure, -vensters, -rame of dergelike vaste toebehore, en alle werksaamhede wat daarmee gepaard gaan;

skrynwerk, wat die volgende insluit: Die aanbring van alle houttoebehore en die vervaardiging van alle skrynwerkartikels wat met sodanige toebehore gepaard gaan, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie, met inbegrip van rak-kaste, kombuis-kaste of ander kombuisvastetoebehore wat by die gebou hoort as permanente deel daarvan;

ruit-in-lood-werk, wat die volgende insluit: Die vervaardiging en/of aanbring van ruite in lood en/of ander metaal en van reklameligte (uitgesonderd elektriese toebehore wat daarmee gepaard gaan) en die beglasing in verband daarmee;

klipmesselwerk, wat die volgende insluit: Klipkap- en klipbouwerk, ook die kap en bou van sier- en monumentklipwerk en die vervaardiging en oprigting van grafstene en begraaftplaasgedenktekens van alle soorte, betonnering en die aanbring of bou van voorafgegiëte en/of kunsklip of marmer, plaveiwerk, mosaïekwerk, prikking, muur- en vloerbeteëling, die bediening van klipwerkmasjinerie, uitgesonderd klippoleermasjinerie, en die skerpmak van klipmesselaarsgereedskap, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

metaalwerk, wat die volgende insluit: Die aanbring van staalplafonne, metaalvensters, metaaldeure, siermetaalwerk, metaalrame, metaaltrappe en boumetaalwerk, tesame met die vervaardiging en/of aanbring van getrokke metaalwerk, plaatmetaal en uitgedrukte metaal, hetsy, die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

verfwerk, wat die volgende prosesse insluit: Versiering, emaljering, vlamskildering, marmering, beitsing, vernissing, vergulding, belyning, sjablonering, muurplakking, spuitskildering, waspolering, distempering, afwitting, kleurekalking en houtverduursaming, en wat ook insluit die verwydering van verf, skraping, die was en skoonmaak van geverfde of gedistemperde mure en die was en skoonmaak van houtwerk wanneer sodanige verwydering, skraping, was en skoonmaak enige van genoemde prosesse voorafgaan;

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plastering, which includes modelling, model-making, mould-making, facing of casts to moulds, making and fixing plaster board ceilings and fibrous plaster or other compositions, granolithic, terrazzo and composition floor-laying, composition wall covering and polishing, operating a Mall and Biax or similar type of portable spinner, and flexible cutting and finishing machines, precast or artificial stonework, wall and floor tiling, paving and mosaic work, metal lathing, acoustic spraying and all processes incidental to the completion of ceilings and walls, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

plumbing, which includes lead burning, gas fitting, sanitary and domestic engineering, drainlaying, caulking, ventilating, heating, hot and cold water fitting, the installation of fire-prevention equipment and the manufacture and fitting of all sheet-metal work, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

shop, office and bank fitting, which includes the manufacture and/or fixing of shop fronts, window enclosures, show-cases, counters, screens and interior fittings and fixtures;

steel reinforcing, which includes the making and erection of shuttering and the supervising of the bending, placing and fixing in position of steel and concrete;

steel construction, which includes the fixing of all classes of steel or other metal columns, girders, steel joists, or metal in any other form which forms part of a building or structure;

woodworking, which includes carpentry, woodworking, machining, turning, carving, the fixing of corrugated iron, asbestos tiles, shingling and other roof coverings, sound and acoustic material, cork and asbestos insulation, wood lathing, composition ceilings and wall covering, the fitting of plugs in walls, the covering of woodwork with metal, block and other flooring including wood, cork and rubber, and the sandpapering of same, cork carpeting and any class or kind of linoleum when fixed in any building or structure, whether or not the fixing in the building or structure is done by the person making or preparing the article used.

II. "Catering trade" means the trade in which employers and their employees are associated wholly or mainly for the purpose of preparing, serving or providing meals or refreshments (whether liquid or otherwise) or both such meals and refreshments in or from

pleisterwerk, wat die volgende insluit: Modelleerwerk, modelmakery, vormmakery, die aanbring van voorwerk in vorms vir stortfels, die maak en aanbring van pleisterbordplafonne en veselpleister of ander komposisiemateriaal, granoliet-, terrazzo- en komposisiebevloering, komposisiemuurbedekking en die -polering, die bediening van 'n Mall en Biax. of dergelike tipe verplaasbare toller en meerdoelige sny- en afwerkmasjien, voorafgegiete of kunsklipwerk, muur- en vloerbeteeling, plavei- en mosiekwerk, plaatgaaswerk, akoestiekspuitwerk en alle prosesse wat gepaard gaan met die voltooiing van plafonne en mure, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aanbring word of nie;

loodgieterswerk, wat die volgende insluit: Loodlaswerk, gasaanlêwerk, sanitêre en huisingenieurswerk, noollêwerk, kalfaatswerk, ventileerwerk, verwarmingswerk, die aanlê van warm en koue water, die installering van brandvoorkomingstoerusting en die vervaardiging en aanbring van alle plaatmetaalwerk, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aanbring word of nie;

winkel-, kantoor- en bankuitrustingswerk, wat die volgende insluit: Die vervaardiging en/of aanbring van winkelfronte, vensterafkortings, uitstalkaste, toonbanke, skerms en binnenshuise los en vaste toebehore;

staalwapening, wat die volgende insluit: Die maak en oprig van bekisting en toesighouding oor die buig, plaasing en vassit in die regte posisie van staal en beton;

staalkonstruksie, wat die volgende insluit: Die aanbring van alle klasse staal- of ander metaalsuile, lêers, staalbalke, of metaal in enige ander vorm wat deel van 'n gebou of bouwerk uitmaak;

houtwerk, wat die volgende insluit: Timmerwerk, houtbewerking, masjinerie, draaiwerk, houtsnywerk, die aanbring van golfyster, asbesdakpanne, dakspaanbedekking en ander dakbedekkings, klank- en akoestiekmetaal, kurk- en asbesisolasië, houtlatwerk, komposisieplafonne en muurbedekking, die aanbring van proppe in mure, die bedekking van houtwerk met metaal, blokkies- en ander bevloering, met inbegrip van bevloering met hout, kurk en rubber, en die skuur daarvan met skuurpapier, kurktapytstof en enige klas of soort linoleum wanneer dit in 'n gebou of bouwerk aangebring word, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie.

II. "Verversingsbedryf" beteken die bedryf waarn werkgewers en hul werknemers met mekaar geassosieer is uitsluitlik of hoofsaaklik met die doel om etes of verversings (hetsy vloeibaar of ander) of sowel sodanige etes as sodanige verversings te berei, te bedien of te verskaf in of vanuit enige bedryfsinrigting of gedeelte

any establishment or part thereof, whether permanent, temporary, indoors or in the open air, and includes such activities when carried on in or from one or more classes of premises or parts thereof—

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- (a) used as public restaurants, cafés or tearooms;
 - (b) where meals or non-alcoholic drinks are served for consumption on the premises or are provided for consumption away from the premises;
 - (c) where aerated or mineral waters are supplied in glasses or other containers for consumption on the premises, and
 - (d) where the above-mentioned activities are carried on in or in connection with any theatre, bioscope, bioscope-tearoom or any other entertainment or any function,

and further includes the supply of liquor in any such establishments or on any such premises in terms of a liquor licence held by such employers, but does not include hotelkeepers, boarding-housekeepers or lodging-housekeepers, and further includes all operations incidental to or consequent on any of the aforesaid activities.

Postal address of applicant. P.O. Box 2691, Durban, 4000.

Office address of applicant Suite 2 and 6, Fifth Floor, Bigden Building, 505–507 Smith Street, Durban

Attention is drawn to the following requirements of sections 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.

D. W. JAMES,
Industrial Registrar.
(30 May 1991)

NOTICE 474 OF 1991

NOTICE OF APPLICATION FOR APPROVAL FOR THE ERECTION OF A NEW ABATTOIR IN TERMS OF SECTION 12 (1) OF THE ABATTOIR INDUSTRY ACT, 1976 (ACT NO. 54 OF 1976)

It is hereby made known in terms of section 12 (1) of the Abattoir Industry Act, 1976 (Act No. 54 of 1976), that Mr J. J. van Zyl, P.O. Box 365, Steynsburg, 5920, has in terms of section 11 of the said Act applied to the Minister of Agriculture for approval for the erection of a new abattoir at Tweefontein 17, Steynsburg.

If the application is granted, the abattoir will be used for the slaughter of five head of cattle or 80 sheep/goats or two pigs per day for supplying meat to the residents of Steynsburg and vicinity.

daarvan, hetsy permanent, tydelik, binnenshuis of in die ope lug, en dit omvat sodanige werksaamhede wanneer verrig in of vanuit een of meer klasse persele of gedeeltes daarvan—

- (a) wat as openbare restourante, kafees of teekamers gebruik word;
- (b) waar etes of nie-alkoholiese drankie bedien word vir verbruik op die perseel of verskaf word vir verbruik weg van die perseel,
- (c) waar spuit- of mineraalwater in glase of ander houers verskaf word vir verbruik op die perseel;
- (d) waar bogenoemde werksaamhede verrig word in of in verband met enige teater, bioskoop, kafeebioskoop of ander vermaaklikheid of enige onthaal,

en dit omvat voorts die verskaffing van drank in enige sodanige bedryfsinrigtings of op enige sodanige persele kragtens 'n dranklisensie wat deur sodanige werkgewers gehou word, maar dit omvat nie hotelhouders, losieshuishouders of huurkamerhuishouders nie, en dit omvat voorts alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit.

Posadres van applikant. Posbus 2691, Durban, 4000.

Kantooradres van applikant: Suite 2 en 6, Vyfde Verdieping, Bigdengebou, Smithstraat 505–507, Durban

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 in artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

D. W. JAMES,
Nywerheidsregistrateur.
(30 Mei 1991)

KENNISGEWING 474 VAN 1991

KENNISGEWING VAN AANSOEK OM GOEDKEURING VIR DIE OPRIGTING VAN 'N NUWE ABATTOIR KRAGTENS ARTIKEL 12 (1) VAN DIE WET OP DIE ABATTOIRBEDRYF, 1976 (Wet No 54 van 1976)

Kennis geskied hiermee kragtens artikel 12 (1) van die Wet op die Abattoirbedryf, 1976 (Wet No. 54 van 1976), dat mnr. J. J. van Zyl, Posbus 365, Steynsburg, 5920 kragtens artikel 11 van genoemde Wet by die Minister van Landbou aansoek gedoen het om goedkeuring vir die oprigting van 'n nuwe abattoir te Tweefontein 17, Steynsburg.

Indien die aansoek toegestaan word, sal die abattoir gebruik word vir die slag van vyf beste of 80 skape/bokke of twee varke per dag vir die voorsiening van vleis aan die inwoners van Steynsburg en omgewing.

NOTICE 465 OF 1991**ADMINISTRATION: HOUSE OF ASSEMBLY
DEPARTMENT OF AGRICULTURAL
DEVELOPMENT****NOTICE OF MEETING OF CREDITORS IN TERMS
OF SECTION 22 (1) OF THE AGRICULTURAL
CREDIT ACT, 1966**

A meeting of the undermentioned applicants and their creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicants and of considering a proposal for a compromise by the Agricultural Credit Board.

J. H. SMIT,

Director: Directorate Financial Assistance,
Department of Agricultural Development.

KENNISGEWING 465 VAN 1991**ADMINISTRASIE: VOLKSRAAD
DEPARTEMENT VAN LANDBOU-
ONTWIKKELING****KENNISGEWING VAN VERGADERING VAN SKULD-
EISERS KRAGTENS ARTIKEL 22 (1) VAN DIE WET
OP LANDBOUKREDIET, 1966**

Hierby word 'n vergadering van ondergenoemde applikante en hul skuldeisers op die plek en datum hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikante te bewys en 'n skikkingsvoorstel van die Landboukredietraad te oorweeg.

J. H. SMIT,

Direkteur: Direktoraat Finansiële Bystand,
Departement van Landbou-ontwikkeling.

| Application by Aansoek van | Place of meeting Plek van byeenkoms | Date and time Datum en tyd |
|--|---|--------------------------------|
| Philippus Albertus Dreyer, Susanna Johanna Dreyer and/en Philippie Dreyer Landgoed (Pty) Limited/(Edms) Bpk (ID 250217 5011 009/280228 0006 005), of the farm/van die plaas Rietfontein, P O Box/Posbus 1296, Klerksdorp, 2570 | Magistrate's Office/Kantoor van die Landdros, Ventersdorp | 12 July/Julie 1991 at/om 10.00 |

(30 May 1991)/(30 Mei 1991)

NOTICE 466 OF 1991**ADMINISTRATION: HOUSE OF ASSEMBLY
DEPARTMENT OF AGRICULTURAL
DEVELOPMENT****NOTICE OF CANCELLATION OF MEETING OF
CREDITORS IN TERMS OF SECTION 22 (1) OF THE
AGRICULTURAL CREDIT ACT, 1966**

A meeting of the undermentioned applicant and his creditors which had been convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicant and of considering a proposal for a compromise by the Agricultural Credit Board, is hereby **cancelled** due to the death of the applicant on 19 May 1991.

J. H. SMIT,

Director: Directorate Financial Assistance,
Department of Agricultural Development.

KENNISGEWING 466 VAN 1991**ADMINISTRASIE: VOLKSRAAD
DEPARTEMENT VAN LANDBOU-
ONTWIKKELING****KENNISGEWING VAN KANSSELLASIE VAN VERGA-
DERING VAN SKULDEISERS KRAGTENS ARTIKEL
22 (1) VAN DIE WET OP LANDBOUKREDIET, 1966**

Hiermee word 'n vergadering van ondergenoemde applikant en sy skuldeisers op die plek en datum hieronder genoem, wat belê was met die doel om skuldeisers in staat te stel om hul vorderings teen die applikant te bewys en 'n skikkingsvoorstel van die Landboukredietraad te oorweeg, **gekanselleer** weens die afsterwe van die applikant op 19 Mei 1991.

J. H. SMIT,

Direkteur: Direktoraat Finansiële Bystand,
Departement van Landbou-ontwikkeling.

| Application by Aansoek van | Place of meeting Plek van byeenkoms | Date and time Datum en tyd |
|--|--|--------------------------------|
| George Frederik Kuun (ID 250219 5025 005), of the farm/van die plaas Waschbank, P O Box/Posbus 152, Amersfoort, 2490 | Magistrate's Office/Kantoor van die Landdros, Amersfoort | 11 June/Junie 1991 at/om 10:00 |

(30 May 1991)/(30 Mei 1991)

NOTICE 470 OF 1991**DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956****APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF TRADE UNION**

I, David William James, 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

KENNISGEWING 470 VAN 1991**DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956****AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING**

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby

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an application for the variation of its scope of registration has been received from the National Union of Employees of 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, 123A 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: National Union of Employees of Local Authorities.

Date on which application was lodged: 11 April 1991.

Interests and area in respect of which application is made. All employees engaged in the Local Authority Undertaking in the Magisterial Districts of Dundee, Durban, Estcourt, Glencoe, Inanda, Klip River, Lions River, Lower Tugela, Mooi River, Mount Currie, Mtonjaneni, Paulpietersburg, Pietermaritzburg, Pinetown, Umvoti, Umzinto and Vryheid.

For the purposes hereof—

“**Local Authority Undertaking**” means the undertaking in which employers and their employees are associated for the instituting, continuing and finishing of any act, scheme or activity which is undertaken by a local authority,

“**Local authority**” has the same meaning as that assigned to it by section 1 of the Labour Relations Act, 1956.

Interests and area in respect of which registration is held: All employees engaged in the service of Black local authorities in the Magisterial Districts of Alberton, Benoni, Boksburg, Germiston, Johannesburg, Kempton Park, Middelburg (Tvl), Pretoria, Springs and Witbank.

For the purposes hereof—

“**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 No. 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 12532, Kattlehong, 1832.

Office address of applicant: Town Council of Atteridgeville, corner Mngadi and Koman Streets, Atteridgeville.

bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die National Union of Employees of Local Authorities; 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 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: National Union of Employees of Local Authorities.

Datum waarop aansoek ingedien is: 11 April 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle werknemers in diens in die Plaaslike Owerheidsonderneming in die landdrostdistrikte Dundee, Durban, Estcourt, Glencoe, Inanda, Kliprivier, Lions River, Lower Tugela, Mooirivier, Mount Currie, Mtonjaneni, Paulpietersburg, Pietermaritzburg, Pinetown, Umvoti, Umzinto en Vryheid.

Vir die doeleindes hiervan 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 'n plaaslike owerheid onderneem word; het

“**Plaaslike owerheid**” dieselfde betekenis as dié wat daaraan geheg is by artikel 1 van die Wet op Arbeidsverhoudinge, 1956.

Belange en gebied ten opsigte waarvan registrasie gehou word: Alle werknemers in diens van Swart plaaslike owerhede in die landdrostdistrikte Alberton, Benoni, Boksburg, Germiston, Johannesburg, Kempton Park, Middelburg (Tvl.), Pretoria, Springs en Witbank.

Vir die doeleindes hiervan beteken—

“**Swart plaaslike owerheid**”, 'n stadsraad, 'n dorpsraad, 'n dorpskomitee of 'n plaaslike owerheidskomitee wat ingestel is kragtens die Wet op Swart Plaaslike Owerhede, Wet No. 102 van 1982, soos gewysig, en, tensy uit die samehang anders blyk, omvat dit enige dergelike instellings of liggame bedoel in artikel 84 (1) (f) van die Wet op Provinsiale Bestuur, 1961 (Wet No. 32 van 1961);

“**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 'n plaaslike owerheid onderneem word.

Posadres van applikant: Posbus 12532, Kattlehong, 1832.

Kantooradres van applikant: Dorpsraad van Atteridgeville, h/v Mngadi- en Komanstraat, Atteridgeville.

Attention is drawn to the following requirements of sections 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.

D. W. JAMES,
Industrial Registrar.
(30 May 1991)

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.

D. W. JAMES,
Nywerheidsregistrator.
(30 Mei 1991)

NOTICE 471 OF 1991

**DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956**

**APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION**

I, David William James, 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 National Union of Food, Wine, Spirits and Allied Workers. 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, 123A 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 National Union of Food, Wine, Spirits and Allied Workers

Date on which application was lodged 13 February 1991.

Interests and area in respect of which application is made All persons employed in the Wine and Spirit Manufacturing Industry in the Republic of South Africa

For the purposes hereof—

“Wine and Spirit Manufacturing Industry” means the industry in which employers and their employees are associated for the purpose of manufacturing wine, alcoholic fruit beverages and spirits as defined in the Liquor Products Act, Act No 60 of 1989, and the expression “manufacturing” includes blending and mixing, and selling or distributing or selling and distributing such liquor from any establishment whatsoever, whether or not the employer also sells or distributes or sells and distributes from any such establishment liquor acquired by him from other sources, if and for so long as—

(a) he sells or distributes or sells and distributes liquor in wholesale quantities, and

KENNISGEWING 471 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

**AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING**

Ek, David William James, 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 National Union of Food, Wine, Spirits and Allied Workers. 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 123A, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging National Union of Food, Wine, Spirits and Allied Workers.

Datum waarop aansoek ingedien is 13 Februarie 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word Alle persone in diens van die Wyn- en Spirituallieenywerheid van die Republiek van Suid-Afrika.

Vir die doeleindes beteken—

“Wyn- en Spirituallieenywerheid” die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om wyn, alkoholiese vrugtedranke en spiritualee, soos omskryf in die Wet op Drankprodukte, No. 60 van 1989, te vervaardig, en omvat die uitdrukking “vervaardig” die versnyding en meng, en die verkoop of verspreiding of verkoop en verspreiding van sodanige drank vanuit enige bedryfsinrigting hoegenaamd, ongeag of die werkgewer ook vanuit so 'n bedryfsinrigting drank verkoop of versprei of verkoop en versprei wat hy van ander bronne verkry het, indien en so lank as—

(a) hy drank in groothandelshoeveelhede verkoop of versprei of verkoop en versprei; en

(b) he sells or distributes or sells and distributes mainly his own manufactured products; and includes all operations incidental thereto or consequent thereon."

34) *Interests and area in respect of which registration is held* Persons employed in the Wine and Spirit Manufacturing Industry, as defined above, in the Magisterial Districts of Bloemfontein, Durban, East London, George, Germiston, Herbert, Kimberley, King William's Town, Klerksdorp, Klip River, Lower Umfolozi, Oudtshoorn, Paarl, Pietermaritzburg, Pinetown, Port Elizabeth, Pretoria, Robertson, Stellenbosch, the Cape, Tulbach, Virginia, Wellington and Worcester.

Postal address of applicant P.O. Box 5718, Johannesburg, 2000.

Office address of applicant 410 Lekton House, 5 Wanderers Street, Johannesburg.

Attention is drawn to the following requirements of sections 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.

D. W. JAMES,
Industrial Registrar.

(30 May 1991)

NOTICE 472 OF 1991

DEPARTMENT OF MANPOWER

RECOMMENDATIONS OF THE NATIONAL MANPOWER COMMISSION ON A LABOUR RELATIONS AND MINIMUM WAGE SYSTEM FOR FARM WORKERS

By direction of Mr Eli Louw, Minister of Manpower, the above-mentioned Recommendations are published in the Schedule hereto for general information and comment.

The Recommendations constitute a part of the National Manpower Commission's Report on the subject and are published verbatim. The full Report can be obtained on request from:

The Secretary
(For attention Dr C. J. Aardt)
National Manpower Commission
Private Bag X316
PRETORIA
0001.
Telephone (012) 310-6185.
Telefax (012) 320-2059.

Comments should be in writing and should be sent to the Director General: Manpower, Private Bag X117, Pretoria [for attention Mr P. Viljoen: Telephone (012) 310-6427] by not later than 30 August 1991.

(b) hy hoofsaaklik sy eie vervaardigde produkte verkoop of versprei of verkoop en versprei; en omvat dit alle daarmee gepaard gaande of daaruit voortspruitende werksaamhede.

Belange en gebied ten opsigte waarvan registrasie gehou word Persone in diens in die Wyn- en Spirituallieenywerheid, soos hierbo omskryf, in die landdrostrikte Bloemfontein, Die Kaap, Durban, George, Germiston, Herbert, Kimberley, King William's Town, Klerksdorp, Kliprivier, Lower Umfolozi, Oos-Londen, Oudtshoorn, Paarl, Pietermaritzburg, Pinetown, Port Elizabeth, Pretoria, Robertson, Stellenbosch, Tulbach, Virginia, Wellington en Worcester

Posadres van applikant Posbus 5718, Johannesburg, 2000

Kantooradres van applikant Lekton House 410, Wonderersstraat 5, 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.

D. W. JAMES,
Nywerheidsregistrator.

(30 Mei 1991)

KENNISGEWING 472 VAN 1991

DEPARTEMENT VAN MANNEKRAG

AANBEVELINGS VAN DIE NASIONALE MANNEKRAGKOMMISSIE OOR 'N ARBEIDSVERHOUDINGE- EN MINIMUMLOONSTELSEL VIR PLAASWERKERS

In opdrag van mnr. Eli Louw, Minister van Mannekrag, word die bogemelde Aanbevelings in die Bylae hieronder vir algemene inligting en kommentaar gepubliseer.

Die Aanbevelings maak 'n deel van die Nasionale Mannekragkommissie se Verslag uit en word verbatim gepubliseer. Die volle Verslag is op aanvraag verkrygbaar van:

Die Sekretaris
(Vir aandag dr C. J. van Aardt)
Nasionale Mannekragkommissie
Privaatsak X316
PRETORIA
0001.
Telefoon (012) 310-6185.
Telefaks (012) 320-2059.

Kommentaar moet skriftelik ingedien word en gestuur word aan die Direkteur-generaal: Mannekrag, Privaatsak X117, Pretoria [Vir aandag mnr. P. Viljoen: Telefoon (012) 310-6427] teen nie later as 30 Augustus 1991.

(v) "Health and Medical Services Undertaking" means the undertaking in which employers and their employees are associated for the purpose of rendering health and medical services in hospitals and clinics that are not administered by any Government department or any provincial administration

(vi) "Cleaning Services Undertaking" means the undertaking in which employers and their employees are associated for the purpose of cleaning and maintaining industrial and commercial premises and buildings, and includes workers engaged in operations incidental to and consequent on the above-mentioned operations.

(7 June 1991)

(v) "Gesondheids- en Mediesedienste onderneming" beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om gesondheids- en mediese dienste te lewer in hospitale en klinieke wat nie deur 'n Staatsdepartement of 'n provinsiale administrasie geadministreer word nie.

(vi) "Skoonmaakdiensteonderneming" beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om nywerheids- en handelspersele en -geboue skoon te maak en in stand te hou, en dit omvat werkers wat werksaamhede verrig wat met bovermelde bedrywighede gepaard gaan en daaruit voortspruit.

(7 Junie 1991)

NOTICE 493 OF 1991

DEPARTMENT OF MANPOWER



LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Suid-Afrikaanse Witwerkersunie. 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, 123A 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: Suid-Afrikaanse Witwerkersunie.

Date on which application was lodged: 15 February 1991

Interest and area in respect of which application is made: White persons employed in the undermentioned industries and undertakings in the Republic of South Africa:

- (i) Battery Manufacturing Industry;
- (ii) Financial Institutions Undertaking;
- (iii) Motor Industry;
- (iv) Local Authority Undertaking,
- (v) Rubber and Rubber Product Industry; and
- (vi) Sawmilling and Woodworking Industry

For the purposes hereof (i) to (vi) above are defined as follows:

"Battery Manufacturing Industry" means the industry in which employers and their employees are associated for the purpose of the production and/or manufacture and/or mounting and/or rebuilding and/or installation and/or servicing and/or repair of batteries of

KENNISGEWING 493 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Suid-Afrikaanse Witwerkersunie. 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 123A, Schoemanstraat 215, Pretoria (posadres. Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: Suid-Afrikaanse Witwerkersunie.

Datum waarop aansoek ingedien is: 15 Februarie 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Blanke persone in diens in ondervermelde nywerhede en ondernemings in die Republiek van Suid-Afrika.

- (i) Batterynywerheid;
- (ii) Finansiële Instellingsonderneming,
- (iii) Motornywerheid;
- (iv) Plaaslike Owerheidsonderneming;
- (v) Rubber- en Rubberproduktenywerheid; en
- (vi) Saagmeul- en Houtwerknerywerheid.

Vir die doeleindes hiervan word (i) tot (vi) hierbo soos volg omskryf:

"Batterynywerheid" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die maak en/of vervaardiging en/of montering en/of herbouing en/of installing en/of versiening en/of herstel van batterye van die lood-suur-tipe of

the lead-acid type or component parts thereof: Provided that this does not include the installation and/or servicing and/or repair of batteries of the lead-acid type or component parts thereof, except—

(a) such installation and/or servicing and/or repair of fixed batteries by the manufacturer or the exportation of the battery or composite part thereof, and

(b) such installation and/or servicing and/or repair of motor vehicle batteries by the manufacturer of the battery or component part thereof or the exportation of a component part thereof in terms of its manufacturer's guarantee.

"Financial Institution Undertaking" means—

a banking institution registered in terms of the Deposit-taking Institutions Act, 1990 (Act No. 94 of 1990);

a building society registered in terms of the Building Societies Act, 1986 (Act No. 82 of 1986), and/or in terms of the Mutual Building Societies Amendment Act, 1986 (Act No. 81 of 1986),

an insurer registered in terms of the Insurance Act, 1943 (Act No. 27 of 1943),

a pension fund organisation registered in terms of the Pension Funds Act, 1956 (Act No. 24 of 1956),

a friendly society registered in terms of the Friendly Societies Act, 1956 (Act No. 25 of 1956),

a board of executors or trust company or any other company which invests, keeps in safe custody, controls or administers any trust property,

a unit trust scheme as defined in the Unit Trusts Control Act, 1981 (Act No. 54 of 1981),

a manager who controls or administers a scheme in terms of the Participation Bonds Act, 1981 (Act No. 55 of 1981)

"Motor Industry" means (without in any way limiting the ordinary meaning of the expression and subject to the provisions of any demarcation determination made in terms of section 76 of the Labour Relations Act, 1956) the industry in which employers and their employees are associated for the purpose of—

(a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstering, spraying, painting and/or reconditioning carried on in connection with.

(i) chassis and/or bodies of motor vehicles;

(ii) internal combustion engines and transmission components of motor vehicles;

(b) automotive engineering;

(c) repairing, vulcanising and/or retreading tyres,

(d) repairing servicing, and/or reconditioning batteries for motor vehicles;

(e) the business of parking and/or storing motor vehicles;

(f) the business conducted by filling and/or service stations,

samestellende dele daarvan: Met dien verstande dat dit nie die installering en/of versiening en/of herstel van batterye van die lood-suur-tipe of samestellende dele daarvan omvat nie, behalwe—

(a) vir sover sodanige installering en/of versiening en/of herstel van vaste batterye deur die vervaardiger van die battery of samestellende deel uitgevoer word, en

(b) vir sover sodanige installering en/of versiening en/of herstel van motorvoertuigbatterye deur die vervaardiger van die battery of samestellende deel uitgevoer word ingevolge sy vervaardigerswaarborg.

"Finansiële Instellingsonderneming" beteken—

'n bankinstelling geregistreer ingevolge die Wet op Depositonemende Instellings, 1990 (Wet No. 94 van 1990),

'n bouvereniging geregistreer ingevolge die Wet op Bouverenigings, 1986 (Wet No. 82 van 1986), en/of ingevolge die Wysigingswet op Onderlinge Bouverenigings, 1986 (Wet No. 81 van 1986);

'n versekeraar geregistreer ingevolge die Versekeringswet, 1943 (Wet No. 27 van 1943);

'n pensioenfondsorganisasie geregistreer ingevolge die Wet op Pensioenfondse, 1956 (Wet No. 24 van 1956);

'n Onderlinge hulpvereniging geregistreer ingevolge die Wet op Onderlinge Hulpverenigings, 1956 (Wet No. 25 van 1956);

'n eksekuteurskamer of 'n trustmaatskappy of enige ander maatskappy wat beleggings maak of enige trusteeendom of -goed in veilige bewaring hou, beheer of administreer;

'n effekte-trustskema soos omskryf in die Wet op Beheer van Effekte-trustskemas, 1981 (Wet No. 54 van 1981),

'n bestuurder wat ingevolge die Wet op Deelnemingsverbande, 1981 (Wet No. 55 van 1981), 'n skema beheer of administreer.

"Motornywerheid" beteken (behoudens die bepaling van enige afbakeningsvasstelling gemaak kragtens artikel 76 van die Wet op Arbeidsverhoudinge, 1956 (die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die doel van—

(a) montering, oprigting, toetsing, hervervaardiging, herstelwerk, verstelwerk, opknapping, bedrading, stofering, bespuiting, verfwerk en/of vernuwing uitgevoer in verband met—

(i) onderstelle en/of bakke van motorvoertuie;

(ii) binnebrandenjins en transmissiekomponente van motorvoertuie;

(b) motoringenieurswerk;

(c) die herstel, vulkanisering en/of versoling van buitebande;

(d) die herstel, versiening en vernuwing van batterye vir motorvoertuie;

(e) die besigheid gedryf deur ondernemings vir die parkering en/of stalling van motorvoertuie,

(f) die besigheid gedryf deur vul- en/of diensstasies;

(g) the business carried on mainly or exclusively for the sale of motor vehicles or of motor vehicle parts and/or spares and/or accessories (whether new or used), whether or not such sale is conducted from premises that are attached to a part of an establishment in which the assembly or repair of motor vehicles is carried out;

(h) the business conducted by motor graveyards;

(i) the business conducted by assembly manufacturing establishments;

(j) the business conducted by manufacturing establishments in which motor vehicle parts and/or spares and/or accessories and/or components are manufactured;

(k) vehicle body building.

"Local Authority Undertaking" means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority;

"local authority" has the same meaning as that assigned to it in section 1 of the Labour Relations Act, 1956.

"Rubber and Rubber Products Industry" means the industry in which employers and their employees are associated in establishments for the purpose of carrying on any one or more of the following activities:

(a) The manufacturing of—

(i) rubber;

(ii) any article consisting wholly or mainly of rubber;

(iii) rubber solution;

(iv) any one or more of the following articles of which at least one ingredient is rubber.

Tyres, tubes, conveyor or drive belts, hosepipes, tennis balls, golf balls, football bladders, lining for electric cables, mats, chair cushions, mattresses, covers for brake or clutch pedals and retreading material;

(b) the retreading or rebuilding of rubber goods, excluding tyres, carried on using any one or more of the activities referred to in paragraph (a);

(c) the manufacture of rubber soles or heels except in an establishment manufacturing footwear,

and includes all operations incidental to or consequent on any of the aforementioned activities.

"Sawmilling and Woodworking Industry" means the industry in which employers and their employees are associated for the purpose of carrying on any one or more of the following activities:

(a) The processing of rough timber or logs into beams, planks, floor-boards, baulks, mine props, sleepers, wedges or other standard forms by means of splicing, conversion, sawing, planing, machine processing or any other method;

(b) the manufacture of wood-wool, cases shooks, pack-mats, trays, crates and other articles of which wood is the main component;

(g) die besigheid hoofsaaklik of uitsluitlik gedryf vir die verkoop van motorvoertuie of van motorvoertuigonderdele en/of -reserwedele en/of -bybehore (hetsy nuut of gebruik) wat daarby hoort, hetsy, al dan nie, sodanige verkoop geskied vanuit 'n perseel wat verbind is aan 'n gedeelte van 'n bedryfsinngting waarin die montering of herstel van motorvoertuie uitgevoer word;

(h) die besigheid gedryf deur motorslopingsondermenings;

(i) die besigheid gedryf deur monteerbedryfsinrigtings;

(j) die besigheid gedryf deur vervaardigingsbedryfsinrigtings waarin motorvoertuigonderdele en/of -bybehore en/of komponente daarvan vervaardig word;

(k) voertuigbakbou.

"Plaaslike Owerheidsonderneming" beteken die onderneming waarn 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;

"plaaslike owerheid" het dieselfde betekenis as dié wat daaraan geheg is by artikel 1 van die Wet op Arbeidsverhoudinge, 1956.

"Rubber- en Rubberproduktenywerheid" die nywerheid waarn werkgewers en hul werknemers met mekaar geassosieer is in bedryfsinrigtings met die doel om enigeen of meer van die volgende werksaamhede te verrig:

(a) Die vervaardiging van—

(i) rubber;

(ii) enige artikel wat geheel en al of hoofsaaklik uit rubber bestaan,

(iii) rubberlym;

(iv) enigeen of meer van die volgende artikels waarvan minstens een bestanddeel rubber is:

Buitebande, binnebande, vervoer- of dryfbande, rubberslange, tennisballe, gholfballe, voetbalbinneballe, bedekking vir elektriese kables, matte, stoelkussings, matrasse, bedekkings vir rem- of koppelaarpedale en versoolmateriaal;

(b) die versool of herbou van rubbergoedere, uitgesonderd buitebande, indien verrig saam met enigeen of meer van die werksaamhede bedoel in paragraaf (a);

(c) die vervaardiging van rubbersole of -hakke, uitgesonderd in 'n bedryfsinrigting wat skoeisel vervaardig;

en dit omvat alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit.

"Saagmeul- en Houtwerknywerheid" beteken die nywerheid waarn werkgewers en hul werknemers met mekaar geassosieer is met die doel om enigeen of meer van die volgende werksaamhede te verrig:

(a) Die verwerking van ruhout of boomstompe tot balke, planke, vloerplanke, rubalke, mynstutte, dwarslêers, wie of ander standaardvorms deur middel van splitsing, besaging, saag, skaaf, masjienbewerking of enige ander metode;

(b) die maak van houtwol, kissies, duie, pakmatte, platkissies, kratte en ander artikels waarvan hout die hoofkomponent is;

(c) the manufacture of factory-made buildings or structures or component parts of such buildings or structures, including partitions of wood or wood products that are used alone or together with other materials that are not of wood;

(d) the manufacture in factories of factory-made products, mainly from wood, including beams, truss beams and floor-boards, doors and door frames, windows, panel work, ceiling boards, floor-boards and shelves, including the joining together of wood of any measurement in whatever way;

(e) the manufacture in factories of products exclusively or mainly of wood, including yokes, yoke-pins, tent-poles, tent-pegs, implement and tool handles, wooden mallets and dowel pins;

(f) the preparation and preventive treatment of poles, fencing-poles, pegs and whole or sawed timber and/or blocks in any form, and

(g) all wood for mining purposes;

and includes all operations incidental to any of the aforementioned activities, but does not include the manufacture of raw planks, chipboard, veneer-wood or plywood.

Postal address of applicant P O. Box 7807, Newton Park, Port Elizabeth, 6055

Office address of applicant. 27 Hudson Street, Newton Park, Port Elizabeth

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.

D. W. JAMES,

Industrial Registrar.

(7 June 1991)

NOTICE 494 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, David William James, 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 National Industrial and Commercial 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, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

(c) die maak van fabrieksvervaardigde geboue of strukture of onderdele van sulke geboue of strukture, met inbegrip van afskortings van hout of houtprodukte wat alleen gebruik word of saam met ander materiale wat nie van hout is nie,

(d) die maak in fabriek van fabrieksvervaardigde produkte hoofsaaklik van hout, met inbegrip van balke, vakwerkbalke en -vloerplanke, deure en deurkosyne, vensters, paneelwerk, plafonplanke, vloerplanke en rakke, met inbegrip van die aanmekaarvoeg van hout van enige afmeting op watter wyse ook al;

(e) die maak in fabriek van produkte uitsluitlik of hoofsaaklik van hout, met inbegrip van jukke, jukskeie, tentpale, tentpenne, werktuig- en gereedskaphandvatsels, houthammers en tappenne;

(f) die bereiding en voorbehoedende behandeling van pale, heiningsparre, penne en heel of gesaagde hout en of blokke van enige vorm,

(g) alle hout vir mynboudoeleindes,

en dit omvat alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan, maar dit omvat nie die maak van rupanke, spanderbord, fineerhout of laaghout nie.

Posadres van applikant Posbus 7807, Newton Park, Port Elizabeth, 6055.

Kantooradres van applikant Hudsonstraat 27, Newton Park, Port Elizabeth.

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.

D. W. JAMES,

Nywerheidsregistrateur.

(7 Junie 1991)

KENNISGEWING 494 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, 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 National Industrial and Commercial Workers 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 123A, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

New federation sets 'moderate' course

By DREW FORREST

(134) A NEW "moderate" trade union federation, claiming 22 affiliates with 217 000 members, was launched in Johannesburg this week.

The Federation of Independent Trade Unions (Fitu) adopted a constitution, said to be closely modelled on that of the defunct Trade Union Council of South Africa (Tucsa), and elected leaders

According to Freddie Schwarz, its general secretary, it will temporarily operate out of the offices of his own Transvaal Leather and Allied Trades' Industrial Union.

The federation is seen largely as a Tucsa revival, and three of its largest affiliates — the SA Typographical Union, the SA Boilermakers' Society and the Amalgamated Union of Building Trade Workers — once belonged to Tucsa. Its president is the typo union's Martin Deysel and one of its vice-presidents Mame du Toit of the building union.

Schwarz stressed that most of the affiliates were black, but only one of these, the State, Municipal, Farm and Allied Workers' Union (formerly the Orange-Vaal General Workers' Union) has any real profile. The largest, claiming 40 000 members, is the little-known African Miners and Allied Workers' Union.

Schwarz's original proposals for a new federation late last year, and his subsequent statements, give an idea of Fitu's orientation. Their stance is anti-sanctions, pro-free market and opposed to party-political links. He also characterised Cosatu as "an enemy", embroiled in membership battles with independent unions, but this week said Fitu would seek fraternal relations with other federations.

The formation of Fitu opens a new front in the struggle for labour's middle ground. At the same time, the Federation of Salaried Staff Associations (Fedsal) — which also sees itself as the nucleus of a federation of

the centre — is close to linking up with the 100 000-strong Confederation of Metal and Building Unions, South Africa's key skilled worker grouping.

If the CMBU affiliates to Fedsal, it will boost the latter's membership to 35 000 and strengthen its foothold in industry. Although Fedsal's 14 affiliates include industrial unions, its membership is largely white-collar.

The snag is that the CMBU wants to affiliate en bloc, without disbanding — and three of its affiliates, the boilermakers, amalgamated building and radio and TV — have joined Fitu.

Stressing that it already had an infrastructure, Fedsal secretary Piet Heymans this week criticised Schwarz for "reinventing the wheel. We already exist as a moderate federation; we think he should join us."

Reacting, Schwarz said: "Fedsal has been around for years — if it is the answer for the independent unions, why haven't they joined?"

Judge sets aside union member's expulsion

Supreme Court Reporter

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CT 22/6/91

THE expulsion of Mr Farrell Hunter, a former office-bearer and branch presidential nominee of the SA Typographical Union, from the union was set aside in the Supreme Court yesterday.

and fully paid-up member of the union retrospective to August 22 last year and also restore him to full pension, mortality, medical aid and employee fund membership

The union was also ordered to pay costs

Mr Justice H C Nel, with Mr Justice J H Conradie concurring, found the union's governing board had acted beyond its powers by amending its constitution to allow itself, instead of a branch committee, to hold a disciplinary hearing against Mr Hunter

Evidence was that Mr Hunter had been active in voicing opposition to the union's "old-style" and undemocratic management style and its composition along racial lines

He had also been accused of having encouraged members not to sign stop orders for union fees and was ruled to be "out of compliance" with union regulations

The court also ordered the union to reinstate Mr Hunter as a bona fide

UK firms in SA draw fire for pay levels

Monday 2/7/71
LONDON — Fifteen British companies operating in SA have been criticised by the Trade Union Council (TUC) for paying "poverty" wages to 1 500 black workers.

The TUC says this is the first time the number of black workers paid below the minimum level has risen since the EC's code of conduct for firms with interests in SA was

KIM BENTLEY

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launched in 1978

TUC's list is: Babcock International Group, BET, BETEC, BOC Group, Frank Fehr, Hickson International, Hunting, Lonrho, Low and Bonar, NEI, A Oppenheimer, Reed International, Renold, Shell and Siebe

'Super union' on cards

RIGHT-wing white workers were organising to form a "super union" within 18 months, White Mineworkers' Union (WMU) general secretary Peet Ungerer said at a media conference in Johannesburg yesterday.

The abolition of apartheid laws had made it necessary to mobilise the workers into a super union, he said.

White workers had to decide whether to accept or reject the changes which included the opening to all races of corporate residential areas "We are going to call on all white workers to ... organise themselves so they can put forward their members' feelings."

A figure of 200 000 members was not unrealistic.

Replying to questions, Ungerer said that even though whites might be outnumbered, the majority of people in the mooted super union represented skilled and qualified personnel Black workers were largely unskilled

"We are mobilising all skilled employees so we can address their problems to their employers."

Ungerer did not expect the mobilisation to lead to confrontation

He denied any connection to the Conservative Party.

The WMU suspended a meeting with Eskom officials yesterday in protest against the opening of their residential areas to all races.

CP leader Andries Treurnicht yesterday said in a statement that opening these residential areas was forced integration. — Sapa.

Right-wing (134)

'super union'

CT4/7/91

JOHANNESBURG —
Right-wing white workers are planning to launch a "super union" in 18 months' time

Mr Peet Ungerer, general-secretary of the white Mineworkers' Union, said yesterday the abolition of the apartheid laws which had protected whites had made it necessary to mobilise the workers into the new union

Mr Ungerer said largely skilled personnel would be represented —
Sapa

White super-union planned

Rightwing white workers in South Africa were organising to form a "super-union" within 18 months, the general secretary of the all-white Mine Workers Union, Peet Ungerer, told a Johannesburg press conference this week.

Ungerer said the abolition of apartheid laws, including the opening of corporate residential areas to all races, had made the union necessary. A membership of 200 000 was not unrealistic, he said.

Reports by Weekly Mail staff, Sapa

W/maul 5/7-11/79

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| (1) Description of goods | (2) Tariff heading Tariefpos | (3) Beskrywing van goedere |
|---|------------------------------------|--|
| Tugs and pursher craft | 89 04 | Sleepbote en stootvaartue |
| Light-vessels, fire-floats, dredgers, floating cranes, and other vessels the navigability of which is subsidiary to their main function, floating docks, floating or submersible drilling or production platforms | 89 05 | Ligskepe, brandweerbote, baggerbote, dryfkrane, en ander bote waarvan die seevaardigheid ondergeskik is aan die hoof funksie, dryfdokke, dryf- of dompelbare boor of produksieplaatvorms |
| Other vessels, including warships and lifeboats (other than rowing boats) | 89 06 | Ander bote, met inbegrip van oorlogskepe en reddingsbote (uitgesonderd roebote) |
| Other floating structures (for example, rafts, tanks, cofferdams, landing stages, buoys and beacons) | 89 07 | Ander drywende strukture (byvoorbeeld, vlotte, tenke, afsluitdamme, aanlê-steiers, boeie en bakens) |
| Vessels and other floating structures for breaking up | 89 08 | Bote en ander drywende strukture vir sloping |
| Crutches | 9021 90.90 | Krukke |
| Military weapons | 93 01 | Militêre wapens |
| Swords, cutlasses, bayonets, lances and similar arms and parts thereof and scabbards and sheaths therefor | 93 07 | Swaarde, kortelasse, bajonette, lanse en dergelike wapens en onderdele daarvan en skeie en skedes daarvoor |
| Other filing cabinets | 9403 10 20 | Ander lêerkabinette |
| Other prefabricated buildings | 9406 10 20 | Ander opslaangeboue |
| Cricket pads and shin-guards | 9506 99 50 | Knekelbeenskutte en skeenskutte |
| Typewriter or similar ribbons inked or otherwise prepared for giving impressions, whether or not on spools or in cartridges, ink-pads, whether or not inked, with or without boxes but excluding plastic carbon ribbons for typewriters and plastic, silk and cotton computer ribbons | 96 12 | Tikmasjien- of dergelike linte, met inkk behandel of andersins voorberei om af te drukke te maak, hetsy op spoel of in laakassies al dan nie, stempelkussings, hetsy met inkk behandel al dan nie met of sonder dose maar uitgesonderd koollint van plastiek vir tikmasjiene en plastiek-, sy- en katoenlint vir rekenoutomate |
| Collections and collectors' pieces of zoological, botanical, mineralogical, anatomical, historical, archaeological, palaeontological, ethnographic or numismatic interest | 97 05 | Versamelings en versamelaarstukke van soölogiese, botaniese, mineralogiese, anatomiese, historiese, argeologiese, paleontologiese, etnografiese of numismatiese belang |
| Antiques of an age exceeding 100 years | 97 06 | Antieke, ouer as 100 jaar |

(5 July 1991)/(5 Julie 1991)

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NOTICE 616 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF TRADE UNION

I, David William James, 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 Food Workers' Council of South Africa. 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, 123A 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 Food Workers' Council of South Africa.

Date on which application was lodged 7 May 1991.

Interests and areas in respect of which application is made All persons engaged in the Food Processing Industry in the Province of Natal, the Province of the Cape of Good Hope and the Magisterial Districts of Bloemfontein, Harrismith and Pretoria.

KENNISGEWING 616 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, 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 Food Workers' Council of South Africa. 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 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging Food Workers' Council of South Africa.

Datum waarop aansoek ingedien is 7 Mei 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word Alle persone in diens in die Voedselverwerkingsbedryf in die provinsie Natal, die provinsie die Kaap die Goeie Hoop en die landdrost-distrikte Bloemfontein, Harrismith en Pretoria.

For the purposes hereof "Food Processing Industry" means the industry in which food is processed by any means for human and/or animal consumption and, without limiting the scope of this definition, includes the following sectors

Baking The baking of bread and confectionery and the manufacture of any commodity or ingredient used in baking,

Biscuit Manufacturing The manufacture of biscuits, wafers, and cones,

Brewing The brewing of beer and malt liquor,

Cooldrinks The manufacture or bottling of cool-drinks;

Dairy Includes the bottling or packaging, sale and distribution of whole or skimmed milk, and the manufacture of cream, butter, cheese, yoghurt, buttermilk, ice-cream and milk powder,

Fruit and Vegetable Processing The processing, packaging and preserving of fruit and vegetables, including the following products Canned or bottled fruit or vegetables, frozen fruit and vegetables, jams, fruit juices, squashes and cordials, dried fruit and minced dried fruit, glaze and crystallised fruit, soups, pickles, sauces, herbs, spices, condiments, chutney, infant and invalid foods, dehydrated fruit or vegetables,

Fish Processing The processing, packaging or preserving of fish, rock lobster, perlemoen, fish meal or fish oil,

Meat Packaging and Processing The slaughtering of livestock, the preparation and preservation of meat, polony, bacon, sausage, and raw skins and hides, and includes meat canning,

Milling The milling of wheat, maize or other cereals, the milling of peanuts and oil seeds, and the manufacture or packaging of the following products Wheat flour, maize flour and meal, maize rice, samp, mabela meal, rice, breakfast cereals, animal feeds, edible oils and other oil, cake, margarine, peanut butter, macaroni, spaghetti, sago, tapioca, beans, peas and lentils, glucose and starches,

Poultry and Eggs The slaughtering of poultry, the preparation and preservation of poultry meat, and the packing and distribution for sale of eggs,

Nuts and Snacks the packaging and processing of edible nuts and snacks,

Sugar Manufacturing and Refining The refining, processing, production and packaging of sugar, sucrose and sugar by-products,

Sweet and Chocolate Making The making of sweets and chocolates, and any commodity or ingredient used in making sweets or chocolates,

Tea, Coffee and Chicory The packaging or processing of tea, coffee or chicory, the roasting of coffee and chicory, and the manufacture of instant tea or coffee powder, essences or extracts,

Wine and Spirit Manufacturing The manufacture of wines and spirits,

Vir die doeleindes hiervan beteken "Voedselverwerkingsbedryf" die bedryf waarin voedsel volgens enige metode verwerk word vir menslike en/of dierlike verbruik, en sonder om die omvang van hierdie omskrywing te beperk, omvat dit die volgende sektore

Bak Die bak van brood en banket en die vervaardiging van enige verbruikerswaar of bestanddeel wat by bak gebruik word,

Beskuitjievervaardiging Die vervaardiging van beskuitjies, wafeltjies en horinkies,

Brouery Die brou van bier en moutdrank,

Koeldrank Die vervaardiging of die bottel van koeldrank,

Suiwel Sluit in die bottel of verpakking, verkoop en verspreiding van volmelk of afgeroomde melk en die vervaardiging van room, botter, kaas, joghurt, karringmelk, roomys en melkpoer,

Vrugte- en Groenteprosessering Die verwerking, verpakking en preservering van vrugte en groente, met inbegrip van die volgende produkte Ingemaakte of gebottelde vrugte of groente, bevrore vrugte en groente, konfyt, vrugtesap, vrugtekwasse en stroopdranke, droevrugte en gemaalde droevrugte, glans- en gekristalliseerde vrugte, sop, piekels, souse, kruie, speserye, kondimente, blatjang, baba- en siekekosse en ontwaterde vrugte of groente,

Visverwerking Die verwerking, verpakking of preservering van vis, seekreef, perlemoen, vismeel of visolie,

Vleisverpakking en -verwerking Die slag van lewende hawe, die voorbereiding en preservering van vleis, polonie, spek en wors en rou velle en huide, en dit omvat die inmaak van vleis,

Maal Die maal van koring, mielies of ander graan-soorte, die maal van grondboontjies en oliesade en die vervaardiging of verpakking van die volgende produkte Koringmeelblom, mielie-meelblom en -meel, mielerys, stampmielies, mabêlameel, rys, ontbytgrane, dierevoedsel, eetbare olies en ander olie, koek, margarien, grondboontjebotter, macaroni, spaghetti, sago, tapioka, boontjies, ertjies en lensies, glukose en stysels,

Pluimvee en Eiers Die slag van pluimvee, die voorbereiding en preservering van pluimveevleis en die verpakking en verspreiding vir verkoop van eiers,

Neute en Versnaperings Die verpakking en verwerking van eetbare neute en versnaperings,

Suikervervaardiging en -raffinerings Die raffinerings, verwerking, produsering en verpakking van suiker, sukrose en suikerneweprodukte,

Lekkergoed- en Sjokoladevervaardiging Die vervaardiging van lekkergoed en sjokolade en enige verbruikerswaar of bestanddeel wat vir die vervaardiging van lekkergoed of sjokolade gebruik word,

Tee, Koffie en Sigorei Die verpakking of verwerking van tee, koffie of sigorei, die brand van koffie en sigorei en die vervaardiging van kitstee- of kitskoffiepoer, essense of ekstrakte,

Wyn- en Spiritualeevervaardiging Die vervaardiging van wyn en spiritualee,

Tobacco: The processing and manufacture of tobacco and its derivative products,

134 *Cold Storage, Distribution and Fresh Produce Markets* The preservation of food by cold storage, the distribution of food and the marketing of fresh produce

Postal address of applicant: P O Box 3629, North End, Port Elizabeth 6056

Office address of applicant: Print House Building, Room 3, First Floor, 365 Kempston Road, Korsten, Port Elizabeth

Interests and area in respect of which registration is held All persons engaged in the Food Processing Industry as defined above in the Magisterial Districts of Albany, Aliwal North, East London, Elliot, Graaff-Reinet, Hankey, Indwe, King William's Town, Kirkwood, Lady Grey, Middelburg (CP), Molteno, Port Elizabeth, Queenstown, Stutterheim and Uitenhage

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

D. W. JAMES,
Industrial Registrar
(5 July 1991)

Tabak: Die verwerking en vervaardiging van tabak en sy derivaatprodukte,

Koelkamers, Verspreiding en Varsproduktemarkte. Die preserving van voedsel in koelkamers, die verspreiding van voedsel en die bemerking van vars produkte

Posadres van applikant: Posbus 3629, Noordeinde, Port Elizabeth, 6056

Kantooradres van applikant: Print House-gebou, Kamer 3 Eerste Verdieping, Kempstonweg 365, Korsten, Port Elizabeth

Belange en gebied ten opsigte waarvan registrasie gehou word Alle persone in diens in die Voedselverwerkingsbedryf soos hierbo omskryf, in die landdrosdistrikte Albany, Aliwal-Noord, Elliot, Graaff-Reinet, Hankey, Indwe, King William's Town, Kirkwood, Lady Grey, Middelburg (Kaa), Molteno, Oos-Londen, Port Elizabeth, Queenstown, Stutterheim en Uitenhage

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.

D. W. JAMES,
Nywerheidsregistrateur
(5 Julie 1991)



NOTICE 617 OF 1991

DEPARTMENT OF MANPOWER

RECOMMENDATIONS OF THE NATIONAL MANPOWER COMMISSION ON THE RESTRUCTURING OF THE NATIONAL MANPOWER COMMISSION

By direction of Mr E van der M Louw, Minister of Manpower, the above-mentioned Recommendations are published in the Schedule hereto for general information and comment.

The Recommendations of the National Manpower Commission (NMC) set out hereunder flow from the meeting between the Minister of Manpower, the South African Consultative Committee on Labour Affairs (SACCOLA), the Congress of South African Trade Unions (COSATU) and the National Council of Trade Unions (NACTU) on 14 September 1990

Paragraph 8 of the minutes of that meeting reads as follows

"The working party agrees that legislation on labour relations cannot work unless there has been extensive consultation with at least the major actors in the labour relations arena and broad consensus on the legislative framework for the regulation of

KENNISGEWING 617 VAN 1991

DEPARTEMENT VAN MANNEKRAG

AANBEVELINGS VAN DIE NASIONALE MANNEKRAGKOMMISSIE OOR DIE HERSTRUKTURERING VAN DIE NASIONALE MANNEKRAGKOMMISSIE

In opdrag van mnr E van der M Louw, Minister van Mannekrag, word bogemelde Aanbevelings in die Bylae hiervan vir algemene inligting en kommentaar gepubliseer

Die Aanbevelings van die Nasionale Mannekragkommissie (NMK) wat hieronder uiteengesit word, vloei voort uit die vergadering tussen die Minister van Mannekrag, die Raadplegende Komitee van Suid-Afrikaanse Werkgewers insake Arbeidsaangeleenthede (SACCOLA), die Congress of South African Trade Unions (COSATU) en die National Council of Trade Unions (NACTU) op 14 September 1990

Paragraaf 8 van die notule van die vergadering lui soos volg

"Die werkgroep is dit eens dat wetgewing oor arbeidsverhoudinge nie kan werk nie tensy daar breedvoerige oorlegpleging met ten minste die hoofakteurs in die arbeidsverhoudinge-arena plaasgevind het en bree konsensus oor die wetgewende

Unions and bosses narrow the money gap

(134) (S) Labour Reporter ARG 11/7/91

WAGE negotiations are being conducted with increased pragmatism by unions and employers because of the economic climate and financial problems, says a leading industrial relations consultancy

A report published by Andrew Levy and Associates says there is a definite closing of the gap between negotiated wage increases (16,5 percent) and the official rate of inflation (15 percent) for the whole of 1991.

The figures in 1988 were 17,9 percent and 13,2 percent respectively.

Wage and job-security issues still dominate negotiations, with unions dropping peripheral demands quickly, if tabled at all, says report co-editor Ms Erica Jancowitz

"This pragmatic approach by unions is also evident in the disclosure by one of Cosatu's major affiliates that they are negotiating a wage freeze with one severely depressed concern in an attempt to keep as many jobs as possible under the circumstances."

Unions were concentrating on winning good settlements in growth sectors while showing some restraint in their dealings with the less healthy concerns

The food and retail sectors reflected the highest settlement levels and above-average

W

Victory - union is 'happy'

*Sowetan
11/7/91*

*(scribble)
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THE NATIONAL Union of Steel and Allied Workers scored a major victory when it negotiated better salaries for its members this week.

Mr Ndomane Tibane, general secretary of NUSAAW, said his union also signed a recognition agreement with Printed Circuit Laboratories on July 3 this year "after months of intensive negotiations"

He said: "The union, represented by Mr Mlungisi Twana, convinced management to recognise it."

The union also negotiated fewer working hours for its members without loss of pay.

By IKE MOTSAPI

Tibane added: "The company agreed that our members can now work for eight hours a day.

"This has not been an easy task for the union.

"We have tried for so many months to get management to recognise us."

After the agreement was signed the union submitted wage proposals to the company.

He said management surprised the union by agreeing to the 85 cents an hour increase demanded.

"The union is happy, considering the present conflict in the metal industry.

Star 11/7/91

White union to monitor race mixing

Action committees will be formed to monitor neighbourhoods opened to all races by Eskom and mining houses, the all-white Mineworkers Union said in a statement in Johannesburg yesterday.

"The opening of residential areas by Eskom could lead to a chain reaction where most of the Conservative Party-controlled towns would be mixed in a very short time," the statement said.

It was accepted that Eskom's example would soon be followed by the mining houses, Sasol, Iscor and other big corporations

These companies supplied housing for their workers on the East Rand and in towns such as Vanderbijlpark, Welkom, Secunda, Witbank, Middelburg and Klerksdorp and various parts of Pretoria.

Company housing was usually provided at a very reasonable rental, and affordability would not be a problem for the lower-income groups

This would inevitably lead to mixed schools, a fall in property prices and neighbourhood standards as well as mixed town councils, the statement said. —Sapa

White miners take action

■ Action committees would be formed to monitor neighbourhoods opened to all races by Eskom and mining houses, the all-white Mineworkers' Union has warned.

"The opening of residential areas by Eskom could lead to a chain reaction where most Conservative Party-controlled towns would be mixed in a very short time," it said.

Eskom's example would soon be followed by the mining houses, Sasol, Iscor and other big corporations, the MWU added.

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12/11/78
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12/11/78

White miners call dispute

S Times (Business Times)

134

14/7/71
A DISPUTE has been declared by trade unions representing skilled mineworkers in annual pay talks with the Chamber of Mines.

The Council of Mining Unions (CMU), comprising six unions, demands a 10% increase on gold mines and 12% on collieries.

The initial demand was for 20% more on all mines.

Chamber spokesman Peter Bunkell says it is chamber policy not to comment on negotiations until settlement is reached.

CMU spokesman Ben Nicholson says the chamber is offering 4% for both gold and coal mines.

By ADRIAN HERSCH

Mr Nicholson says the chamber wants Harmony, a marginal gold mine, and several small collieries to be excluded from the negotiations. The CMU rejects the request.

The CMU also wants better shift allowances and longer leave.

Mr Nicholson says the current gold price in rand terms justifies a 10% increase on gold mines. The healthier economic position of collieries warrants a higher wage for its workers than gold miners.

Journal 16/7/91

Unionists march

ABOUT 100 members of the South African Black Municipal and Allied Workers Union yesterday marched on the Wattville Council offices, demanding sites they were allegedly promised by the municipality

They have given the council until July 19 to respond

The workers, all employees of the council, demanded that houses be built on 16 sites which they were allegedly promised by the council (134)

Their grievances also included improved working conditions, better salaries and increases of between 25 and 35 percent (25)

Union scores wage rise for steel workers

Sowetan 17/7/91

~~134~~ 134 ~~154~~ 255

By IKE MOTSAPI

THE National Union of Steel and Allied Workers (NUSAAW) scored a major victory when it successfully negotiated better salaries for its members this week.

Mr Ndomane Tibane, general secretary of NUSAAW, said his union also managed to sign a recognition agreement with Printed Circuit Laboratories on July 3 this year "after months of intensive negotiations."

He said: "The union, represented by Mlungisi Twana, managed to convince management of Printed Circuit Laboratories to recognise it."

The union also managed to negotiate less

working hours for its members without loss of pay.

Tibane added: "The company agreed that our members can now work for eight hours a day.

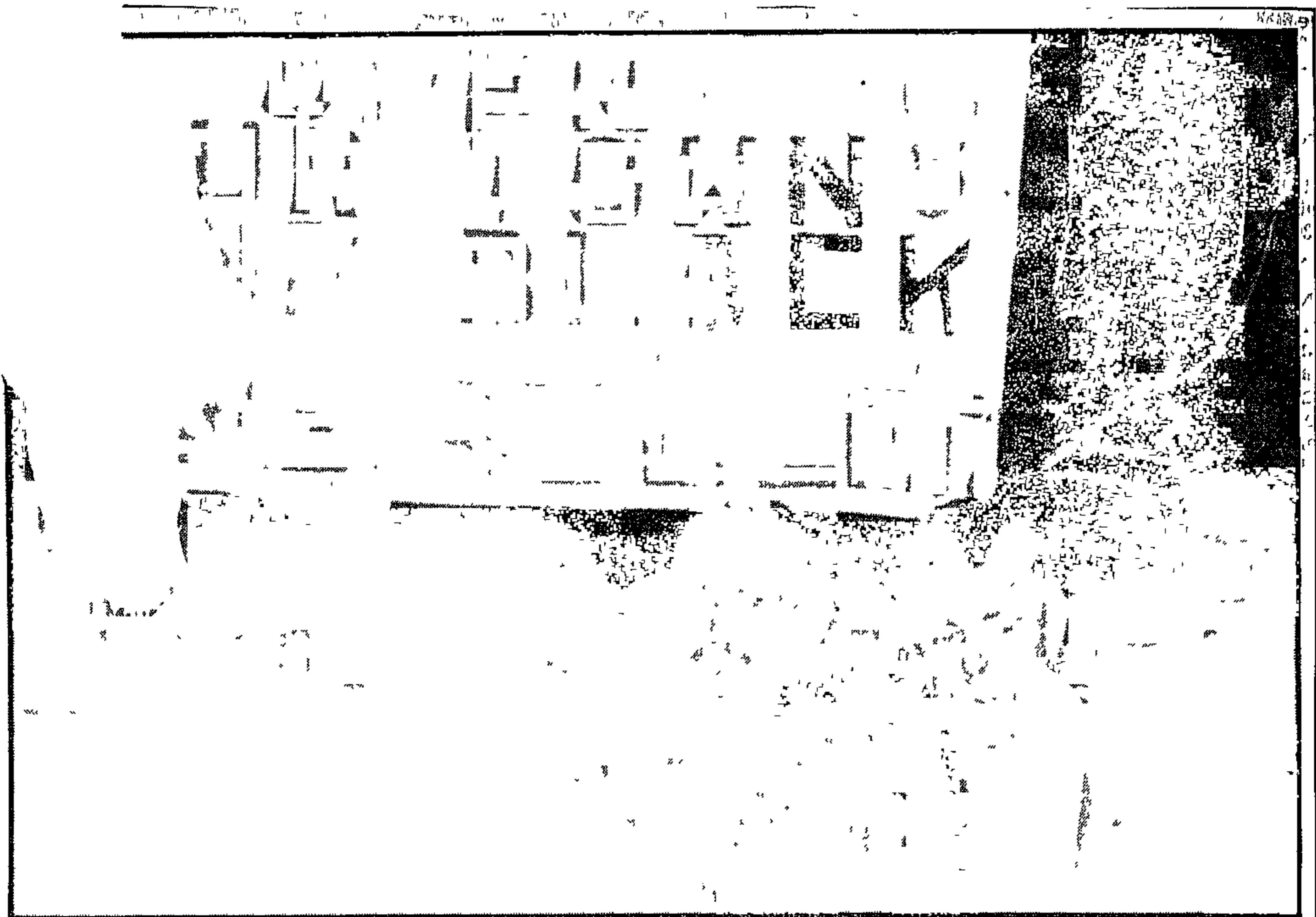
"I must say this has not been an easy task for the union.

"We have tried for so many months to get management to recognise us," he added.

Tibane said after the recognition agreement was signed the union submitted wages proposals to the company.

He said management surprised the union by agreeing to its proposals of an 85 cents an hour increase.

"The union is happy that it managed to negotiate better wages for its members considering the present conflict in the metal industry."



PROVOCATIVE MESSAGE: Protesters make their point at the Mineworkers' Union meeting.

● Picture: JACOOB RYCLIFF

ABOUT 250 white workers gathered at Mergawatt Park last night to voice their outrage at Eskom's decision to desegregate its residential areas.

The stormy open-air meeting at Eskom's head office, organised by the Mineworkers' Union (MWU), was also attended by members of right-wing paramilitary groupings, the Conservative Party and Trans-

Row over Eskom desegregation

vaal Agricultural Union

Individuals shouted racist slogans and a banner bearing the legend "Open our town! One black, one bullet" was raised during an address by Mineworkers' Union general secretary Peet Ungerer.

Reading a petition handed to Eskom officials before the meeting,

(134) **GUY JEPSON** (12/18) (134)

Mr Ungerer said Eskom had set a precedent which would be followed by other big companies

"These companies are not concerned about what (will happen to) the prices of homes, residential standards, separate white lifestyles and the

peaceful nature of our residential areas," he said Star 20/7/91

"They are also not concerned about the effects of such a step for white schools, voting lists and own community life."

At the meeting, the formation of Aksie Eie Woongebiede (AEW), an action group aimed at combating residential

integration countrywide, was announced

Mr Ungerer said: "We say today 'Up to here and no further' The whites are in their last trench We will not submit"

Sapa reports that the delegation of MWU members was met by by Eskom's personnel manager, Danie du Plessis, and industrial relations manager Riaan Neethling

'Blood in streets' threat by union

C (p. 21/7/91)
A DELEGATION of the rightwing Mineworkers' Union (MWU) on Friday gave Eskom several petitions rejecting the desegregation of the corporation's residential areas

The petitions were accepted by two Eskom officials on the way to a meeting with 12 MWU men at the company's head office at Megawatt Park in Sandton.

About 250 people, including representatives of the Afrikaner Weerstandsbeweging, the Boere Kommando, Conservative Party MPs, the Transvaal Agricultural Union and the CP-controlled towns, gathered on the Eskom sportsfields in support of the MWU.

"The people who take our land from us will lick blood from the streets," said MWU official KP Cronje.

"This is a matter which affects everyone, not just Eskom"

The 12-man MWU delegation was led by general secretary Peet Ungerer and organising secretary Flip Buys.

Ungerer said the petition marked the beginning of the "Action Own Residential Areas" campaign.

"We are not planning to share our neighbourhoods with any other race group. The MWU rejects this," he said.

Eskom's personnel manager Danie du Plessis said. "Our main aim is not to react to the petition, but to look at the relationship between the union and our own personnel." - Sapa

(ii) to which of the properties referred to in the said Schedule his claim relates and which share in or defined portion of each property he claims; and

(iii) if his claim is based upon hereditary succession, the name of the testator, the date of death of the testator and the relationship of the applicant to the testator

Chairman, Doornkom Land Division Committee, c/o The Magistrate, Van Emmenis Street, Nylstroom (Private Bag X1011, Nylstroom, 0510).

SCHEDULE

Portions 2 and 3 of the farm Doornkom 376 KR, District of Waterberg, in extent 2197,8283 and 8,0300 hectares, respectively.

(26 July 1991)

NOTICE 671 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, David William James, 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 Transvaal Clothing Manufacturers' Association. Particulars of the application are reflected in the subjoined table

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A 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 employers' organisation Transvaal Clothing Manufacturers' Association

Date on which application was lodged 6 May 1991

Interests and area in respect of which application is made All employers engaged in the manufacturing of fabric by means of a knitting process and the manufacturing of wearing apparel and hosiery, or parts thereof, from knitted fabrics, whether or not such fabrics are produced by the manufacturer himself, in the Province of the Transvaal

Postal address of applicant P.O. Box 6533, Johannesburg, 2000,

Office address of applicant Sterling House, 131 Pritchard Street, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act,

(ii) op watter van die eiendom in die Bylae gemeld sy aanspraak betrekking het en op watter aandeel in of bepaalde gedeelte van elke eiendom hy aanspraak maak; en

(iii) indien sy aanspraak op erfopvolging berus, wie die erflater was, wanneer die erflater oorlede is en wat die verwantskap van die applikant met die erflater is

Voorsitter, Doornkom-Grondverdelingskomitee, p/a Die Landdros, Van Emmenisstraat, Nylstroom (Privaat Sak X1011, Nylstroom, 0510)

BYLAE

Gedeeltes 2 en 3 van die plaas Doornkom 376 KR, distrik Waterberg, groot 2197,8283 en 8,0300 hektaar onderskeidelik.

(26 Julie 1991)

KENNISGEWING 671 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, David William James, 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 Transvaal Clothing Manufacturers' Association. Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde werkgewersorganisasie 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 123A, Schoemanstraat 215, Pretoria (posadres Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van werkgewersorganisasie Transvaal Clothing Manufacturers' Association

Datum waarop aansoek ingedien is 6 Mei 1991

Belange en gebied ten opsigte waarvan aansoek gedoen word Alle werkgewers betrokke by die vervaardiging van kledingstof deur middel van 'n breiproses en die vervaardiging van klerasie en kousware, of dele daarvan, van breistowwe, hetsy sodanige stowwe deur die vervaardiger self vervaardig word al dan nie, in die provinsie Transvaal

Posadres van applikant Posbus 6533, Johannesburg, 2000

Kantooradres van applikant Sterlinggebou, Pritchardstraat 131, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

134 (a) The representativeness of any employers' organisation/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

D. W. JAMES,
Industrial Registrar

NOTICE 672 OF 1991

SOUTH AFRICAN RESERVE BANK

SECTION 30 (F) OF THE DEPOSIT-TAKING INSTITUTIONS ACT, 1990

CHANGE OF NAME. THE INTERNATIONAL BANK OF JOHANNESBURG LIMITED

It is hereby notified for general information that **The International Bank of Johannesburg Limited**, a registered deposit-taking institution, changed its name to **Societe Generale South Africa Limited** on 1991-07-15

(26 July 1991)

NOTICE 673 OF 1991

SOUTH AFRICAN RESERVE BANK

SECTION 30 (F) OF THE DEPOSIT-TAKING INSTITUTIONS ACT, 1990

CHANGE OF NAME. UNITED BANK LIMITED

It is hereby notified for general information that **United Bank Limited**, a registered deposit-taking institution, changed its name to **UB Ninety Nine Bank Limited** on 1991-07-12

(26 July 1991)

NOTICE 674 OF 1991

SOUTH AFRICAN RESERVE BANK

SECTION 30 OF THE DEPOSIT-TAKING INSTITUTIONS ACT, 1990

CANCELLATION OF REGISTRATION UB NINETY NINE BANK LIMITED AND CHANGE OF NAME UNITED BUILDING SOCIETY LIMITED

It is hereby notified for general information that the registration of **UB Ninety Nine Bank Limited** was cancelled on 1991-07-12. The name of **United Building Society Limited**, a registered deposit-taking institution, was changed to **United Bank Limited** on 1991-07-12, following upon the transfer of the assets and liabilities of **UB Ninety Nine Bank Limited** to **United Building Society Limited**.

(26 July 1991)

(a) Die mate waarin 'n beswaarmakende werkgewers organisasie 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.

D. W. JAMES,
Nywerheidsregistrateur.

KENNISGEWING 672 VAN 1991

SUID-AFRIKAANSE RESERWEBANK

ARTIKEL 30 (F) VAN DIE WET OP DEPOSITO-NEMENDE INSTELLINGS, 1990

NAAMSVERANDERING THE INTERNATIONAL BANK OF JOHANNESBURG BEPERK

Hierby word vir algemene inligting bekendgemaak dat **The International Bank of Johannesburg Beperk**, 'n geregistreerde deposito-nemende instelling, sy naam op 1991-07-15 na **Societe Generale South Africa Beperk** verander het

(26 Julie 1991)

KENNISGEWING 673 VAN 1991

SUID-AFRIKAANSE RESERWEBANK

ARTIKEL 30 (F) VAN DIE WET OP DEPOSITO-NEMENDE INSTELLINGS, 1990

NAAMSVERANDERING: UNITED BANK BEPERK

Hierby word vir algemene inligting bekendgemaak dat **United Bank Beperk**, 'n geregistreerde deposito-nemende instelling, sy naam op 1991-07-12 na **UB Ninety Nine Bank Beperk** verander het

(26 Julie 1991)

KENNISGEWING 674 VAN 1991

SUID-AFRIKAANSE RESERWEBANK

ARTIKEL 30 VAN DIE WET OP DEPOSITO-NEMENDE INSTELLINGS, 1990

KANSELLASIE VAN REGISTRASIE UB NINETY NINE BANK BEPERK EN NAAMSVERANDERING UNITED BOUVERENIGING BEPERK

Hierby word vir algemene inligting bekendgemaak dat die registrasie van **UB Ninety Nine Bank Beperk** op 1991-07-12 gekanselleer is. Die naam van **United Bouvereniging Beperk**, 'n geregistreerde deposito-nemende instelling, is op 1991-07-12 na **United Bank Beperk** verander, na die oordrag van die bates en laste van **UB Ninety Nine Bank Beperk** na **United Bouvereniging Beperk**.

(26 Julie 1991)

'Mill workers' have union, but no mills

THE Inkatha-affiliated and state-funded United Workers' Union of SA (Uwusa) is registered with the Manpower Department to represent about 300 mill workers in a Natal town *Bloubaai 26/7/91*

Although the union — which is at the centre of a controversy over covert funding of R1,5m it received from the SAP — claims a membership of about 270 000, its certificate of registration limits it to organising "all workers in the milling industry in the magisterial district of Inanda"

Although it is free to organise workers where it likes, Uwusa would enjoy the advantages of belonging to industrial councils only in its area of registration

134
PATRICK BULGER

Sources in the milling industry in Natal said yesterday the bulk of agreements in the industry had been concluded with the Cosatu-aligned Food and Allied Workers' Union. They knew of no milling concerns in the Inanda magisterial district.

However, there was a maize mill at Tongaat, but this had transferred its operations to Estcourt in 1986. Uwusa's registration became valid only from August 1987. The mill in question employed about 400 workers, Tongaat-Hulett group public relations manager Ron Phillips said yesterday. He had no recollection of Uwusa being organised at the mill.

Soult 118-718191

Leather workers hold first congress

By Thoraya Pandy (134)

THE National Union of Leather Workers (NULW) will hold its first national congress in 65 years in Pietermaritzburg on Saturday.

Its general secretary, Mr Kessie Moodley, said the 28 000-member union had previously been controlled by an undemocratic leadership.

"This congress marks the eventual breakaway from this tradition," Moodley said.

The South African Clothing and Textile Workers Union (Sactwu) general secretary, Mr Lionel October, said his union hoped the NULW would address the questions of unity and a possible merger.

Board to tackle dismissals

134
235

By Mbuyiselo Mtsheketshe

South 118-718191

A CONCILIATION board will attempt to resolve the dispute around the recent dismissal of four Transport and Omnibus Workers Union (TOWU) members at Lombard's Transport Company in Parow.

Their dismissal follows disciplinary hearings against shop steward Mr James Mpambane and other workers.

Workers who have joined the union claim they are being harassed and victimised by the management, who have refused to recognise the union.

The local manager of the company, Mrs HJ Badenhorst, said no workers had been dismissed and declined further comment.

Unions refuse to pay VAT

(134) Political Staff CT 2/8/91

THE trade union federations Cosatu and Nactu said yesterday that they and their affiliates would refuse to pay VAT on union subscriptions and affiliation fees.

They also accused the Minister of Finance, Mr Barend du Plessis, of reneging on an agreement reached between them on July 16. The agreement was that Mr Du Plessis respond within 48 hours to their representations against paying VAT on trade union subscriptions and affiliations.

At its congress, Cosatu decided to spearhead a coalition of organisations to oppose aspects of VAT which had adverse effects.

Jam factory closes after union clash

LANGEBERG factory, where seven employees have been gunned down in clashes between rival unions, was yesterday closed while management discussed the situation with union representatives. (134)

It was reported yesterday that Inkatha representatives had met a delegation from the factory.

Inkatha spokesman Mr Humphrey Ndlovu could not comment on the meeting as he was "still waiting for a report from his delegation".

The factory's head office in Cape Town could also not release a statement.

Sowetan 29/8/91

The East Rand police had by yesterday not made arrests on the shooting incidents.

Captain Ida van Zweel of the East Rand police could also not comment on the condition of two employees who were injured in a lunchtime ambush on Tuesday.

The clashes are reported to have been sparked by the firing of members of the United Workers Union of South Africa and their replacement by members of the Food and Allied Workers Union at Langeberg Canning Factory (known as jam factory) in Boksburg.

Union's first congress

Sowetan 2/8/91 134

THE National Union of Leather Workers will hold its first national congress this week since being registered as a trade union 65 years ago.

This historic congress will be attended by more than 28 000 delegates from various parts of the country. It will take place in Maritzburg on Saturday.

Mr Kessie Moodley, general secretary of NULW, said the congress would be important for the union as the event "marks the eventual breakaway of the NULW from the traditional Trade Union Council of South Africa."

He said. "Our organisation should take its rightful place in trade union movement activities, representing the interests and aspirations of the oppressed and exploited working-class majority."

"This move towards democratising the union and meeting the challenges of the ever-increasing sophistication

By IKE MOTSAPI

and deception of the capitalist ruling class has come as a result of reviewing both the policies and principles of the union and amending the outdated and undemocratic constitution of the union," Moodley added.

He said the new structures under the revised constitution created a situation whereby workers elect shop stewards who then get elected both to the branch and national structures, with the national congress being the supreme policy-making body.

Moodley said among resolutions to be debated at congress were

- * Affiliation to a trade union federation;

- * National campaigns against issues such as VAT,

- * Organising in the homelands; and

- * Trade union independence with regard to political agendas.

WIMM 9/8-15/8/77

first-ever national congress at the weekend. (134) (132)

While retaining its independence, the NULW said it was heartened by Nactu general secretary Cunningham Ngcukana's speech at the Cosatu congress calling for unity of the two federations. The congress also pledged itself to joint action with other unions on such issues as VAT.

The NULW, which has been locked in a bitter organising battle with Cosatu's textile affiliate, appeared to be drifting into Nactu's orbit last year.

The holding of the congress indicates a shift to a more militant approach by this long-established, historically conservative union.

Reports by Weekly Mail staff, Sapa

Militant leatherworkers

■ The non-aligned National Union of Leatherworkers expressed concern at divisions in the labour movement at its

White miners sign bonus, pay deal

VERA VON LIERES

MORE than 40 000 predominantly white members of the Council of Mining Unions (CMU) and three officials' associations have struck a wage deal modelled on the NUM-Chamber of Mines agreement signed at the end of July.

The deal covered artisans, qualified miners and officials. It was concluded late last week, a chamber spokesman said.

The agreement for most gold mines includes increases ranging from 4% to 6,5% plus two bonus schemes — one linked to the gold price and the other to "workplace efficiency".

Two mining groups, believed to be Gold Fields and Anglovaal, will not participate in the bonus schemes. The same two opted out of a similar deal with the NUM.

ERPM and Harmony were excluded from the agreement "on the understanding that their particular financial circumstances called for separate negotiations".

Colliery employees are to receive increases ranging from 7,5% to 9%.

Last year, unions represented by the CMU received a 13,5% increase.

A chamber spokesman said the deal represented the need to contain costs while saving jobs in the mining industry.

The three officials' associations are the Mine Surface Officials' Association, the SA Technical Officials' Association, and the Underground Officials' Association.

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8/10/91 20/8/91

Own Correspondent

JOHANNESBURG — President F W de Klerk has appointed leading businessmen to the State President's Economic Advisory Council (EAC) — but representatives of two major union groupings and Nafcoc are noticeably absent among the names of the 52 appointees

Business heavyweights such as Gencor chairman Derek Keys, Old Mutual chairman Mike Levett and Sanlam CE Pierre Steyn were among new names announced yesterday

De Klerk said invitations have been sent to Nafcoc, Cosatu and Nactu and that responses were expected next month. Indications yesterday were that Cosatu could refuse the invitation.

The EAC advises De Klerk on economic issues and is regarded as the most influential economic forum in the country

Other leading new members include IDC chairman Koos van Rooy, Sacob director-general Raymond Parsons, tax expert Michael Katz, AECI MD Mike Sander and outgoing Board of Trade & Industry chairman

Union groups absent from advisory team

(134) CT 21/8/91

Lawrence McCrystal

Barlow Rand executive chairman Warren Clewlow and Transnet and Iscor chairman Marius de Waal have been re-appointed as chairman and vice-chairman, respectively, for the new three-year term

Among the heavyweights whose terms were renewed for another three years are Reserve Bank Governor Chris Stals, Finance Department director-general Gerhard Croeser, Eskom chairman John Maree, SAB chairman Meyer Kahn, SBIC group MD Conrad Strauss, Volkswagen chairman Peter Searle, Gold Fields chairman Robin Plumbridge, Development Bank of Southern Africa chairman Simon Brand, Wesgro MD Elizabeth Bradley and Sankorp CE Marinus Daling.

Cosatu takes action on Uwusa scandal

w/Man 16/8-22/8/91.
Congress of South African Trade Unions affiliates are weighing up action to be taken against companies which favoured the now discredited Inkatha-linked United Workers' Union of South Africa **By FERAL HAJFAJEE**

THE labour movement has launched an aggressive campaign in response to revelations about government funding of the Inkatha-linked United Workers' Union of South Africa (Uwusa)

Companies which colluded with Uwusa face International Labour Organisation (ILO) investigations and massive lawsuits from unions for their part in Uwusa-related violence

The National Metalworkers' Union of South Africa (Numsa) has called for the immediate derecognition of Uwusa at all South African companies and the National Union of Mineworkers will institute legal action against "individuals and organisations" which colluded with Inkatha and Uwusa

NUM representative Jerry Matjaladi said this week that the first steps toward legal action would be taken by the end of August when lawyers would have completed their dossiers

Matjaladi also warned that the NUM would campaign against Iscor's plans to export steel if the company did not come clean on its past relationship with Uwusa

This action is the result of the recent disclosures implicating security police in the establishment and operation of Uwusa

Meanwhile, the Congress of South African Trade Unions (Cosatu) this week launched its programme of mass action against the funds scandal. A two-day Vaal Dam picket was co-ordinated by Cosatu and other organisations

Cosatu also met Saccola last week to hammer out a code of conduct to "govern employer relationship with trade



Demonstration justified ... A protest march against BTR Sarmcol in 1985. Numsa plans action against the company in light of revelations of security police funding for the Inkatha-linked Uwusa

unions, preventing employer funding of trade unions, employer collusion in violence and forced recruitment"

Saccola and Cosatu also agreed that the committee to advise the government on secret projects must be wider than merely the private sector

BTR Sarmcol in Natal is under fire from Numsa to "make public details of all dealings with Uwusa, the South African Police, the security police, the SADF and Inkatha" or face an ILO investigation

BTR has a long history of strife with Numsa because of its relationship with Inkatha. In December 1986, two Numsa shop stewards from Mphophomeni, in Natal were murdered by Inkatha members. Numsa alleges this was directly related to the alliance of BTR, Uwusa, Inkatha and security police

Evidence of this collaboration came to light in a court case challenging Sarmcol's dismissal of 900 workers after a legal strike in 1985

Numsa says its predecessor, the Metal and Allied Workers' Union had "sought recognition for more than 10 years, Uwusa achieved recognition within months of it being formed in May 1986"

But Sarmcol rejects allegations of collaboration and says "The company signed a recognition agreement with Uwusa after it had been proved to have a majority membership, two years after the dismissals"

Now Numsa is calling for an ILO investigation against South Africa if BTR does not publicise its relationship with Uwusa and the security police. The union is also demanding that the company settle its six-year dispute with Numsa over the dismissed workers

Meanwhile, Iscor is being targeted by the NUM for its relationship with Uwusa. Thirty-seven mineworkers were murdered in 1986 during fighting between striking workers at Iscor's Northern Natal operations and Uwusa members who had been bussed in. James Nthombela, an Uwusa organiser at Iscor, was identified as an instigator in this, and other incidents, but no action was taken against him

Nthombela and other Uwusa officials were also identified in the murder of a NUM regional organiser Bhekuyise Ntshangase at Anglo American's Coronation Colliery in Vryheid

After the murder, the NUM was granted an interdict against Uwusa and three of its officials. But despite this court action, all management did was dismiss two Uwusa officials

Iskor denies NUM allegations, pointing out that it has not signed a recognition agreement with Uwusa.

'Overworked and underpaid' in the Boere Utopia

STIMES 25/8/91

(134)

THE WORKERS are restless in South Africa's white Utopia. The three municipal labourers in the small Boere homeland of Orania are fed up because they believe they are treated like "white kaffirs".

The trio, who were hired to clean Orania's roads and do menial tasks, claim they are poorly paid, overworked and discriminated against by the Orania settlers.

Mr Piet Luyt, Mr Christo Erasmus and Mr Beyers Kotze are paid R800 a month and get free accommodation, lights, water and schooling for their children. Now they are demanding "a living wage" with medical aid and pension benefits.

But they are also unhappy with their free accommodation — because it is a former coloured "location" outside the town.

Another grievance is that one of Orania's nine building labourers, hired to renovate houses, was given a "klap" by the town's first settler, Mr Johan Mooi-man, after being accused of being drunk after a brawl.

"They have not kept their promises," said Mr Luyt, a retrenched mineworker and former South African Railways employee.

Decline

He "immigrated" to Orania from Volksrust eight weeks ago with his wife, Marie, and three children. Barred 12, Quinton, 8, and Jean-Marie, 6.

"We were told we would get medical and a pension and that we would be treated properly. But we have been treated as if we are just white kaffirs.

"We can't even sit down and have a smoke break or a chat. It's just work, work, work, and more work all day long," he said.

By late this week, after a hastily convened meeting between the disenfranchised workers and Professor Jozef Henning, managing director of Orania Besluitingsmaatskappij, the crisis had been resolved.

Volksrust founder Professor Henning, a Pretoria city councillor and theoretical physicist with the CSIR, said the dissatisfied workers needed to be

'We're treated just like white kaffirs' claim angry workers

REPORT BY EVELYN HOLZHAUSEN. PICTURES BY TERRY SHEAN

DISSATISFIED Orania labourers Beyers Kotze, Piet Luyt and Christo Erasmus who say the town has not fulfilled its promises



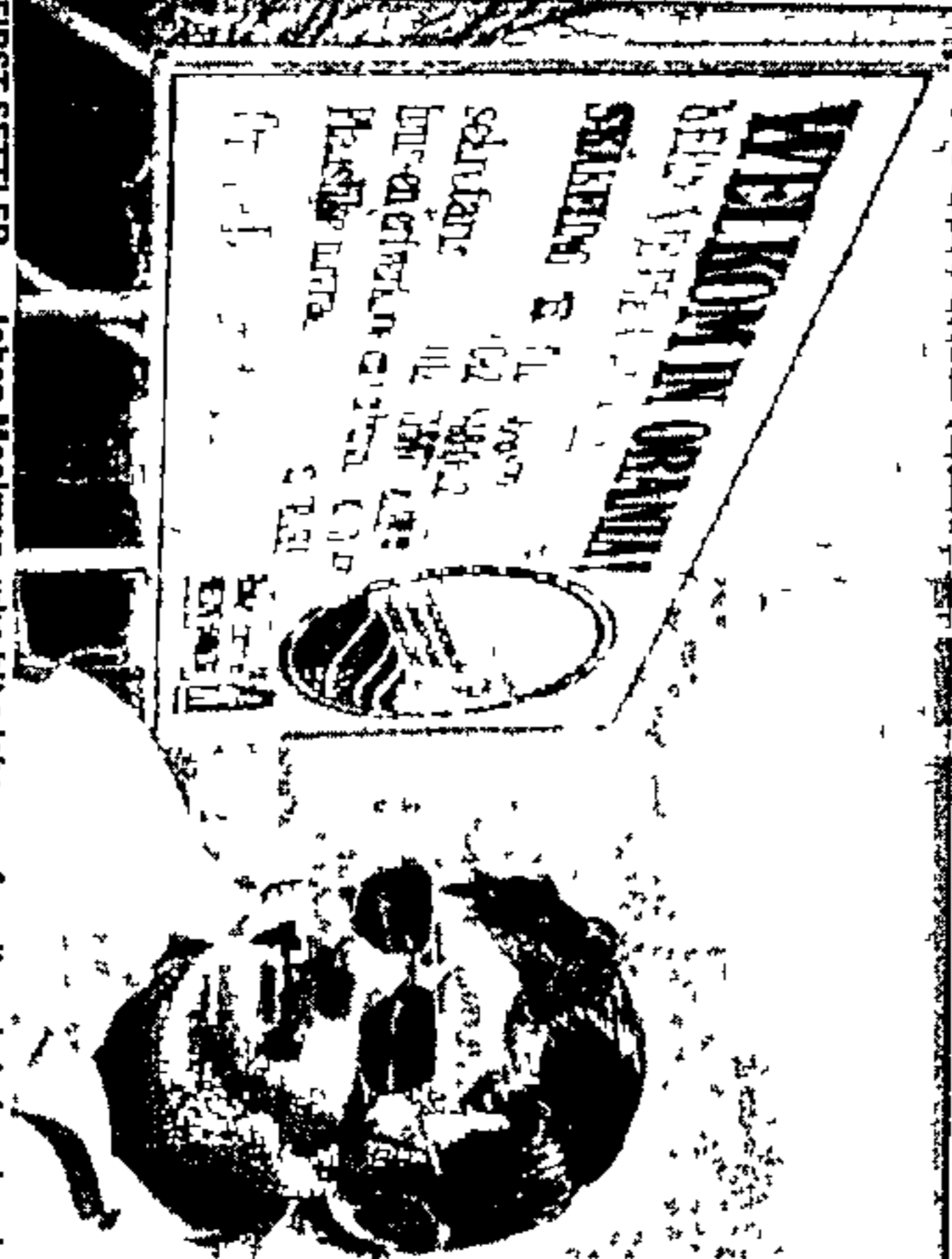
Upholder

The workers had not been promised medical aid as there was a nursing sister at Orania and a doctor on call who would attend them at a minimum charge, he added.

But Mr Luyt said, "We will wait and see what happens. I don't want to leave here. I agree with the idea of an Afrikaner volksstaat. But they must treat everyone properly if it is going to work."

Mr Moolman, who is seen by some townsfolk as the upholder of moral standards in Orania, admitted he had given building labourer Mr Franz Plietse a "klap".

Said Mr Moolman, "He had had a few drinks and he was driving in the



FIRST SETTLER Johan Moolman, who hit a labourer for allegedly being drunk

streets. I stopped him, took away the keys to his bakkie and, when he argued with me, I gave him a klap.

"I will do it again if I have to," he added.

"I left Azania because of the decline in moral standards. We can't allow that sort of thing to happen here. "We are beginning a whole new way of life here.

It requires an ability to work hard and adapt for an ideal," he said.

"People who come here must be aware that the motivation for work is not for financial reward.

"Settlers and workers must be motivated by the desire for a way of life which is guided by high and just moral standards, lived among their own people."

Orania is a former Department of Water Affairs settlement of 84 prefabricated houses on the Orange River 180km south of Kimberley. It was built in the 60s for construction workers building the P1 le Roux Dam. Last year it was bought by a group of businessmen for R1.5-million.

Commit to PF call by Bawu

ALL political organisations which pronounce commitment to democracy and freedom should be incorporated in the Patriotic Front. *Sowetan 27/8/77*

The Black Allied Workers Union took this resolution during a welcoming rally at the weekend in honour of founder secretary-general Mr Drake Koka, who returned after 14 years in exile. (134)

Mr BE Khumalo, secretary-general of Bawu said the union believed "there should be a totality of involvement" *Sowetan Reporter*

7 KILLERS UNIONISTS

Savelson
28/8/91



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Rivalry at factory led to death

A MAN was shot dead and two others injured yesterday at an East Rand factory, bringing to seven the number of workers who have died since clashes broke out between rival unions two weeks ago.

The shootings follow clashes between the United Workers Union of South Africa and the Food and Allied Workers Union at Langeberg Canning Factory in Boksburg.

The three men were allegedly shot about midday as they left the factory for lunch. Their assailants apparently waylaid them
Another employee, identified as Mr Solomon

BY KENOSI MODISANE

Thenjiwa Nokatshana, of Zitha Street, Watville, was shot dead at his home on Monday night. He was also an ANC member in the township.

A spokesman for the company, Mr Dev du Toit, yesterday confirmed four killings. He said he had been informed of a clash between two rival unions at the factory.

East Rand police spokeswoman Captain Ida van Zwiol also confirmed some of the incidents.

A Fawu shop steward at the factory said some of the attackers were Uwusa members known to the employees.

Uwusa spokesman Mr Duke Sennakgomo yesterday blamed management at the factory for the clashes

"The management at the factory allowed itself to be bullied by the Cosatu/Fawu/ANC alliance into driving out our members

"We have tried to speak to them but they allowed the situation to get out of hand," he said.

The attacks on the employees were allegedly sparked by the firing two weeks ago of casual workers believed to be Uwusa members.

The first attack is reported to have taken place on August 15 - a day before the casual workers were to be retrenched. Two people allegedly died in the shooting at the factory entrance

Another employee was shot dead last Monday after he had knocked off.

The attackers struck again last Wednesday, leaving two workers dead.



1 killed, 2 injured in union clashes

Own Correspondent

A man was shot dead and two others critically wounded yesterday, following clashes between rival unions at the Langeberg Corporation and Canning factory in Boksburg and Benoni.

Seven workers have died since fighting broke out two weeks ago between the United Workers Union of South Africa (Uwusa), and Cosatu's Food and Allied Workers Union (Fawu).

Police said the men were shot by three armed assassins with shot guns and a 9 mm pistol outside the Langeberg Corporation at 12.25 pm yesterday.

The attack took place as the workers were leaving the gates of the premises, police said. The gunmen approached them, opened fire and fled on foot. One of the workers died instantly and the other two were admitted to the Boksburg Benoni hospital.

The attacks were "related to dismissals at the Corporation and Canning factory and it is believed that the victims refused to take part in strike action," police said.

A spokesman for Langeberg Corporation and Canning, Dev du Toit, confirmed the deaths of four employees in the past week. He said he had been informed of a clash between two rival unions.

Fawu shop stewards at the factory said some of the attackers were "Uwusa members known to employees".

Uwusa spokesman Duke Senakgomo yesterday blamed management for the clashes.

● On Monday Langeberg employee, Solomon Nokatshana (30), was gunned down at his home in Zitha Street, Wattville in front of his family by an unknown man who entered the house and opened fire. Mr Nokatshana was also an ANC member in the township.

● A Daveyton man, Phillios Shilakwe, also employed at Langeberg, was found dead on the corner of Van Dyk road and Commissioner Street at 5.30 am last Wednesday.

A colleague told police that the attacker fled on foot.

● The body of a Wattville man, Mncedifi Msutwu (37), was also found in Van Dyk road at 5.45 am last Monday.

Police said no arrests had been made and intensive investigations were continuing.

Zulus hounded claim

THE United Workers Union of South Africa has threatened to take Langeberg Canning to court for allegedly dismissing all Zulu-speaking workers at its Boksburg factory.

A spokesman for the Inkatha Freedom Party-

aligned Uwusa, Mr Duke Sennakgomo, said the clashes at the factory were a sequel to the dismissal of 38 Zulu workers following a complaint by a rival union, the Food and Allied Workers Union.

He said Fawu members had refused to work with

Uwusa members and pressured management to dismiss Zulu-speaking workers

"Not all Zulu-speaking workers at the factory are members of Uwusa," he said But some members had been affected by the decision - Sapa.

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Sowetan 30/4/91

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Cosatu seeks end to clashes at factories

By Brian Sokutu

6/9/91

Cosatu yesterday threatened countrywide strikes and demonstrations if the Government failed to halt industrial violence.

Five people have died in factories on the East Rand in violence allegedly between Inkatha-aligned United Workers Union of SA (Uwusa) members and Cosatu members.

Cosatu also alleges that Uwusa members are attacking Cosatu members in northern Natal townships.

Cosatu deputy general-secretary Sam Shilowa yesterday demanded that the Government take immediate action against Uwusa, which he said was a "creation of the security police".

"F W de Klerk complains that people accuse him of having a double agenda. But as long as violence continues to be perpetrated against our members by Uwusa vigilantes with impunity, we will continue to believe that he does have a double agenda. However, we will not allow this violence to derail our commitment to the peace process," he said.

Cosatu members had been attacked by Uwusa members inside factories and shot at at train stations, Mr Shilowa added.

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REV D N MUGOO

ESTABLISHED 1892

THE ETHIOPIAN ORTHODOX CHURCH IN SOUTHERN AFRICA

IN the immediate aftermath of the Inkatha funding scandal, a fresh wave of workplace violence has erupted involving Inkatha's labour wing, the United Workers Union (Uwusa).

Concentrated on the East Rand, the spate of incidents includes random attacks on workers in industrial areas, in which at least six have died and many have been injured. There are also repeated claims of forced recruitment and harassment and intimidation by Inkatha/Uwusa vigilantes.

The Congress of South African Trade Unions believes Uwusa is bent on demonstrating its defiance in the wake of the Inkatha scandal, details of which were first revealed by *The Weekly Mail* six weeks ago.

Cosatu spokesman Neil Coleman also suggested that elements within Inkatha/Uwusa might be set on derailing the current church-mediated peace process. "We know that certain warlords and vigilantes went out of their way to sabotage the January 29 peace accord between Inkatha and the African National Congress," he said.

Uwusa general secretary Dumisani Dlodla was contacted for comment, as was the union's East Rand representative, Duke Sennakgomo. Neither was available.

By far the most serious incidents have centred on the Langeberg Foods factory in Boksburg, where five workers, at least two of them members of Cosatu's Food and Allied Workers Union, have been killed in recent weeks.

Langeberg executive Des du Toit said the violence followed the paying off of about 150 seasonal workers who had come to the end of short-term contracts.

This had been given a "political meaning", and a large group of men had gathered at the factory on August 15 to demand the reinstatement of dismissed workers.

The Weekly Mail has a letter sent on Inkatha-letterheaded notepaper, addressed to the Langeberg managing director, demanding the reinstatement of dismissed Inkatha members and a ban "on the existence of any trade union on company premises". Fawu has an overwhelming majority at Langeberg and has long been recognised there.

The letter also calls for the suspension of production until the demands are met.

On the same day it was delivered,

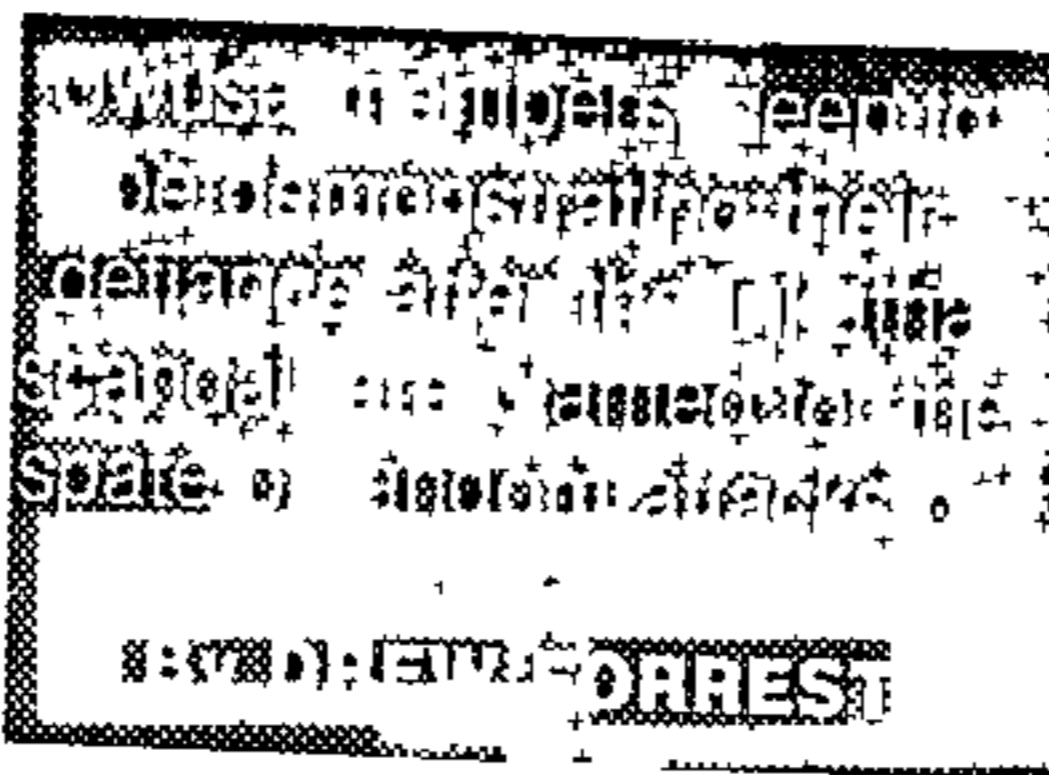
Surge of violence, deaths linked to Inkatha unionists

w/m... 6/9-12/9/91

#16

#29

(134) #124



two workers were shot, one fatally, at the nearby Dunswart railway station. Another was killed the following day, and on Tuesday last week, three more were shot dead.

In addition, the home of the Fawu shop-steward committee chairman was attacked and partly destroyed. Fearing further violence, Langeberg workers stayed home on Wednesday and part of Thursday last week.

Uwusa's Sennakgomo has been quoted as blaming management "for allowing itself to be bullied by the Cosatu/Fawu/ANC alliance into driving out our members".

"We have tried to speak to them but they allowed the situation to get out of hand," he is quoted as saying.

Another storm-centre has been the Driehoek industrial area, near Germiston, where in response to a pattern of violence, intimidation and forced recruitment, workers in many factories came to work late and left early throughout last week.

Random assaults on workers in the streets of the industrial areas is also said to have provoked a spontaneous worker protest march on August 21. Days earlier, 11 Cosatu affiliates held crisis talks with the Germiston Chamber of Commerce at which it was agreed to set up a joint violence monitoring group.

The signs are that the violence is linked to an Uwusa recruitment drive. Arnold Blumenthal, managing director of Pan African Shop Fitters in Driehoek, said that until recently "we had only ANC supporters here. Since these other guys appeared, violence has cropped up".

He added that some employers had invited Uwusa into their plants "because the existing unions give them such uphill they can't carry on".

Wedge Steel managing director David Block confirmed his employees had complained to management about being attacked by "certain gentlemen carrying sticks".

An internal document circulated by Cosatu's Wits region lists the following incidents in Driehoek last month, for which it blames Uwusa members:

● On August 1 Benjamin Ramakgale, of Pan African shop fitters, is assaulted.

● In August Lucas Makotomela is prevented from leaving GB Engineering after working hours. He escapes with the help of a white foreman.

● On August 8 a group of workers from various factories is surrounded by armed men and threatened with violence.

● On August 16 Isaiah Maila of Current Electrical is attacked with knobkerries at the station.

● On August 20 Ramakgale is again assaulted.

● On August 21 male and female workers are attacked at random in the streets of Driehoek. Some are seriously injured and admitted to hospital.

The document also lists the fatal shooting of a worker at Rand Scrap Iron, in Germiston South, outside the factory gates on August 19.

The upsurge in Uwusa-linked violence receives specific mention in a recent Cosatu memorandum to the United Nations on political developments in South Africa.

"Since the Inkathagate revelations, attacks by Uwusa/Inkatha vigilantes on Cosatu members has intensified, particularly in industrial areas and factories," it says.

"Workers are forced to produce their membership cards, and if they are not members of Inkatha/Uwusa they are assaulted. Striking or bailing workers are attacked, or attacked simply for singing freedom songs. A number of Cosatu members have been injured or killed."

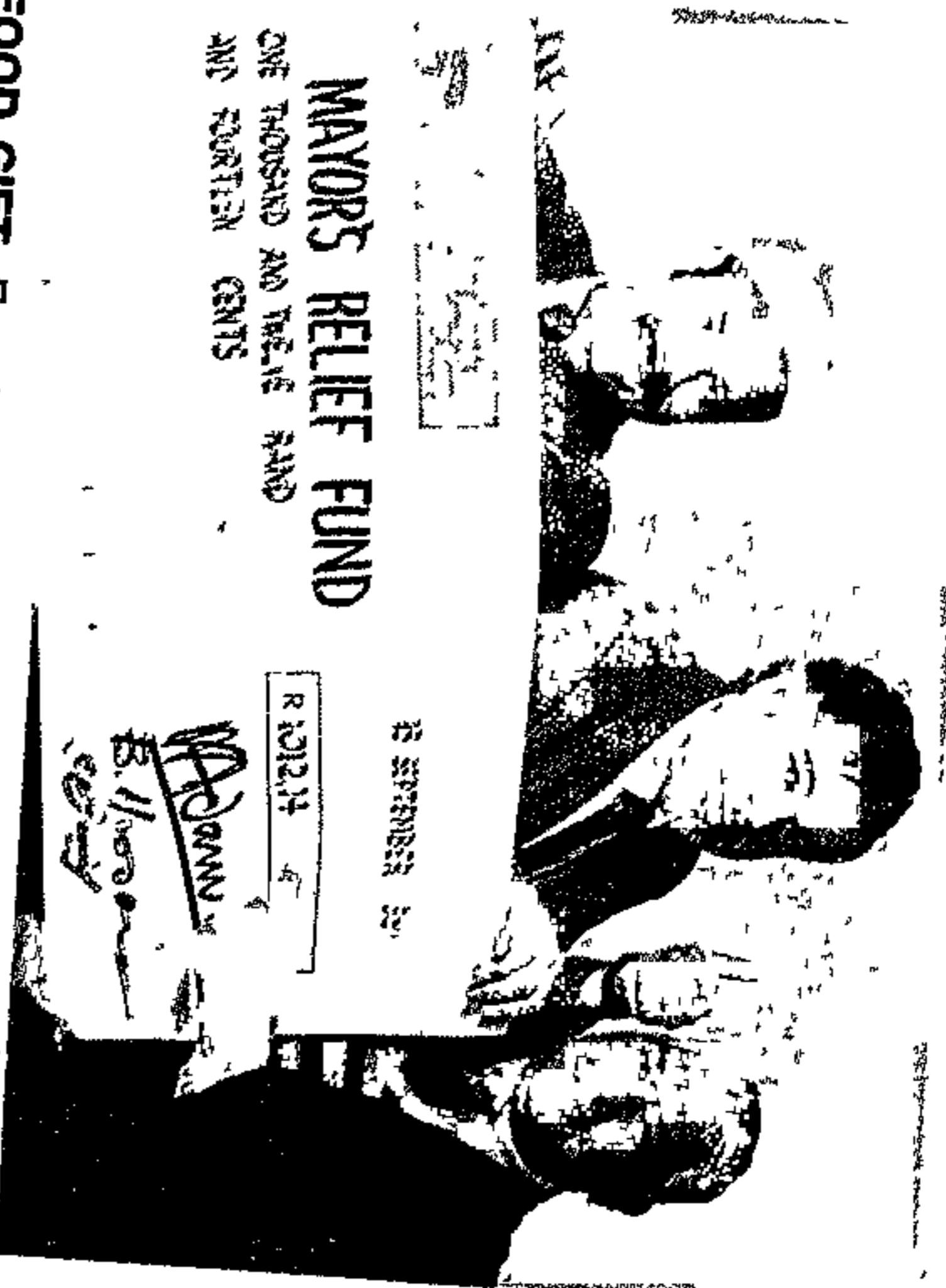
NEWS IN BRIEF

(134) ~~134~~ Unions attack VAT

THREE trade union federations representing 43 unions, and 16 unaffiliated unions, met in Johannesburg on Saturday to discuss the implications of VAT

The conveners, Cosatu and Nactu, said the meeting was a follow-up to the VAT summit on August 22. They said a second meeting would take place before the second Vat summit on September 23, so that unions could agree on a programme of action for submission to the summit

B/pung 16/9/91



MAYOR'S RELIEF FUND
ONE THOUSAND AND TWENTY POUND
AND FOURTEEN CENTS

FOOD GIFT. Furniture and allied workers union officials hold a giant cheque given by the Cape Town branch of The Argus Food Campaign. From left are trustee Mr Ismail Ganief, secretary Mr Mohammed Adam, and president Mr Bashier Hoosain.

Union workers give 10c each to raise R1 000

SHARKEY ISAACS, Staff Reporter

CITY furniture workers have clubbed together to raise more than a R1 000 for The Argus Food Campaign.

The cheque for R1 012,14c from the Cape Town branch of the National Union of Furniture and Allied Workers of South Africa is the first gift from a trade union

Members, including those working "short-time" — two-day or three-day weeks — chipped in with 10c contributions to raise the money.

National president Mr Bashier Hoosain, who is also the regional chairman, said "We decided to help the campaign which we consider to be doing a good job in helping to alleviate the effects of unemployment."

"We consider it a worthy cause and I hope other unions will follow suit and

also contribute" **AR 24/9/61**

Secretary Mr Mohammed Adam said "The full executive unanimously decided to help the campaign this month. The union also assists a number of charitable institutions and organisations."

The City's Medical Officer of Health, Dr Michael Popkiss, thanked union members for their contributions.

"We are grateful for all donations, no matter how small," he said.

● Cash contributions should be sent to The Argus Food Campaign, Box 15399, Vlaeberg, 8018, or Box 298 Cape Town, 8000

Cheques must be made out to the Mayor's Relief Fund. Offers of food may be made to the office of the MOH at 210 2882

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PSA to register as a union

PRETORIA. — The Public Servants' Association is to register as a trade union to protect members who move from the public to the private sector due to privatisation. Addressing the PSA's annual meeting here yesterday, PSA president Mr Johan van Wyk said other ways of improving bargaining power were being pursued (134) CT 24/9/91

He appealed to the government to commit itself to a fixed three-year programme to improve public service pay

Firm denies it locked staff out

Sowetan
25/9/91

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~~134~~ ~~134~~

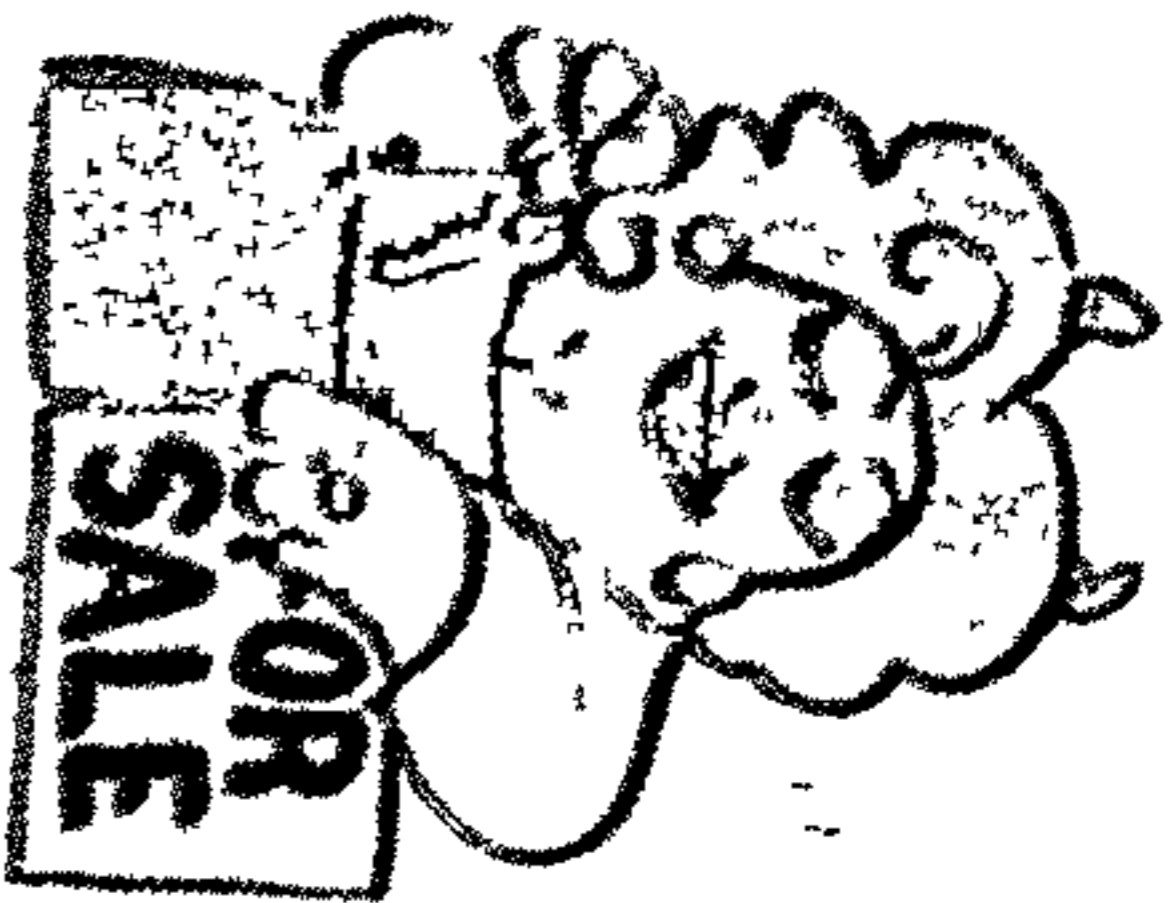
THE Delmas Milling Company has denied that members of the Food and Allied Workers Union were locked out of the company's premises in Randfontein.

A statement issued by a spokesman for the company said although a number of workers demonstrated outside the company's premises last Wednesday, they had not been locked out. It said Fawu members had been asked to demonstrate outside the factory gates to prevent clashes.

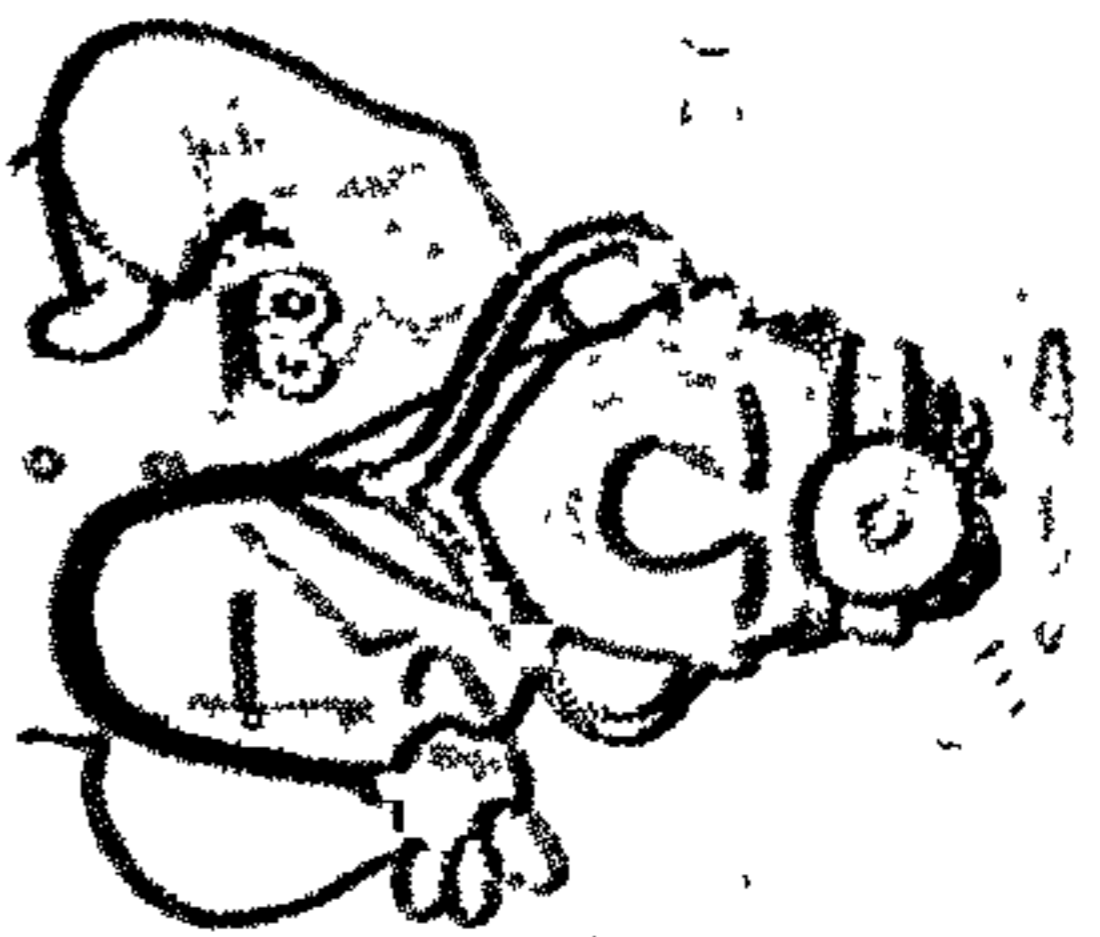
Sowetan Reporter

The statement added that the Food Beverage Workers Union had not accepted a 14 percent wage increase as stated in earlier reports. The union had accepted an 18 percent wage offer, it said. Four percent was the norm in the industry.

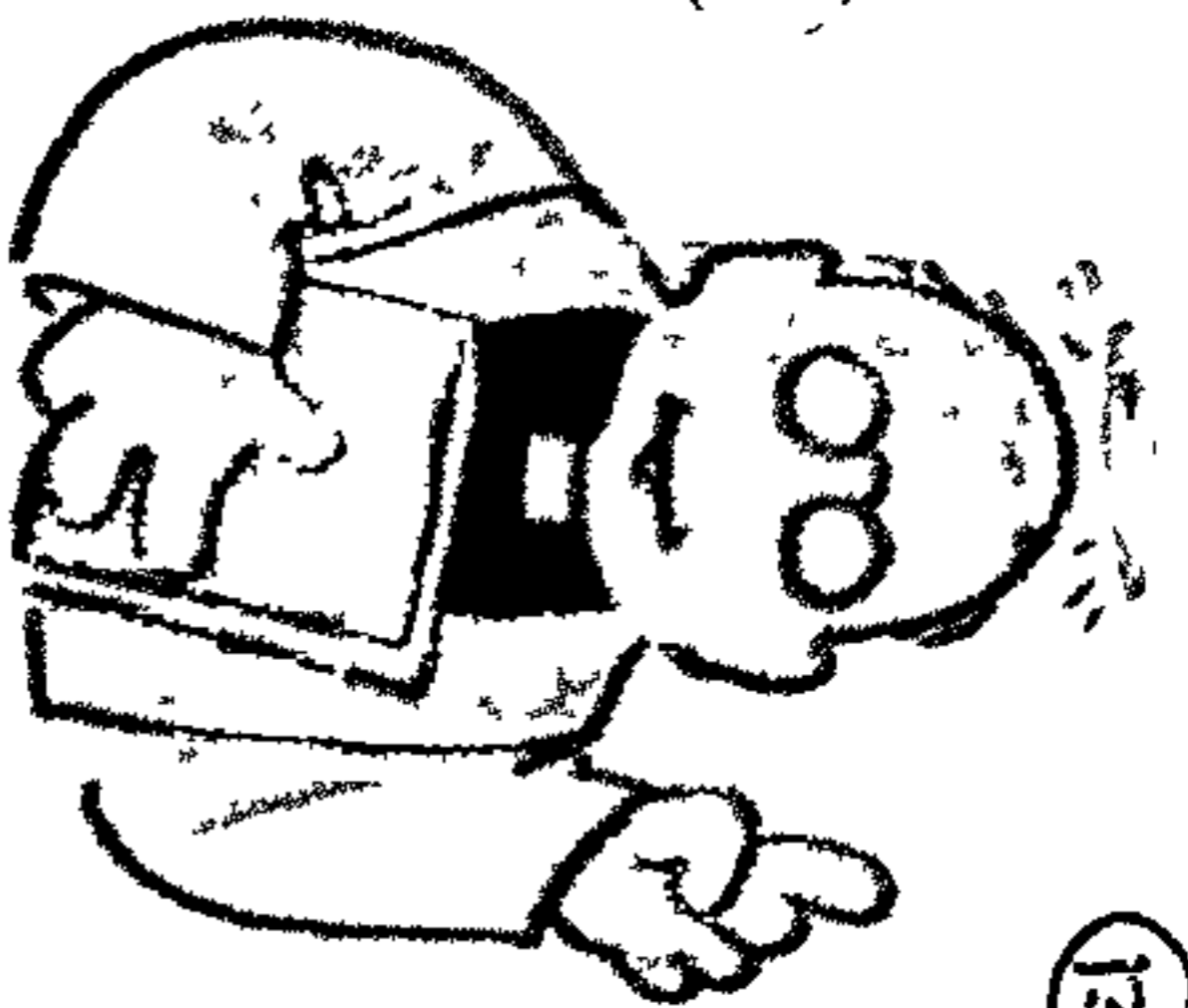
The situation was reported to be calm and production was unaffected. A spokesman for the union confirmed that the union had accepted an 18 percent wage offer from management.



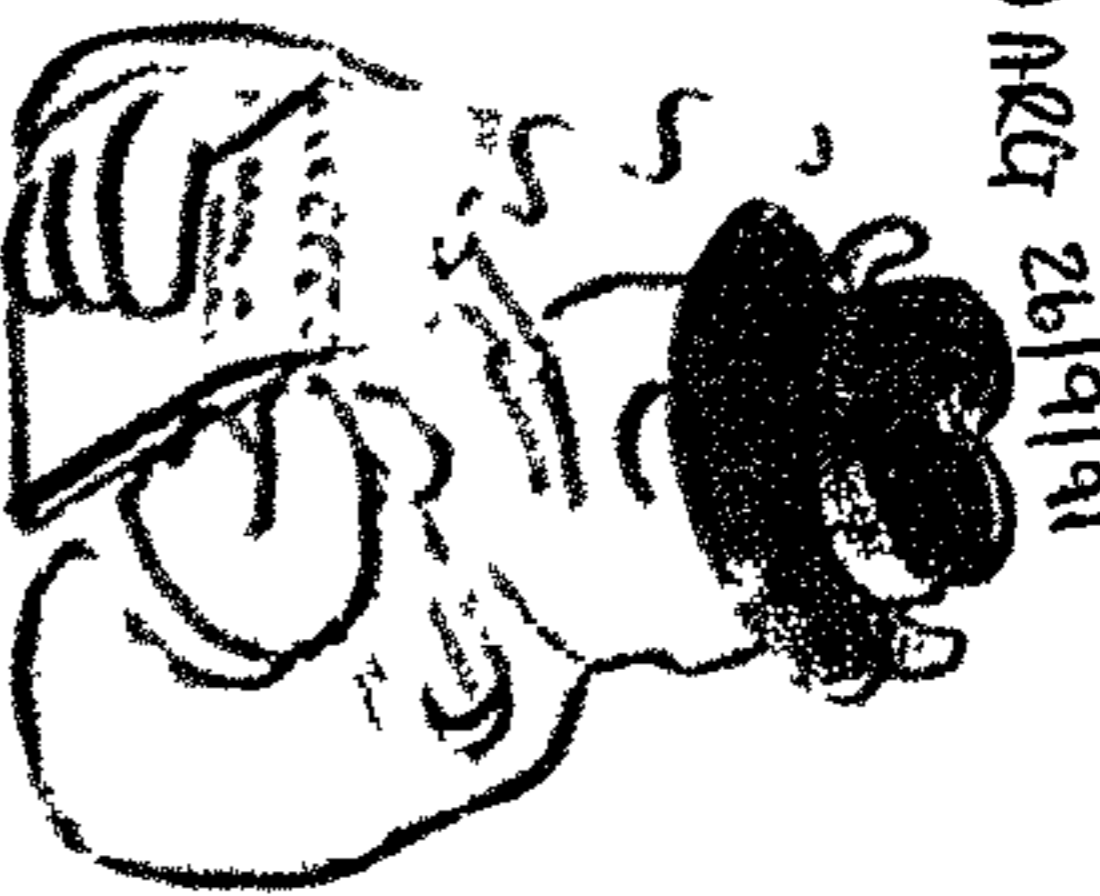
Estate agents —
a low rating.



The good guys, doctors, left, with 72 percent and priests
with 69 percent.



Journalists —
only 22 percent.



(134) A27 26/9/91

Trade union bosses bottom of ethics poll

The Argus Correspondent
JOHANNESBURG — Trade union leaders have been rated at the bottom of the ethics stakes — with used car salesmen, journalists and estate agents — in a recent public opinion survey.

The Gallup Poll survey carried out by the Marknor research group showed that pharmacists, medical doctors and the clergy came out on top in terms of honesty and trustworthiness.

The survey on ethical stan-

dards was conducted among 1 000 white adults (500 men and 500 women) in the main metropolitan areas.

The findings confirmed the main results of an earlier study carried out among women in November last year.

Trade union leaders were at the bottom of the list, with only 10 percent of people regarding them as honest.

New and used car salesmen were added to the list of occupations surveyed in the recent

study, with 11 percent of people believing used car salesmen had a high standard of ethics, while new car salesmen fared slightly better at 21 percent.

Also toward the bottom of the list were insurance salesmen with a 23 percent honesty rating, journalists (22 percent) and estate agents (20 percent).

Members of parliament have low morals, said 27 percent of respondents.

At the top of the scale, 81 percent of respondents be-

lieved that pharmacists were highly ethical.

They were in good company with medical practitioners (72 percent) and the clergy (69 percent).

Police are rated fourth on the list of ethical people, with 54 percent seeing them as honest and trustworthy.

What might be of concern to lawyers and bankers is that they are regarded as middle-of-the-road in terms of standards of ethics, each obtaining a 49 percent vote.

MONEY, not politics, is holding up the merger of the two performing arts unions, the South African Film and Theatre Union (Safu) and Pave, the Performing Arts Workers' Equity. The dissolution of Safu and its absorption by Pave is planned for the end of this year.

Pawe is refusing to take over Safu's debts, and both sides admit this is the remaining obstacle to merger: more than a year of negotiations has ironed out most of the ideological differences between the two leaderships.

A major part of Safu's liabilities comes from paying actress Gaynor Young's legal fees following her near-fatal fall while on stage at the State Opera House last year. According to Safu chairman Carol Trichardt, the union still owes Young's lawyers about R15 000.

Trichardt believes that Pave should take responsibility for this debt: "It is not a case we are fighting for just one member. It is important to the whole industry, and I've said to Pave that it is something they should take over." However, Pave executive member Malcolm

Actors' unions set to merge —

if they can sort out their debts

South Africa's two performing arts unions are set to merge — if they can sort out a money problem, reports

BELINDA BERESFORD

Purkey has responded that "Pawe is a young union and we can't take on all of Safu's liabilities and financial problems". Treasurer Carol Steinberg agreed, but emphasised that Pave was "very sympathetic" towards Safu's debts and had been trying to raise the money to pay them off.

Pawe was started in May last year by dissatisfied members of Safu and other performers who had refused to join the established union. It

aims to be more militant and active than Safu by trying to build connections with performers within the townships and improve conditions in community arts organisations. Pave also has a much broader constituency, including non-performing workers such as cleaners and stage crews.

Restricted by law from being multi-racial when it was launched as a trade union over 25 years ago, Safu opened its membership to everyone when labour legislation changed at the end of the Seventies. However the "whites-only" image has stuck to a degree — unfairly, according to Trichardt who counters that Safu had tried to help all actors, even before it was open to everyone.

Steinberg said that this image was partially responsible for Pave's conception. "Safu was perceived as being a fairly conservative whites-only, if not in policy recently, then in practice, union that opened its membership to black people but didn't cater for black people in the way they would want it to be. It was felt that there was space for a strong non-racial, perhaps more political union than Safu had ever been."

She emphasised that Pave did not see the planned union as a "merger-of-equal-parts". "It is not a merger, more of an incorporation and parts of Safu have obviously not been too happy with that. They have wanted us to merge and form a new union."

Trichardt is among those who wanted a totally new organisation, but he said that in the interests of building one strong union Safu "did not want to make an issue of it". He confirmed that the dissolution of Safu had raised strong feelings in some of its members, but thought that reservations on the issue are now more a ques-

• TO PAGE 24

Unions to merge

From PAGE 23

thought expertise and representation. "I think actors wonder whether Pave can help them. And I think Pave has to prove itself, if they can't that's their problem."

Pawe members have also not been unanimously in favour of the merger, according to Steinberg. "I think there has always been a lobby in Pave that we should go it alone and that Safu has a tainted record which we don't want to be part of. But that is a minority position."

The merger will be a legal procedure, during which several Safu council members will be co-opted on to the Pave executive until elections for a new leadership at the next AGM early next year.

New union for health workers

Sowetan 11/10/91

134

A NEW trade union aimed at catering for workers in the health and public sector has been formed.

The South African Health and Public Service Workers' Union boasts an estimated 2 600 members in the Pretoria, Groblersdal and Lydenberg areas

Mr Silas Baloyi, the union's general secretary, said yesterday they had lodged an application for registration with the Department of Manpower "We are waiting for a response," he said.

Baloyi said they had not received objections from other trade unions or asso-

ciations in the same industry

"This is not surprising because no single trade union organising in the health and public sector is registered throughout the country"

Baloyi called on all staff associations in the sector to disband and join its ranks "to enjoy true democracy and workers' control"

Baloyi said his union was not affiliated to any trade union federation.

"We will consider doing that after we have cleared up a number of issues with the trade union federations." - *Sowetan Correspondent*

Union opens to all races

THE Afrikaans Teachers Union has opened its doors to teachers of all race groups. (134) ~~237~~

It was decided at the union's annual congress in Durban that all professionally qualified teachers who could identify with the mission and aim of the union would be allowed to join. *Sowetan 7/10/91*

Dedication to Afrikaans education was reaffirmed as well as the right of the Afrikaner child to be educated in his own cultural surroundings

The union's new chairman, Professor Henne Kock, said he will strive to tackle issues like dwindling membership and the pressure on teachers due to the uncertainty among Afrikaans schools. - *Sapa*

Trade unions reach out

Sowetan 9/10/91
134
52

By IKE MOTSAPI

THE United People's Unions of South Africa has invited top officials of other trade union associations to address its sixth annual congress at the weekend in Durban.

The body has invited top officials of both the National Council of Trade Unions and the Congress of South African Trade Un-

ions

Nactu's Mr Cunningham Ngxukana is the only official who has so far accepted the invitation, according to Upusa assistant general-secretary Mr Lucky Hlongwa.

In a Press statement, Hlongwa said "It will be

the first time since the formation of the independent trade union that progressive organisations in the struggle for liberation have been invited."

Also invited is Dr Bernie Fanaroff of the National Union of Mineworkers of South Africa.

Hlongwa said his organisation was exploring ways

of "merging with Nactu and Cosatu."

"We believe that, once the political situation has been properly addressed, it would then be appropriate for all trade unions of South Africa to sit around one table to iron out their differences and form one giant federation for the country," he said.

KENNISGEWING 944 VAN 1991**DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956**

Hierby word vir algemene inligting bekendgemaak dat die Cape Town Municipal Professional Staff Association met ingang van 27 September 1991 ingevolge artikel 4 (7) van die Wet op Arbeidsverhoudinge, 1956, as 'n vakvereniging geregistreer is ten opsigte van alle persone in diens in die Plaaslike Owerheidsonderneming, soos onderneem deur die Stadsraad van Kaapstad, wat na aanleiding van 'n suksesvol voltooide studiekursus in besit is van 'n universiteitsgraad, universiteitsdiploma of enige ander erkende professionele kwalifikasie of wat besoldig word op Graad 9 of op 'n hoer vlak op die Graderingstabel van die Stadsraad.

Vir die doeleindes hiervan 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 'n plaaslike owerheid onderneem word; en

"plaaslike owerheid" die Stadsraad van Kaapstad (11 Oktober 1991)

KENNISGEWING 945 VAN 1991**DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956****AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING**

Ek, David William James, Nywerheidsregistrateur, 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 Professional Transport Workers Union of South Africa. 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 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging Professional Transport Workers Union of South Africa.

Datum waarop aansoek ingedien is 17 September 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word Alle persone in diens as voertuigdrywers, afleweraars, drywerverkoopsmenne, motor- en dieselmotorkundiges, vakleerlinge, nasieners, laaiers, terreinwagters, bakbouers, spuitskuldere, klerke en algemene werkers in die Padpassasiersvervoerbedryf in die provinsie Natal.

NOTICE 944 OF 1991**DEPARTMENT OF MANPOWER****LABOUR RELATIONS ACT, 1956**

It is hereby notified for general information that the Cape Town Municipal Professional Staff Association has with effect from 27 September 1991, in terms of section 4 (7) of the Labour Relations Act, 1956, been registered as a trade union in respect of all persons employed in the Local Authority Undertaking, as undertaken by the City Council of Cape Town, who possess, as a result of a successfully completed course of study, a university degree, university diploma or any other recognised professional qualification or who are remunerated at Grade 9 or at a higher level on the Grading Schedule of the City Council, as amended from time to time

For the purposes hereof—

"Local Authority Undertaking" means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority; and

"local authority" means the City Council of Cape Town.

(11 October 1991)

NOTICE 945 OF 1991**DEPARTMENT OF MANPOWER****LABOUR RELATIONS ACT, 1956****APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF TRADE UNION**

I, David William James, 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 Professional Transport Workers Union of South Africa. 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, 123A 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 Professional Transport Workers Union of South Africa

Date on which application was lodged 17 September 1991.

Interests and area in respect of which application is made All persons employed as vehicle drivers, vanmen, driver salesmen, motor and diesel mechanics, apprentices, checkers, loaders, yardsmen, body builders, spray painters, clerks and general workers in the Road Passenger Transportation Trade in the Province of Natal.

"Padpassasiersvervoerbedryf" beteken die bedryf waarn werkgewers (uitgesonderd werkgewers wat uitsluitlik skoolkinders tussen hul verblyfplekke en die skole wat hulle bywoon, vervoer) en hul werknemers met mekaar geassosieer is met die doel om op enige openbare pad teen vergoeding enige persoon te vervoer deur middel van 'n kragaangedrewe voertuig (uitgesonderd 'n voertuig in besit en onder beheer van Transnet Beperk) bedoel om meer as sewe persone, met inbegrip van die drywer van die voertuig, gelyktydig te vervoer, en dit omvat alle werksaamhede wat daarmee gepaard gaan of daaruit voortspuit.

Posadres van applikant Posbus 31415, Braamfontein, 2017.

Kantooradres van applikant: De Kortestraat 31, Braamfontein.

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.

D. W. JAMES,
Nywerheidsregistrateur.

(11 Oktober 1991)

KENNISGEWING 946 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge 1956, bekend dat ek die registrasie van die Suid-Afrikaanse Bus Werkgewersvereniging met ingang van 27 September 1991 ingetrek het

D. W. JAMES,
Nywerheidsregistrateur.

(11 Oktober 1991)

"Road Passenger Transportation Trade" means the trade in which employers (other than employers exclusively conveying school children between their places of residence and the schools they attend) and their employees are associated for the purpose of conveying for reward on any public road any person by means of a power-driven vehicle (other than a vehicle in the possession of and controlled by Transnet Limited) intended to carry more than seven persons simultaneously, including the driver of the vehicle, and includes all operations incidental thereto or consequent thereon.

Postal address of applicant P.O. Box 31415, Braamfontein, 2017.

Office address of applicant. 31 De Korte Street, Braamfontein.

Attention is drawn to the following requirements of sections 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

D. W. JAMES,
Industrial Registrar.

(11 October 1991)

NOTICE 946 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the South African Bus Employees Associated with effect from 27 September 1991.

D. W. JAMES,
Industrial Registrar

(11 October 1991)

Barend shifting views on labour?

(134)
CT 17/10/91

Own Correspondent

BANGKOK. — Finance Minister Mr Barend du Plessis yesterday suggested that a form of social accord between government, business and labour would facilitate SA's move towards economic and political democracy.

Addressing delegates to the World Bank and IMF annual meeting, he said a type of social accord had been invaluable in many developing countries.

He did not elaborate, but his statement appeared to represent a shift in his views on organised labour. He recently said any shared economic decision-making should occur through a forum established by an all-party conference — a party political forum.

And last week his special adviser, Mr Japie Jacobs, said unions had overplayed their hand by demanding a say in economic policy-making.

In Johannesburg a senior unionist said Cosatu was open to Mr Du Plessis's idea.

Mr Du Plessis did not refer directly to SA, but said that unless timeous external support brought the early achievement of at least some of the goals of restructuring, the whole process might be thwarted.

VAT group writes to UN over IMF

JOHANNESBURG. — The Co-ordinating Committee on Value-Added Tax has written a letter to the United Nations, urging the world body to censure the International Monetary Fund for its involvement in South Africa's economic policies.

The letter quoted a resolution passed at the committee's second VAT summit, calling on the IMF not to process the R30-billion loan to the SA government until the VAT dispute was resolved and "the political and socio-economic negotiations are advanced". It added that VAT would spread the tax burden significantly to the country's poor.

● Doctors in Durban yesterday held a placard protest against the imposition of VAT on medical services. CT 17/10/91

More than 100 doctors of the National Medical and Dental Association (Namda) walked to the Receiver of Revenue offices in West Street, where a memorandum was handed to the Receiver, Mr Geoff Grant.

CP MPs involved in launch of giant white 'super-union'

w/ Mail 25/10 - 31/10/91.

134

By DREW FORREST

TWO Conservative Party MPs were present at recent meetings to plan the launch of a giant "super-union" for white workers, *The Weekly Mail* has learnt.

Sources say that in a bid to boost its extra-parliamentary muscle, the CP has stepped in to relaunch the super-union initiative, which has been paralysed for many months by squabbling between white worker organisations.

The unspoken agenda is collective action by skilled whites to block racial reforms in the workplace and society at large.

This week Peet Ungerer, general secretary of the whites-only Mine Workers' Union (MWU), announced that a giant right-wing general union would be launched early next year to fight the National Party government's "betrayal" of white workers.

A steering committee was set up at a meeting in Pretoria at the weekend, attended by the MWU and five other unions, to draw up guidelines for a merger.

Insiders said the talks were attended by fire-eating former MWU boss Arrie Paulus, now CP member of parliament for



Back to union affairs ... CP MP Arrie Paulus in his days as the boss of MWU

Carletonville, and Koos Botha, the party's MP for Wonderboom.

They claim that when asked why other right-wing organisations had not been invited, the MPs replied that this was a CP initiative.

Moves towards a super-union for whites had been stymied by a long-standing dispute between the MWU and the other major all-white union, the Yster en Staal Unie, over whether to form

a federation or a general union. As a largely apolitical organisation, Yster en Staal fears a general union under centralised leadership would serve as a cat's-paw for the political right.

It appears the CP and its MWU allies have now decided to push ahead without Yster en Staal. Yster en Staal spokesman Les Van Niekerk Venter confirmed this week his union had not attended the recent talks and would not join a merger.

There is some scepticism about whether the planned super-union will draw the 100 000 members Ungerer envisages. With the exception of the MWU, with 40 000 members, the unions represented at the recent talks are very small.

They include the 5 000-member Transnet Union of South Africa and the obscure Eastern Cape-based Witwerkersunie and Pretoria-based Blanke-werknemers Unie, with fewer than 1 000 members each. Also present, sources say, was an official from one branch of the multiracial South African Association of Municipal Employees who had no mandate from his union.

(134) ~~134~~
Unions campaign on electrification

A campaign aimed at securing greater union participation in the restructuring of Eskom and in South Africa's mass electrification policy was launched at a joint union meeting in Soweto last weekend. W/Mau 25/10 - 31/10/91.

The National Union of Mineworkers, the National Union of Metalworkers and the Electrical Workers' Union, all of which have members at Eskom, are demanding that Eskom immediately halt all restructuring and that a working group consisting of civics, mass organisations and the Congress of South African Trade Unions be set up to "enter into negotiations with the government and Eskom on electrification".

The campaign also aims to unite all Eskom workers under one union.

Municipal employees' union lashes out at general strike

CLIVE SAWYER
Municipal Reporter

THE SA Association of Municipal Employees' national president, Mr Hans Deetlefs, has hit out at city councillors who "interfere" in the management functions of top officials.

And the white-dominated union has vowed to oppose strikes and stayaways, lashing out at "politically-oriented" trade unions planning to take part in the November 4 and 5 general strike

Mr Deetlefs said some developments in local government were making municipal employees unhappy, and this could lead to a non-productive workforce

"In certain larger local authorities there is a misconception that senior officials are no

longer capable of handling their positions and people of little or no experience of local authorities are being appointed to management positions," he said

Speaking at a Saame regional congress, Mr Deetlefs said city councillors should stop interfering in the management functions of senior officials

Such "interference" by councillors could result in many senior officials taking early retirement, while their knowledge and experience were essential for the challenges facing local government, he said

Changes caused when city councils accepted recommendations from outside consultants were also causing unhappiness

This had happened in Durban and Johannesburg, causing drastic changes to "present structures which had functioned excellently for many years", Mr Deetlefs said.

Referring to the strike plans, Mr Deetlefs said Saame could not support Cosatu and Nactu in the planned protest against VAT on medical services

Saame opposed VAT on medical services, but the strike would endanger lives, local government, and the country as a whole, he said.

He said it was "impossible" to withhold fire-fighting, ambulance, water, electrical, traffic and health services

Saame would continue to make representations to the Minister of Finance to drop VAT on medical services.

Workers reject union

Own Correspondent

THE South African Iron, Steel and Allied Industries Union has rejected a proposal to form a "huge white trade union" as called for by the white Mine Workers Union.

Soweto
Mr Len van Niekerk-Venter, a spokesman for SAISAIU, said the Mine Workers Union had no mandate from workers to form a new super trade union.

He said a white trade union that favoured one party over another was unacceptable.

Van Niekerk-Venter said the Mineworkers Union had received no support from the 23 other white trade unions.

The proposal enjoyed little support among Conservative Party

Mineworkers have 'no mandate' for new union

The Argus Correspondent

PRETORIA. — The South African Iron, Steel and Allied Industries Union (SAISAIU) has rejected a proposal to form a "huge white trade union" as called for by the white Mine Workers Union.

Mr Len van Niekerk-Venter, a spokesman for SAISAIU, said the Mine Workers Union had no mandate from workers to form a new super trade union which would act as an umbrella organisation for all white trade unions in South Africa.

A super trade union could also not serve the interests of other workers.

He said a white trade union which favoured one party over another was unacceptable to the members of SAISAIU, and claimed that mine workers had no choice in whether they could accept their union's proposals.

They also would receive no work on any South African mine should they join any other trade union apart from their own union.

The proposed new super union also enjoyed little support among Conservative Party and Herstigte Nasionale Party members as these parties were opposed to any form of striking or economic disruption. (134) ARG 1/11/91

KENNISGEWING 1051 VAN 1991**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

**AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING**

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Postel-Unie van die Republiek van Suid-Afrika. 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 123A, Schoemanstraat 215, Pretoria (posadres Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging Postel-Unie van die Republiek van Suid-Afrika.

Datum waarop aansoek ingedien is 24 Oktober 1991

Belange en gebied ten opsigte waarvan aansoek gedoen word Alle blanke werknemers in diens in alle ondernemings, afdelings of bedrywe van die Suid-Afrikaanse Poskantoor Beperk of Telkom SA Beperk in die Republiek van Suid-Afrika

Posadres van aplikant Posbus 31082, Braamfontein, 2017.

Kantooradres van aplikant Mellestraat 19, Braamfontein

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

D. W. JAMES,

Nywerheidsregistrator

(8 November 1991)

KENNISGEWING 1054 VAN 1991

KENNISGEWING VAN AANSOEK OM GOEDKEURING VIR DIE OPRIGTING VAN 'N NUWE ABATTOIR KRAGTENS ARTIKEL 12 (1) VAN DIE WET OP DIE ABATTOIRBEDRYF, 1976 (WET 54 VAN 1976)

Kennis geskied hiermee kragtens artikel 12 (1) van die Wet op die Abattoirbedryf, 1976 (Wet 54 van 1976), dat mnr C H Strydom, Posbus 75, Sannieshof, 2760, kragtens artikel 11 van genoemde Wet by die Minister van Landbou aansoek gedoen het om goedkeuring vir die oprigting van 'n nuwe abattoir te "Danielsrust" Sannieshof.

NOTICE 1051 OF 1991**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

**APPLICATION FOR REGISTRATION OF A
TRADE UNION**

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Postel-Unie van die Republiek van Suid-Afrika. Particulars of the application are reflected in the sub-joined 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, 123A 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 Postel-Unie van die Republiek van Suid-Afrika.

Date on which application was lodged 24 October 1991.

Interests and area in respect of which application is made All white employees engaged in all undertakings, sections or trades of the South African Post Office Limited or Telkom S A. Limited, in the Republic of South Africa

Postal address of applicant P O. Box 31082, Braamfontein, 2017

Office address of applicant 19 Melle Street, Braamfontein.

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.

D. W. JAMES,

Industrial Registrar

(8 November 1991)

NOTICE 1054 OF 1991

NOTICE OF APPLICATION FOR APPROVAL FOR THE ERECTION OF A NEW ABATTOIR IN TERMS OF SECTION 12 (1) OF THE ABATTOIR INDUSTRY ACT, 1976 (ACT 54 OF 1976)

It is hereby made known in terms of section 12 (1) of the Abattoir Industry Act, 1976 (Act 54 of 1976), that Mr C H Strydom, P O Box 75, Sannieshof, 2760, has in terms of section 11 of the said Act applied to the Minister of Agriculture for approval for the erection of a new abattoir at "Danielsrust" Sannieshof.

So is dit dat alle persone wat daarop aanspraak maak dat hul 'n reg verkry het om as 'n eienaar ten opsigte van genoemde grond of 'n gedeelte daarvan geregistreer te word kragtens die bepalinge van artikel 7 (1) van genoemde Wet aangesê om 'n skriftelike aansoek ooreenkomstig die bepalinge van artikel 7 (1) (a) en (b) in te dien by die Voorsitter, Tweede Pacaltsdorp-grondverdelingskomitee: George, Planeweg 20, Glen Barrie, George, 6530

J. P. VAN EEDEN,

Voorsitter: Tweede Pacaltsdorp-grondverdelingskomitee.

BYLAE

Erwe 16, 30, 89, 149, 187 (restant), 250 en 289, almal gelee te Pacaltsdorp in die administratiewe distrik George, provinsie die Kaap die Goeie Hoop.
(8 November 1991)

KENNISGEWING 1048 VAN 1991

VEILING VAN GOEDERE DOEANE EN AKSYNS· DURBAN

Hierby word vir algemene inligting bekendgemaak dat 'n openbare veiling van ongeklarde, onopgeeste en verbeurdverklarde goedere om 09.00 op 28 November 1991 by die Staatspakhuis, Nuwe Pier, Durban gehou sal word. Opgawes van die goedere wat verkoop sal word kan op aanvraag by die Kontroleur van Doeane en Aksyns, Privaatsak X54305, Durban, 4000, verkry word.
(8 November 1991)

KENNISGEWING 1049 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, 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 National Industrial and Commercial Workers' 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 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging: National Industrial and Commercial Workers' Union.

Datum waarop aansoek ingedien is: 2 Julie 1991

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in diens in die—

(I) Suikervervaardigings- en raffineernywerhede in die landdrosdistrikte Durban en Mtunzini,

Now therefore all persons who claim to have acquired a right to be registered as an owner in respect of the said land or a portion thereof are called upon by virtue of section 7 (1) of the said Act to submit a written application in accordance with the provisions of section 7 (1) (a) and (b) of the said Act to the Chairman, Second Pacaltsdorp Land Division Committee: George, 20 Plane Road, Glen Barrie, George, 6530.

J. P. VAN EEDEN,

Chairman: Second Pacaltsdorp Land Division Committee.

SCHEDULE

Erven 16, 30, 89, 149, 187 (remainder), 250 and 289, all situate in Pacaltsdorp in the Administrative District of George, Province of the Cape of Good Hope.
(8 November 1991)

NOTICE 1048 OF 1991

SALE OF GOODS: CUSTOMS AND EXCISE: DURBAN

It is hereby notified for general information that a public sale of unentered, abandoned and forfeited goods will be held at the State warehouse, New Pier, Durban at 09.00 on 28 November 1991. Lists of goods to be sold will be supplied on application to the Controller of Customs and Excise, Private Bag X54305, Durban, 4000.
(8 November 1991)

NOTICE 1049 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

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APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, David William James, 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 National Industrial and Commercial 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, 123A 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: National Industrial and Commercial Workers' Union.

Date on which application was lodged: 2 July 1991.

Interests and area in respect of which application is made: All persons employed in the—

(I) Sugar Manufacturing and Refining Industry in the Magisterial Districts of Durban and Mtunzini;

(II) Maalnywerhede in die landdrostrikte Durban en Vryheid;

(III) Sementproduktenywerhede in die landdrostrik Vryheid; en

(IV) Pulp- en Papiernywerhede in die landdrostrik Lower Umfolozi

Vir die doeleindes hiervan word bovermelde nywerhede soos volg omskryf.

(I) "Suikervervaardigings- en -raffineernywerheid" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die vervaardiging en/of raffinering van suiker, met inbegrip van die vervoer van suikerriet en/of suiker, die werksaamhede wat onderneem word in laboratoriums verbonde aan suikermeule, en sodanige ander werksaamhede as wat gepaard gaan met of voortspruit uit die vervaardiging en/of raffinering van suiker, met inbegrip van die werksaamhede van nywerheidshospitale en -apteke verbonde aan die meule en sodanige ander werksaamhede as wat daarmee gepaard gaan of daaruit voortspruit

(II) "Maalnywerheid" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is in bedryfsinrigtings met die doel om enigeen of meer van die volgende werksaamhede te verrig

(i) Die maal, vergruis of breek van graan,

(ii) die produseer van enige rou graanprodukte deur maal, vergruis of breek;

(iii) uitgesonderd item (iv) hiervan, die produseer van enige geprosesseerde graanprodukt of die maal van enige geproduseerde graanprodukt, uitgesonderd—

(a) dienklaar ontbytkosse; of

(b) gaar of rou macaroni, vermicelli, spaghetti of noedels,

indien dit gedoen word deur werkgewers en werknemers wat betrokke is by enigeen of meer van die werksaamhede in (i) en (ii) bedoel, in dieselfde bedryfsinrigting as dié waarin genoemde werksaamhede verrig word,

(iv) die produseer van hawermout of hawermeel bedoel vir menslike verbruik;

(v) die produseer van voedingsmiddels vir lewende hawe deur menging, bereiding of prosessering, indien dit verrig word deur werkgewers en werknemers wat betrokke is by enigeen of meer van die werksaamhede in (i) en (ii) bedoel, in dieselfde bedryfsinrigting, en dit omvat alle bedrywighede wat gepaard gaan met of voortspruit uit enige van voormelde werksaamhede, maar dit omvat nie die volgende nie:

(a) Die werksaamhede bedoel in (i) tot (v) hierbo indien dit deur 'n boer vir boere verrig word slegs vir huishoudelike gebruik deur laasgenoemdes,

(b) die werksaamhede van 'n klandisiemeulenaar wat sy meul bedryf op die grondslag van hoogstens een skof per dag en vir welke meul hy die houer is van 'n geldende registrasiesertifikaat wat deur die Mielieraad en/of Koringraad aan hom uitgereik is en waarop die maalvermoe van die meul as hoogstens 1 180 kg per uur aangegee word

(II) Milling Industry in the Magisterial Districts of Durban and Vryheid.

(III) Cement Products Industry in the Magisterial District of Vryheid; and

(IV) Pulp- and Paper Manufacturing Industry in the Magisterial District of Lower Umfolozi.

For the purposes hereof the above-mentioned industries are defined as follows

(I) "Sugar Manufacturing and Refining Industry" means the industry in which employers and their employees are associated for the manufacture and/or refining of sugar, including the transportation of cane and/or sugar, the activities undertaken in laboratories attached to sugar mills, and such other activities as are incidental to or consequent on the manufacture and/or refining of sugar, including the activities of industrial hospitals and dispensaries attached to the mills and such other activities as are incidental thereto or consequent thereon

(II) "Milling Industry" means the industry in which employers and their employees are associated in establishments for the purpose of carrying on any one or more of the following activities:

(i) The grinding, gristing or crushing of cereals,

(ii) the production of any raw cereal products by grinding, gristing or crushing;

(iii) except for item (iv) hereof, the production of any processed cereal product or the milling of any processed cereal product, other than—

(a) ready-to-serve breakfast foods; or

(b) cooked or raw macaroni, vermicelli, spaghetti or noodles,

if done by employers and employees engaged in any one or more of the activities referred to in (i) and (ii) in the same establishment as the said activities are carried on;

(iv) the production of rolled oats or oatmeal intended for human consumption;

(v) the production by mixing, preparing or processing of foodstuffs for livestock if carried on by employers and employees engaged in any one or more of the activities specified in (i) and (ii) in the same establishment, and includes all operations incidental to or consequent on any of the aforesaid activities, but does not include the following

(a) The operations specified in (i) to (v) above if carried on by a farmer for farmers for domestic use by the latter only;

(b) the activities of a gristing miller who operates his mill on the basis of not more than one shift per day and for which mill he holds a current certificate of registration issued to him by the Maize Board and/or Wheat Board, which certificate gives the milling capacity of the mill as not more than 1 180 kg per hour

(III) "Sementproduktenywerheid" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is in bedryfsinrigtings met die doel om een of meer van die volgende artikels te vervaardig: Stene, teels, dakpanne, blokke, pilare, potte, pype, pyptoebehore, lugroosters of enige ander artikels waarvan sement of kalk of beide sement en kalk die vernaamste bindmateriaal uitmaak en wat nie verhard word deur dit in 'n oond te bak of onderwerp word aan enige ander hitteproses nie, behalwe met die doel om die hardwording van die bindmiddel te bespoedig, en dit omvat alle bedrywighede wat gepaard gaan met of voortspruit uit enige van voormelde werksaamhede

(IV) "Pulp- en Papiernywerheid" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om een of meer van die volgende werksaamhede te verrig

(i) Die vervaardiging van papier en/of karton en/of bordpapier en/of strooibord, met inbegrip van hardbord;

(ii) die vervaardiging van pulp vir die vervaardiging van die artikels in (i) bedoel;

(iii) die vervaardiging van enige neweprodukte deur werkgewers wat betrokke is by die werksaamhede in (i) en (ii) bedoel,

en dit omvat alle werksaamhede wat daarmee gepaard gaan of daaruit voortspruit, met inbegrip van die vervoer van enige van die produkte in (i) tot (iii) bedoel

Posadres van applikant Posbus 38, Richardsbaai, 3900

Kantooradres van applikant: Alpha-gebou 13, Bullion Boulevard, Richardsbaai

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.

D. W. JAMES,
Nywerheidsregistrateur
(8 November 1991)

KENNISGEWING 1050 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956 INTREKKING VAN REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die Greytown Association of Municipal Employees, 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.

D. W. JAMES,
Nywerheidsregistrateur
(8 November 1991)

(III) "Cement Products Industry" means the industry in which employers and their employees are associated in establishments for the purpose of manufacturing one or more of the following articles: Bricks, tiles, roof tiles, blocks, pillars, pots, pipes, pipe fittings, ventilators or any other articles of which cement or lime or both cement and lime form the principal binding material and which are not hardened by means of burning in a kiln or subjected to any other heat process except for the purpose of accelerating the hardening of the binding agent, and includes all operations incidental to or consequent on any of the aforesaid activities

(IV) "Pulp and Paper Manufacturing Industry" means the industry in which employers and their employees are associated for the carrying on of one or more of the following activities. (134)

(i) The manufacture of paper and/or cardboard and/or paperboard and/or strawboard including hardboard;

(ii) the manufacture of pulp for the purpose of manufacturing the articles referred to in (i);

(iii) the manufacture of any by-products by employers engaged in the activities referred to in (i) and (ii),

and includes all activities incidental thereto or consequent thereon including the transportation of any of the products referred to in (i) to (iii)

Postal address of applicant: P O Box 38, Richards Bay, 3900

Office address of applicant 13 Alpha Buildings, Bullion Boulevard, Richards Bay.

Attention is drawn to the following requirements of sections 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.

D. W. JAMES,
Industrial Registrar
(8 November 1991)

NOTICE 1050 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956 CANCELLATION OF REGISTRATION OF A TRADE UNION

I, David William James, 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 Greytown Association of Municipal Employees is not functioning as a 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

D. W. JAMES,
Industrial Registrar
(8 November 1991)

Dismissal may cause split

■A major split is looming in the non-aligned National Union of Leatherworkers as a result of rank and file anger over the dismissal of the union's Cape Town branch organiser. (134)

A general meeting of the Western Cape branches in Cape Town this week might opt for disaffiliation, said NULW Cape Town branch secretary Peter Roof. w/Mon 22/11-28/11/91

The Cape Town and Wellington branches of the 26 000-member union accused the NULW national executive committee of firing Irvin "Che" Kinnes against the will of the 7 500 members in the region, he said.

Kinnes said he believed the dismissal to be a politically motivated move by a pro-National Council of Trade Unions (Nactu) leadership, which accused him of promoting the Congress of South African Trade Unions and its affiliate in the sector.

Union denies firing man for pro-Cosatu stance

Sowetan

28/11/91

~~134~~
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THE National Union of Leatherworkers was politically independent and it was ludicrous to claim that a Cape Town organiser was dismissed for supporting Cosatu, the union said this week

NULW official Mr Kessie Moodley was reacting to charges by axed organiser Mr Irwin "Che" Kinnes that he had been fired for his pro-Cosatu stance and his support for closer cooperation with the SA Clothing and Textile Workers' Union - a Cosatu affiliate

The Cape Town and Wellington branches of the NULW, representing more than 7 000 members, have threatened to break with the union if its leadership does not reinstate Kinnes by December 7

Labour observers in the Western Cape believe this would mark the first move towards their integration with Sactwu, the largest union in the region

Moodley said. "From the outset it must be made clear

that the NULW has not, and will not, unless its national congress decides, be identified with any political organisation or trade-union federation "

The NULW had been part of the National Coordinating Committee on VAT - a joint initiative between Cosatu and its political rival, the National Council of Trade Unions, he said

Moodley added. "The stayaway call for November 4 and 5 was heeded by 98 percent of the NULW's 28 000 members

"Insofar as the termination of Kinnes' job is concerned, to say that he was dismissed because of his pro-Sactwu/Cosatu stance is ludicrous "

According to a copy of a letter from the NULW head office to all branches on November 2, Kinnes had been dismissed for "serious misconduct" - *South African Press Association.*

FNB deals with the trauma of robbery

THE day had all the signs of a normal Tuesday morning at First National Bank's Johannesburg's Corporate Headquarters two weeks ago, until seven armed men stormed through the doors, jumped over the counters and pushed the bank workers on to the floor

Wearing balaclavas, they screamed continually and used their guns to prod and butt bank workers mercilessly. One of the robbers systematically yanked jewellery off women employees

The crack Robbery and Reaction Unit of the South African Police arrived within minutes and the robbers, caught unawares, fired wildly.

A woman was shot and her colleagues recounted how "the bullet entered her chest and left through her back". Another woman says a bullet flew past her head and she thought she was going to die

Three of the men were killed in the shootout and their bloodied bodies were carried out of the bank past their former hostages

The Hollywood-like drama was over in an hour but its horror and repercussions live on. Like a stuck record, the robbery repeats itself over and over again in the minds of staff caught in the crossfire of bank robberies. Many suffer repeated nightmares and flashbacks.

Sleep disturbances, tension and delayed shock are other problems facing those involved in bank robberies. Research has found that productivity declines, family life suffers, absenteeism increases and that bank staffers resign from banks which had been held up.

Hypervigilance with its symptoms of "continually looking over your shoulder, an inability to concentrate on your work and suspiciousness" was also noted, say Professor Diana Schmukler and Dr Merle Friedman, of the Trauma Clinic based at the Psychology Department of the University of the Witwatersrand

They undertook research for FNB into the effect of bank robberies on their staff. All their findings pointed to post-traumatic stress syndrome

As a result of their findings, the bank two years ago established its Post Trauma Stress Unit, the first in

Hardly a day goes past without a bank being robbed. To help employees cope with the stress, First National Bank has started a trauma unit. Now all other major financial institutions are following suit. **By FERIAL HAFFAJEE**

the country. Since then every other major financial institution has approached FNB for assistance in setting up their own trauma units

Nationally based, the unit is comprised of employees who are called out whenever there is a robbery. The counsellors are drawn from the bank and do trauma counselling over and above their normal work

When a robbery occurs, the bank's group personnel division gets together the region's counsellors. Once or twice, counsellors have even been flown by helicopter to robbery scenes.

Counselling takes place at the scene of the robbery because the sooner it is done, the less pronounced the trauma symptoms will be. The first step is to "normalise the situation", believe Schmukler and Friedman — "to make people realise that they are experiencing entirely normal responses to trauma"

Counsellors then go back to the bank the day after the robbery to help the employees back into the situation. Often they are fearful and hesitate to go back into the bank. Victims are encouraged to talk about the incident and they are assured that the symptoms will pass.

A week after the robbery, the counsellors return and everybody "from cleaners to managers go for further counselling"

The bank is keen to stress that the counsellors do not take over the work of professionals. They are trained to watch for danger signs like depression and suicidal tendencies and to alert people to the need for professional help. Their training is continually updated by way of quarterly meetings

Data from counsellors reveal a great deal of success for the unit's work. Most of the employees who have been counselled do not need further therapy

Apologise to Buthelezi or else

By CASSANDRA MOODLEY
AN Inkatha Central Committee member has been accused of forcing workers at his bus company to sign letters apologising to Chief Mangosuthu Buthelezi for joining the "ANC affiliated" Transport and General Workers Union.

Workers at Ulundi Transport Services have unleashed a string of allegations against the owner, BA Sithole.

TGWU Empangeni branch secretary Bheki Mthembu said Sithole had intimidated workers for joining the union, threatening them to sign letters of resignation or they would be dismissed.

Eight workers had already been dismissed since September for "union activities", according to Mthembu. The union also claimed that Sithole had said the bus company offices were in the Buthelezi tribal area so he ordered workers to apologise in writing to Buthelezi for "joining a trade union without his blessing".

Employees also allege that Sithole forced them to join Inkatha, and personally collected a R5 Inkatha membership joining fee from each worker.

When the union requested a meeting with Sithole, he referred them to the amakhosis (chiefs), indunas and counsellors in the area, Mthembu said. A meeting was then arranged for September 18 with the indunas, including Buthelezi's father and Sithole. But the meeting was called off when Sithole demanded that union officials produce their Inkatha membership cards before they entered the meeting.

The union warned Sithole that if he does not respond within 14 days to its letter detailing grievances, it would declare a dispute. Sithole has denied all allegations. He said his workers did not belong to TGWU but they could "apply for permission from the amakhosis".

Sithole is also the director of kwaZulu Transport. He is said to be a relative of Buthelezi and runs most of the businesses falling under the Buthelezi Tribal Authority, including the Ulundi Transport Services, Nkonjemi Fresh Poultry, Mahlabathini Bottle Store and the beer hall in Mahlabathini.

'Misconduct' dismissal

■The National Union of Leatherworkers dismissed its Cape Town organiser last month because it found him guilty of several counts of misconduct, including plotting to remove a union worker who was not pro-African National Congress, the NULW said this week. (134)

NULW general secretary Kessie Moodley denied claims by fired organiser Irwin Kinne that the "pro-National Council of Trade Unions" NULW leadership had accused him of promoting the Congress of South African Trade Unions and its affiliate in the sector. *W/mail*

The union did not identify with any political organisation or labour federation, Moodley said.

Other allegations in Kinne's letter

29/11 - 5/12/91
W/mail

of termination were that he had undermined the national executive council and interfered with other branches. *W/mail*

Moodley said a general meeting to discuss Kinne's dismissal and the possible disaffiliation of the branch in protest was reportedly attended by 300 members of a 6 000-strong branch. (134)

Union seeks assurances

GERALD REILLY (134)

PRETORIA — The Federation of Transnet Trade Unions, which is to meet Public Enterprises Minister Dawie de Villiers later this month, will ask him for cast-iron assurances that white workers will not suffer from discrimination. 6/20/91

Earlier in the year the federation expressed alarm at a Transnet management statement that in future whites would be employed only in exceptional circumstances.

Although De Villiers assured the federation that advancement would be on merit only, there was still uneasiness and uncertainty among white, Indian and coloured workers, the federation said yesterday.

Federation general secretary Abe Koekemoer said the federation had for many years supported the principle of the best man for the job irrespective of race.

Any management move to restrict the employment or advancement of whites, coloureds or Indians would be blatant discrimination, which should not be part of Transnet policy

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Strike suspended

The strike by about 950 white workers at Highveld Steel, Rand Carbide and Trans Alloys has been temporary suspended until today — under the provision that management would not re-hire 550 retrenched members of the National Union of Metalworkers of SA

STAR 13/12/91

Union violence holds up containers

VIOLENCE between two trade unions which left one worker dead and several injured at Spoornet's Kaserne depot near Johannesburg last week has led to backlogs at the container terminal.

Spoornet said a half-day backlog had built up as a result of the dispute, but expected work to return to normal today. Nearby container terminal City Deep was not affected by the action, but was suffering from a one-day backlog. Container terminal manager Buks Coet-

zee said this was primarily due to the higher Christmas season volume, a 6% to 10% increase in exports and the implementation of VAT.

Spokesmen for commerce and industry said minimal delays had been experienced as a result of the backlogs. However, if drivers resumed work today, it was

□ To Page 2

3/12/91

ANDREW GILL
and ROBERT WICKS

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Containers

Blouy 19/12/91

~~2/10/91~~

From Page 1

unlikely there would be any major problems, they said

The violence erupted last Wednesday between the SA Railways and Harbours Workers' Union (Sarhwu) and the Black Transport Workers' Union (Blatu)

Blatu president Dan Phiri said the trouble started early last week when Sarhwu members decided to evict Blatu members from the plant

Phiri said Blatu members returned to work two days later after management gave them assurances of their safety, but were assaulted by Sarhwu members, resulting in the death of a Blatu member.

Negotiations were under way between management and the unions for an orga-

nised and "law-abiding" return to work

Phiri said management locked out Blatu and Sarhwu members in an attempt to stop the violence (134)

Spoornet spokesman Huibert van Teulinge said the unions now had to sign a commitment to work normally. He said that action undertaken by workers had become "unacceptable to management"

Management had brought in extra workers to supplement staff and as a result, the potentially large backlog had been restricted to half a day.

A spokesman for the Federation of Transnet Unions said none of its unions had been involved in the action

Sarhwu was unavailable for comment

Industrial Rel. - Workers Org. - GENERAL

1992

All-white 'super union' mooted

THE foundations for an all-white "super trade union" have been laid, says Mine Workers' Union (MWU) general secretary Piet Ungerer.

Writing in the 35 000-strong union's newsletter, Ungerer said the ideal of a giant white trade union had started to materialise in 1991. This could be seen by the number of people who had defected to the MWU.

Thousands of new members had come from 42 organisations including Sasol and Middelburg Steel, and three new offices had been set up.

Despite hopeless economic conditions, the union managed to keep the number of retrenchments of whites in the industry to a minimum, said Ungerer. It had secured the re-employment of about 35 white workers dismissed every month and won many court cases for members.

VERA VON LIERES

Ungerer said the recent strike by about 700 MWU members at Anglo American's Highveld Steel and Vanadium, Rand Carbide and Trans Alloys in Witbank showed that the "sleeping giant of SA, the white worker, is in the process of waking up".

It was reported that most of Highveld Steel's skilled workforce left their posts on December 11 in protest against alleged discrimination by management. The MWU said black workers dismissed after an illegal strike had all been re-employed but nine white workers had been discharged and not re-employed.

Innes Labour Brief researcher Michael O'Donovan predicted a backlash by organised white workers more than a year ago.

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KENNISGEWING 59 VAN 1992

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, 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 Hotel, Bar and Catering Trades Employees' Association. 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 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging Hotel, Bar and Catering Trades Employees' Association.

Datum waarop aansoek ingedien is 10 Desember 1991

Belange en gebied ten opsigte waarvan aansoek gedoen word Alle persone in diens in ondervermelde bedrywe in die landdrostdistrikte Bellville, Die Kaap, Goodwood, Simonstad, Somerset-Wes, Strand en Wynberg.

- (i) Drankbedryf; en
- (ii) Verversingsbedryf

Vir die doeleindes hiervan word bovermelde bedrywe soos volg omskryf:

(i) "Drankbedryf" beteken die bedryf wat deur werkgewers en hul werknemers, uitgesonderd werknemers wat die grootste deel van hulle tyd in of in verband met die Verversingsbedryf bestee, uitgeoefen word deur, hetsy tydelik of permanent, 'n besigheid te dryf waar die verkoop van drank onderneem word en in verband waarmee een of meer van die lisensies bedoel in artikels 20 (a) (i), (ii), (iv), (vii), (viii) en (ix) en 20 (b) (iii) en (viii) van die Drankwet, 1989 (Wet 27 van 1989), gehou word of waar besigheid onderneem word uit hoofde van toestemming verleen kragtens artikel 6 *bis* van die Lugvaartwet, 1962 (Wet 74 van 1962)

(ii) "Verversingsbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is uitsluitlik of hoofsaaklik met die doel om etes of verversings (hetsy vloeibaar of ander) of sowel sodanige etes as sodanige verversings te berei, te bedien of te verskaf in of vanuit enige bedryfsinrigting of gedeelte daarvan, hetsy permanent, tydelik, binnenshuis of in die ope lug, en dit omvat sodanige werksaamhede wanneer verrig in of vanuit een of meer klasse persele of gedeeltes daarvan—

(a) wat gebruik word as openbare restaurante, kafees of teekamers;

NOTICE 59 OF 1992

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, David William James, 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 Hotel, Bar and Catering Trades Employees' Association. 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, 123A 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 Hotel, Bar and Catering Trades Employees' Association

Date on which application was lodged 10 December 1991

Interests and area in respect of which application is made All persons employed in the undermentioned trades in the Magisterial Districts of Bellville, Goodwood, Simon's Town, Somerset West, Strand, The Cape and Wynberg

- (i) Liquor Trade; and
- (ii) Catering Trade.

For the purposes hereof the above-mentioned trades are defined as follows

(i) "Liquor Trade" means the trade carried on by employers and their employees, other than employees who spend the major portion of their time in or in connection with the Catering Trade, in conducting, whether temporarily or permanently, a business where the sale of liquor is carried on and in connection with which one or more of the licences referred to in sections 20 (a) (i), (ii), (iv), (vii), (viii) and (ix) and 20 (b) (iii) and (viii) of the Liquor Act, 1989 (Act 27 of 1989), are held or where business is carried on under permission granted in terms of section 6 *bis* of the Aviation Act, 1962 (Act 74 of 1962)

(ii) "Catering Trade" means the trade in which employers and their employees are associated wholly or mainly for the purpose of preparing, serving or providing meals or refreshments (whether liquid or otherwise) or both such meals and refreshments in or from any establishment or part thereof, whether permanent, temporary, indoors or in the open air, and includes such activities when carried on in or from one or more classes of premises or parts thereof—

(a) which are used as public restaurants, cafes or tearooms;

(b) waar etes of nie-alkoholiese drankie bedien word vir verbruik op die perseel of verskaf word vir verbruik weg van die perseel;

(c) waar spuit- of mineraalwater in glase of ander houers verskaf word vir verbruik op die perseel,

(d) waar bovermelde werksaamhede verrig word in verband met enige vermaaklikheid of onthaal en waar sodanige werksaamhede verrig word in die gedeelte van enige teater, bioskoop of kafeebioskoop ten opsigte waarvan 'n lisensie kragtens die Drankwet, 1989, uitgereik is,

en dit omvat voorts die verskaffing van drank in enige sodanige bedryfsinrigting of op enige sodanige perseel kragtens 'n dranklisensie deur sodanige werkgewers kragtens die Drankwet, 1989, gehou, en dit omvat voorts alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit

Belange en gebied ten opsigte waarvan registrasie gehou word. Gekleurde persone in diens in die Drankbedryf en die Verversingsbedryf, soos hierin omskryf, in die landdrostdistrikte hierin vermeld soos hulle op 12 Oktober 1967 saamgestel was.

Opmerking: Die hoofdoel van die aansoek is om enige verwysing na die Drankwet, 1928, deur 'n verwysing na die Drankwet, 1989, te vervang, om die verwysing na die Lisensiewet, 1962, uit die huidige omskrywing weg te laat en om die Vakvereniging se registrasiebestek uit te brei om alle persone in te sluit.

Posadres van applikant: Exchangegebou 309, St Georgestraat 28, Kaapstad, 8001

Kantooradres van applikant: Exchangegebou 309, St Georgestraat 28, Kaapstad

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.

D. W. JAMES,
Nywerheidsregistrator.

(24 Januarie 1992)

KENNISGEWING 60 VAN 1992

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrator maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die registrasie as 'n vakvereniging ontvang is van die South African Airways Pilots' Association. Besonderhede van die aansoek word in onderstaande tabel verstrekk

(b) where meals or non-alcoholic drinks are served for consumption on the premises or are provided for consumption away from the premises, (134) (28)

(c) where aerated or mineral waters are supplied in glasses or other containers for consumption on the premises,

(d) where the above-mentioned activities are carried on in connection with any entertainment or function and where such activities are carried on in that part of any theatre, bioscope or bioscope-tearoom in respect of which a licence has been issued in terms of the Liquor Act, 1989,

and further includes the supply of liquor in any such establishment or on any such premises in terms of a liquor licence held under the Liquor Act, 1989, by such employers, and further includes all operations incidental to or consequent on any of the aforesaid activities

Interests and area in respect of which registration is held Coloured persons employed in the Liquor Trade and the Catering Trade as defined herein in the Magisterial Districts listed herein as they were constituted on 12 October 1967.

Note: The main purpose of the application is to substitute any reference to the Liquor Act, 1989, for any reference to the Liquor Act, 1928, to exclude the reference to the Licences Act, 1962, from the present definition, and to extend the Union's scope of registration to include all persons.

Postal address of applicant 309 Exchange Building, 28 St George's Street, Cape Town, 8001

Office address of applicant 309 Exchange Building, 28 St George's Street, Cape Town.

Attention is drawn to the following requirements of sections 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

D. W. JAMES,
Industrial Registrar

(24 January 1992)

NOTICE 60 OF 1992

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as trade union has been received from the South African Airways Pilots' Association. Particulars of the application are reflected in the subjoined table

(b) waar etes of nie-alkoholiese drankie bedien word vir verbruik op die perseel of verskaf word vir verbruik weg van die perseel;

(c) waar spuit- of mineraalwater in glase of ander houers verskaf word vir verbruik op die perseel,

(d) waar bovermelde werksaamhede verrig word in verband met enige vermaaklikheid of onthaal en waar sodanige werksaamhede verrig word in die gedeelte van enige teater, bioskoop of kafeebioskoop ten opsigte waarvan 'n lisensie kragtens die Drankwet, 1989, afgereik is,

en dit omvat voorts die verskaffing van drank in enige sodanige bedryfsinrigting of op enige sodanige perseel kragtens 'n dranklisensie deur sodanige werkgewers kragtens die Drankwet, 1989, gehou, en dit omvat voorts alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit

Belange en gebied ten opsigte waarvan registrasie gehou word Gekleurde persone in diens in die Drankbedryf en die Verversingsbedryf, soos hierin omskryf, in die landdrostdistrikte hierin vermeld soos hulle op 12 Oktober 1967 saamgestel was

Opmerking: Die hoofdoel van die aansoek is om enige verwysing na die Drankwet, 1928, deur 'n verwysing na die Drankwet, 1989, te vervang, om die verwysing na die Lisensiewet, 1962, uit die huidige omskrywing weg te laat en om die Vakvereniging se registrasiebestek uit te brei om alle persone in te sluit

Posadres van applikant Exchangegebou 309, St Georgestraat 28, Kaapstad, 8001

Kantooradres van applikant Exchangegebou 309, St Georgestraat 28, Kaapstad

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 sêde 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

D. W. JAMES,
Nywerheidsregistrator

(24 Januarie 1992)

KENNISGEWING 60 VAN 1992

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrator maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die South African Airways Pilots' Association. Besonderhede van die aansoek word in onderstaande tabel uitgesê.

(b) where meals or non-alcoholic drinks are served for consumption on the premises or are provided for consumption away from the premises, (134) (134)

(c) where aerated or mineral waters are supplied in glasses or other containers for consumption on the premises;

(d) where the above-mentioned activities are carried on in connection with any entertainment or function and where such activities are carried on in that part of any theatre, bioscope or bioscope-tearoom in respect of which a licence has been issued in terms of the Liquor Act, 1989,

and further includes the supply of liquor in any such establishment or on any such premises in terms of a liquor licence held under the Liquor Act, 1989, by such employers, and further includes all operations incidental to or consequent on any of the aforesaid activities

Interests and area in respect of which registration is held Coloured persons employed in the Liquor Trade and the Catering Trade as defined herein in the Magisterial Districts listed herein as they were constituted on 12 October 1967

Note: The main purpose of the application is to substitute any reference to the Liquor Act, 1989, for any reference to the Liquor Act, 1928, to exclude the reference to the Licences Act, 1962, from the present definition, and to extend the Union's scope of registration to include all persons

Postal address of applicant 309 Exchange Building, 28 St George's Street, Cape Town, 8001

Office address of applicant 309 Exchange Building, 28 St George's Street, Cape Town

Attention is drawn to the following requirements of sections 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

D. W. JAMES,
Industrial Registrar.

(24 January 1992)

NOTICE 60 OF 1992

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as trade union has been received from the South African Airways Pilots' Association. Particulars of the application are reflected in the subjoined table

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging South African Airways Pilots' Association.

Datum waarop aansoek ingedien is 27 November 1991

Belange en gebied ten opsigte waarvan aansoek gedoen word Alle persone in besit van die minimum kwalifikasie van 'n geldige handelsvlieënierslisensie van die Direkoraat Burgerlugvaart in diens van die Suid-Afrikaanse Lugdiens in 'n aktiewe vlieghoedanigheid

Posadres van applikant Posbus 796, Kempton Park, 1620

Kantooradres van applikant Blockhousestraat 10, Kempton Park.

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

D. W. JAMES,

Nywerheidsregistrator.

(24 Januarie 1992)

KENNISGEWING 64 VAN 1992

DEPARTEMENT VAN NASIONALE GESONDHEID EN BEVOLKINGSONTWIKKELING

WET OP BEHEER VAN MEDISYNE EN VERWANTE STOWWE, 1965 (WET No. 101 VAN 1965)

REGISTRASIE VAN MEDISYNE

Hierby word ingevolge artikel 17 van die Wet op Beheer van Medisyne en Verwante Stowwe, 1965 (Wet No 101 van 1965), bekendgemaak dat die Registrator van Medisyne met die goedkeuring van Medisyne-beheerraad ingestel by artikel 2 van genoemde Wet, die volgende medisyne soos in die Bylae hiervan omskryf, registreer het:

BYLAE

Registrasie No X/3.1/364.

Naam van medisyne R-Flex 200 mg.

Bereidingsvorm Tablet

Aktiewe bestanddele Sulindak Hoeveelheid: 200 mg per tablet.

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, 123A 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: South African Airways Pilots' Association.

Date on which application was lodged 27 November 1991.

Interests and area in respect of which application is made All persons in possession of the minimum qualification of a current Directorate of Civil Aviation Commercial Pilot Licence employed by the South African Airways in an active flying capacity

Postal address of applicant P.O. Box 796, Kempton Park, 1620.

Office address of applicant 10 Blockhouse Street, Kempton Park.

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

D. W. JAMES,

Industrial Registrar.

(24 January 1992)

NOTICE 64 OF 1992

DEPARTMENT OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

MEDICINES AND RELATED SUBSTANCES CONTROL ACT, 1965 (ACT No 101 OF 1965)

REGISTRATION OF MEDICINES

It is hereby notified, in terms of section 17 of the Medicines and Related Substances Control Act, 1965 (Act No. 101 of 1965), that the Registrar of Medicines, with the approval of the Medicines Control Council established by section 2 of the said Act, has registered the following medicines described in the Schedule hereto:

SCHEDULE

Registration No.: X/3.1/364.

Name of medicine: R-Flex 200 mg.

Form of preparation Tablet

Active ingredients Sulindac Quantity: 200 mg per tablet.

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Uwusa in bid to branch out

C. Press 26/11/92
INKATHA'S labour wing, the United Workers' Union of South Africa, has applied for its registration to be extended into major industries in the Transvaal and Natal. These include the mining industry, steel and engineering sectors, textile and clothing, manufacturing and the motor industry.

Any registered union which objects to the application is invited to lodge its objection with the Industrial Registrar at the Department of Manpower in Pretoria by February 10.

Call on white workers to unite or 'be buried'

810 cy 29/11/92
IF WHITE workers and farmers don't form a united front to reject the government, "We might as well get a grave for the white working class in Westpark cemetery," CP MP and Transvaal Agricultural Union president Dries Bruwer said yesterday.

Bruwer was speaking at the official opening of the annual congress of the white Mine Workers' Union (MWU) in Johannesburg.

Under banners proclaiming "Unite for One White Union" and "White Worker Wake Up," Bruwer said white workers had to unite to form one white "super" union.

He called on white union leaders, on the 70th anniversary of the white miners' strike on the PWV, to put aside their differences and unite this year.

Bruwer said the whites' feeling of national pride was being battered because the country's humanists wanted to prove there is no difference between white and non-white workers.

MWU's general secretary Peet Ungerer said the union started a campaign last year to form one union for all white workers. He said the union now had 40 000 members in

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key positions in the economy, including the mining, steel, chemical, electrical, municipal, postal and retail sectors. "Talks with the leaders of other white unions are currently under way and we hope to make an announcement soon," said Ungerer.

Although MWU president Cor de Jager said the MWU was not affiliated to any political organisation, Bruwer said it was no longer possible to avoid political choices.

He said white workers were "productive" while black workers went on strike whenever their "poor productivity was exposed".

He cited high unemployment, discrimination against white workers through US affirmative action programmes, scandalous workmens' compensation, intimidation of whites, mixed schools and Codesa as the biggest threats facing white workers.

De Jager said the MWU wanted ANC president Nelson Mandela, as the *de facto* president of SA, to note that white workers would fight for self-determination.

DIRK HARTFORD

Uwusa in bid to branch out

CIPres 26/1/92
INKATHA'S labour wing, the United Workers' Union of South Africa, has applied for its registration to be extended into major industries in the Transvaal and Natal. These include the mining industry, steel and engineering sectors, textile and clothing, manufacturing and the motor industry.

Any registered union which objects to the application is invited to lodge its objection with the Industrial Registrar at the Department of Manpower in Pretoria by February 10.

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Union of the table

Cosatu objects to Uwusa move

(134) ~~134~~ ~~134~~
By DREW FORREST

THE United Workers Union's (Uwusa) application to extend its registration scope may trigger a counter-move to have it entirely de-registered.

Cosatu's Sam Shilowa said this week Cosatu would not only lodge an objection, but might ask the industrial registrar to "strike Uwusa off the roll" on the grounds that it could not serve workers' interests. *W/Mail 3/11/92*

During last year's Inkatha funding scandal, the government admitted it had funded Uwusa to the tune of R1,5-million, while internal police documents described it as a security police project. A confidential report by the Inkatha Institute, commissioned by the kwaZulu government, revealed the chaotic state of the union's finances and administration

In addition, Uwusa members have been accused of extensive factory violence.

Currently registered only for the milling industry in Inanda, the union has applied for registration throughout the Transvaal and Natal, as well as Sasolburg and Welkom, in the iron and steel, local authority, textile, clothing, motor transport, motor industry and commercial and distributive undertakings

As always, Uwusa general secretary Dumisani Dladla was unavailable for comment this week. But the registration move suggests the union is back on the offensive

Financial considerations may be crucial in terms of the Labour Relations Act, unions can only ask the Manpower Minister to compel employers to provide stop-orders for union dues if they registered for the relevant area and industry



B10 cy 29/1/92 134

Call on white workers to unite or 'be buried'

IF WHITE workers and farmers don't form a united front to reject the government, "We might as well get a grave for the white working class in Westpark cemetery," CP MP and Transvaal Agricultural Union president Dries Bruwer said yesterday

Bruwer was speaking at the official opening of the annual congress of the white Mine Workers' Union (MWU) in Johannesburg

Under banners proclaiming "Unite for One White Union" and "White Worker Wake Up," Bruwer said white workers had to unite to form one white "super" union

He called on white union leaders, on the 70th anniversary of the white miners' strike on the PWV, to put aside their differences and unite this year

Bruwer said the whites' feeling of national pride was being battered because the country's humanists wanted to prove there is no difference between white and non-white workers

MWU's general secretary Peet Ungerer said the union started a campaign last year to form one union for all white workers. He said the union now had 40 000 members in

DIRK HARTFORD

key positions in the economy, including the mining, steel, chemical, electrical, municipal, postal and retail sectors. "Talks with the leaders of other white unions are currently under way and we hope to make an announcement soon," said Ungerer.

Although MWU president Cor de Jager said the MWU was not affiliated to any political organisation, Bruwer said it was no longer possible to avoid political choices.

He said white workers were "productive" while black workers went on strike whenever their "poor productivity was exposed".

He cited high unemployment, discrimination against white workers through US affirmative action programmes, scandalous workmens' compensation, intimidation of whites, mixed schools and Codesa as the biggest threats facing white workers

De Jager said the MWU wanted ANC president Nelson Mandela, as the de facto president of SA, to note that white workers would fight for self-determination

ALGEMENE KENNISGEWINGS**KENNISGEWING 77 VAN 1992****DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVARHOUDINGE, 1956

**AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING**

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die registrasie as 'n vakvereniging ontvang is van die United Commercial Catering and Allied Workers Union of South Africa. 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 123A, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: United Commercial Catering and Allied Workers Union of South Africa

Datum waarop aansoek ingedien is: 18 November 1991

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle werkers werksaam in die Verversingsbedryf en die Kommersiele Distribusiebedryf in die landdrostdistrikte Durban, Eshowe, Hlabisa, Johannesburg, Lower Umfolozi en Mtunzini.

Vir die doeleindes hiervan word die bogenoemde bedrywe soos volg omskryf:

“Verversingsbedryf” beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is uitsluitlik of hoofsaaklik met die doel om etes of verversings (hetsy vloeibaar of ander) of sowel sodanige etes as sodanige verversings te berei, te bedien of te verskaf in of vanuit enige bedryfsinrigting of gedeelte daarvan, hetsy permanent, tydelik, binnenshuis of in die ope lug, en dit omvat sodanige werksaamhede wanneer verrig in of vanuit een of meer klasse perseel of gedeeltes daarvan—

(a) wat as openbare restaurante, kafees of teekamers gebruik word;

(b) waar etes of nie-alkoholiese drankie bedien word vir verbruik op die perseel of verskaf word vir verbruik weg van die perseel,

(c) waar belugte of mineraalwater in glase of ander houers verskaf word vir verbruik op die perseel,

(d) waar bogenoemde werksaamhede verrig word in of in verband met enige teater, bioskoop, kafeebioskoop of ander vermaaklikheid of enige onthaal, en dit omvat voorts die verskaffing van drank in enige sodanige bedryfsinrigting of in of op enige sodanige persele kragtens 'n dranklisensie wat kragtens die Drankwet, 1989, deur sodanige werkgewers gehou word, en dit omvat voorts alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit.

GENERAL NOTICES**NOTICE 77 OF 1992****DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

**APPLICATION FOR REGISTRATION OF A
TRADE UNION**

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the United Commercial Catering and Allied Workers Union of South Africa. 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, 123A 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: United Commercial Catering and Allied Workers Union of South Africa.

Date on which application was lodged: 18 November 1991

Interests and area in respect of which application is made: All workers engaged in the Catering Trade and Commercial Distributive Trade in the Magisterial Districts of Durban, Eshowe, Hlabisa, Johannesburg, Lower Umfolozi and Mtunzini.

For the purposes hereof the above-mentioned trades are defined as follows:

“Catering Trade” means the trade in which employers and their employees are associated wholly or mainly for the purpose of preparing, serving or providing meals or refreshments (whether liquid or otherwise) or both such meals and refreshments in or from any establishment or part thereof, whether permanent temporary, indoors or in the open air, and includes such activities when carried on in or from one or more classes of premises or parts thereof—

(a) which are used as public restaurants, cafés or tea-rooms;

(b) where meals or non-alcoholic drinks are served for consumption on the premises or are provided for consumption away from the premises;

(c) where aerated or mineral waters are supplied in glasses or other containers for consumption on the premises,

(d) where the above-mentioned activities are carried on in or in connection with any theatre bioscope, bioscope-tea-room or any other entertainment or any function,

and further includes the supply of liquor in any such establishments or in or on any such premises in terms of a liquor licence held by such employers under the Liquor Act, 1989 and further includes all operations incidental to or consequent on any of the aforesaid activities.

"Kommersiele Distribusiebedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om 'n winkel, soos hieronder omskryf, te dryf, en dit omvat alle daarmee gepaardgaande werksaamhede wat deur sodanige werkgewers en hul werknemers verrig word

"Winkel" beteken enige perseel of enige gedeelte van 'n perseel (uitgesonderd 'n vervoermiddel wat uitsluitlik vir die verkoop van roomys, sorbet, waterys of bevrore banket gebruik word) —

(a) waarin of waarop persone toegelaat of waarheen persone uitgenooi word met die doel om, uitgesonderd per openbare veiling, die goedere wat daarin of daarop verkoop uitgestal of aangebied word, of goedere van die soort wat aldus uitgestal of aangebied word, te koop,

(b) waarin of waarop goedere in paragraaf (a) bedoel, in voorraad gehou, geberg, uitgepak of verpak word, of van waar sodanige goedere afgelewer of versend word aan persone in paragraaf (a) bedoel wat sodanige goedere aankoop,

(c) waarin of waarop goedere in voorraad gehou of geberg word en van waar groothandels- of kleinhandelsbestellings uitgevoer word vir die lewering van sodanige goedere,

(d) waarin of waarop 'n vervaardigersverteenvoerder sy werksaamhede as sodanig verrig, en in hierdie verband beteken "vervaardigersverteenvoerder" 'n persoon, uitgesonderd 'n werknemer van 'n vervaardiger, wat, as 'n agent of andersins namens 'n vervaardiger, goedere of monsters van goedere deur die vervaardiger vervaardig, opberg, vertoon of te koop aanhou, of op enige manier hoegenaamd bestellings vir goedere verkry of ontvang vanaf persone vir die aankoop deur hulle van sodanige goedere en sodanige bestellings uitvoer of sodanige bestellings aanstuur na die vervaardiger vir aanvaarding of andersins, en "winkelwerksaamheid" het 'n ooreenstemmende betekenis.

Posadres van applikant Posbus 1384, Empangeni, 3880.

Kantooradres van applikant Uniestraat 15, Empangeni

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

D. W. JAMES,
Nywerheidsregistrateur

(31 Januarie 1991)

"Commerical Distributive Trade" means the trade in which employers and their employees are associated for the purpose of conducting the business of a shop as defined hereunder and includes all operations incidental thereto carried on by such employers and their employees

"Shop" means any premises or any part of any premises (excluding any conveyance used wholly for the sale of ice-cream, sherbet, water ice or frozen confectionery) —

(a) into or onto which persons are admitted or invited for the purpose of purchasing, other than by public auction, the goods displayed or offered therein or thereon or goods of the type so displayed or offered for sale;

(b) in or on which the goods referred to in paragraph (a) are stocked, stored, unpacked or packed, or from which such goods are delivered or dispatched to persons referred to in paragraph (a) who are purchasing such goods;

(c) in or on which goods are stocked or stored and from which wholesale or retail orders are executed for the supply of such goods; or

(d) in or on which a manufacturer's representative carries on his activities as such, and in this regard "manufacturer's representative" means any person, other than an employee of a manufacturer, who, as an agent of or otherwise on behalf of a manufacturer, stores, displays or keeps for sale, goods or samples of goods manufactured by the manufacturer, or obtains or receives, in any manner whatsoever, orders for goods from persons for the purchase by them of such goods and executes such orders or transmits such orders to the manufacturer for acceptance or otherwise, and "shop activity" has a corresponding meaning

Postal address of applicant P.O. Box 1384, Empangeni, 3880.

Office address of applicant 15 Union Street, Empangeni.

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

D. W. JAMES,
Industrial Registrar.

(31 January 1992)

(134) ~~143~~

Two unions in SABC fight

By Ferial Haffajee

PROTESTS against the dismissal of 11 security guards at the South African Broadcasting Corporation's Pretoria branch also highlight the conflict between two trade unions in the media sector. *W/Mant 7/2-13/2/92*

The guards, who are members of the Media and Allied Workers' Union (Mawu) were dismissed when the SABC decided to employ Coin Security to provide services. Last week, workers at SABC in Pretoria staged a picket and also declared a dispute with management.

According to SABC group personnel manager Fred Coop, "it was agreed to refer the process of retrenchment to arbitration". Meanwhile, the SABC is also negotiating a recognition agreement with Mawu. But Media Workers' Association of South Africa's (Mwasa) assistant general secretary Themba Hlatswayo says "We don't think they are a fully fledged union".

Mwasa adds that there is no clarity about Mawu's membership or its recognition. He also alleges that the union only has support in the Northern Transvaal.

Mawu acting president Mandla Masanabo acknowledges that his is still a fledgling union and that its power base is restricted to the Northern Transvaal. But he says that many Mwasa members are disillusioned with Mwasa and that Mawu "intends to expand nationally rapidly".

The dispute which sparked the expulsion of members of Mwasa who formed Mawu, relates to an interim agreement signed with the SABC last year. According to a Mawu representative, "Mwasa signed away workers rights" in the agreement.

Among this agreement's more contentious clauses were that "Mwasa waives its right to negotiate substantive issues" and "the Association gives the corporation the right to unilaterally implement the 1991 salary increases".

But, according to Mwasa, "it was a tactic not a strategy" and the agreement no longer stands because the union has signed a national recognition agreement with the SABC.

By FERRAL HAFFAJEE

WHITE WORKERS must do it for themselves was the message to come from the Mineworkers Union's (MWU) annual congress last week

The way to protect white interests is through a super white union. From congress resolutions it is clear that the formation of such a union was uppermost on the agenda, even if the 40 000-member MWU has to go it alone.

As the first step toward the formation of this union, the MWU will change its name to reflect the fact that it represents workers in all sectors and

Mineworkers want their

own white superfederation

7/2-13/2/92

7/2-13/2/92



Uine, seems to have deadlocked "We are just too far apart," says Buys
Open schools, open areas, the safety of workers and Aids in the workplace will also be tackled by the union. Unable to give details at present, Buys says "We will reveal our campaigns in a month's time."

However, he did say that the union "would work with political organisations, community groups and other organisations which have the same aims." For the third consecutive year, the MWU's congress was opened by a Conservative Party MP

The union also intends launching a massive organising drive to recruit new members. The union has 21 full-time organisers and 49 employees

If the new union is formed, it will consist of divisions from each sector and will have a rotating president. The MWU has merged with just

Union for Dairy Industries, to realise this dream. But, according to the union's organising secretary, Flip Buys, talks are in progress with other white unions

A big drawback for the plan is that talks with the only other major white union, the Yster en Staalwerkers

By Thoraya Pandey

A UNION official and his members have accused the Regional Services Council (RSC) of racism after it failed to deal effectively with assaults by white senior officials.

Mr Leonard Koza, organising secretary of the Western Province Local Authorities Workers Association (WPLAWA), claimed charges of assault against four white officers of the RSC's Law Enforcement section have been buried in the council's bureaucracy.

Koza also claimed a black employee, under investigation by the RSC for perjury, had attempted to commit suicide while being interrogated by white officials. He said black employees regularly

Union charges RSC with racism

South

13/2 - 19/2/92

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appear before disciplinary hearings on petty charges.

Koza said union members had laid charges of assault against four white officials who allegedly assaulted four black employees between September and December last year.

One of the officials accused of assault, WPLAWA members allege, was heading the Law Enforcement's internal investigation into the incidents.

"They are quick to charge black officials while whites, who constantly abuse non-white employees physically and verbally, get away with it," said a union member who refused to

be identified as he feared he would lose his job

"One of the employees who laid the assault charges, Mr Peter Beyers, was issued with a termination of employment letter on Tuesday because he was found guilty of insubordination by an all-white disciplinary board."

Koza said while Beyers was found guilty within weeks, it took months before so-called investigations were launched into white officials' transgressions.

The employee who had attempted to commit suicide was interrogated while bleeding profusely. He had cut his wrists while he was being questioned.

Koza alleged the man had only been taken to the hospital by WPLAWA members much later.

In another incident, an employee based at the Monwabisi holiday resort informed the council of theft and the abuse of the council's vehicle by the senior RSC official at the resort, but no investigation was launched into the claims and no charges brought against the employee, Koza claimed.

The employee who brought the matter to the council's attention was however charged with using an RSC vehicle unlawfully and could be dismissed if found guilty, Koza said.

"These officials will do anything and

everything to make the lives of non-whites unbearable — even protecting one another when serious crimes are committed.

"There are endless examples of blatant racism and deliberate attempts to make the working environment of non-whites insufferable.

"They bring false charges against workers and force others to make statements corroborating their so-called evidence"

"We also hope to bring this to the attention of higher authorities who seem to be unaware of all these malpractices taking place.

RSC chief executive officer, Mr Chris Mocke, was out of town and was not available to comment on Koza's allegations. Two other RSC senior officials empowered to speak to the press were also not available.

CT 14/2/92
**Unionists 'are
hit targets'** (134)

JOHANNESBURG. — A South African trade union leader yesterday claimed to have evidence that prominent unionists have been targeted for assassination

Numsa general-secretary Mr Moses Mayekiso was a key target, said Cosatu secretary-general Mr Jay Naidoo at a news conference here

He said Mr Mayekiso had been threatened and was being followed constantly, while some Cosatu leaders had been targeted after the anti-VAT stay-away last year.

CRIMINAL charges have been laid by four Western Cape Regional Services Council officials who allege they have been assaulted by racist white colleagues.

The Ottery headquarters of the RSC's Law Enforcement Section was seething with racial tension this week amid claims that white officials, some allegedly Afrikaner Weerstandsbeweging supporters, were engaged in a vendetta against "progressive" black colleagues.

In the latest incident, law enforcement officer Mr M D Solomons tried to cut his wrists while being "interrogated" by an RSC investigating officer last Wednesday. Mr Solomons was admitted later to a clinic for psychiatric treatment.

Mr Leonard Kosa, spokesman for the Western Province Local Authorities Workers Association (WPLAWA), said four union members had reported being assaulted by colleagues between September and December.

"Charges have been laid with the police and RSC. No action has been taken against any of the alleged offenders."

Charges have been laid by Mr F Cloete, Mr P Beyers, Mr Wellington Makaula and Mr K B Robyn.

Mr Robyn's jaw was reportedly broken by white officers, who have been named as RSC investigating officer Mr Japie Campher, Mr C Armstrong, Mr M Kuhn and Mr J Kitshoff.

Allegations of a conspiracy against one of the victims, law enforcement officer Mr Cloete, also emerged this week.

False

According to a report to the union by WPLAWA members, Mr Cloete was brought before a disciplinary hearing on allegedly trumped-up charges of fraud and theft. The charges were an alleged attempt by a white officer, Mr Armstrong, to "get rid of" Mr Cloete, the report said.

It read "Mr Cloete was found not guilty and although Mr Armstrong had infringed his service conditions by making a false declaration against a fellow colleague, no steps were taken against him."

In a report to the union, one of the alleged assault victims said he had been abused after taking a day's sick leave.

A white officer had accused him of having had a hangover, allegedly swore at him and said "Don't think I'm scared of you and your ANC. You got your homelands but you weren't satisfied with that. You and your kind can forget about running South Africa. Nelson

By KURT SWART

Mandela will never rule this country."

The WPLAWA sent a letter this week to RSC chief executive officer Mr C H Mocke protesting against Mr Solomons's "severe interrogation" and suicide attempt.

The union claimed Mr Solomons had been victimised because he had admitted at Mr Cloete's disciplinary hearing that he had made a false statement as part of Mr Armstrong's plot to get Mr Cloete sacked. Because of Mr Solomons's testimony, Mr Cloete was acquitted of the charges against him.

Said Mr Kosa, "Union members said the RSC investigating team repeatedly threatened to make sure Mr Solomons lost his job by 'framing' a fraud charge against him."

Mr Kosa said he and a fellow union official had found Mr Solomons bleeding.

"When we asked the chief of the law enforcement section why Mr Solomons had cut his wrists, he replied 'Because he's got a guilty conscience'."

Target

"Union members have told of being threatened with losing their houses, subsidies and jobs. Mr Solomons was a soft target for treatment like this."

An RSC spokesman, Mr J J Gerber, would not comment on the alleged assaults, saying they were "sub judice".

He said there appeared to be "an orchestrated effort to discredit" the RSC.

Police spokesman Colonel Tony Dewhurst said he could not confirm charges had been laid until he had been given the case numbers. He believed all the cases had been investigated.

White RSC staff beat us up, say fellow officers

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S Times 16/2/92

Unions threaten industrial action over nursing posts

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STAR 17/2/92
Municipal Reporter

Johannesburg municipal unions are considering industrial action against the city council after the posts of 40 black nurses and health workers were abolished two weeks ago without consultation.

In a statement issued at the weekend, the Johannesburg Municipal Combined Employees' Union; Johannesburg Municipal Employees' Association, South African Municipal Workers' Union and Union of Johannesburg Municipal Workers threatened to take industrial court action.

According to the statement, the terms of redundancy of the nurses were much less favourable than those of other, mainly white, employees who were recently declared redundant as a result of the restructuring of the council's service.

"At no time did the council consult with the relevant unions or the staff concerned about the proposed termination of the services of the 40 employees.

"The unions only became aware of the redundancies on February 2 when the health and housing directorate invited union representa-

tives to discuss the matter, which came as a shock to them."

The unions claim Johannesburg Management Committee chairman Ian Davidson, who is also chairman of the municipal Industrial Council, refused to discuss the issue at an Industrial Council meeting.

"The trade unions are dismayed by the behaviour of Councillor Davidson for refusing to discuss the matter, especially in view of the fact that an Industrial Council is a statutory body with its prime objective being that of preventing disputes from arising."

Sacwa joins Nehawu

134
ABOUT 2 500 WORKERS in the House of Representatives organised into the South African Civil Workers' Association (Sacwa) last week unanimously voted to join the National Education Health and Allied Workers Union (Nehawu).

The move has boosted Nehawu's membership in the Western Cape by almost double and signals a significant inroad made into the public sector.

Sacwa workers were previously organised in the Public Servants League (PSL) but resigned during the 1989 strike because the PSL did not support their action, said Nehawu branch secretary Mr Phillip Dexter. South 20/2 - 26/2/92

Nehawu has signed recognition agreements with the Cape Provincial Administration and private companies, and assisted Sacwa with the signing of a recognition agreement with the House of Representatives.

The workers rally behind Mario, the improbable unionist

By FERRAL HAFFAJEE

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2/12 - 29/2 1992

THE one label you wouldn't think of pinning on Mario de Castro is that of trade union leader. Dressed in a neat pin-stripe suit and navy net tie, he chain-smokes and talks nimbly to the dozen, reminding one more of an insurance salesman or perhaps a computer technician.

Yet this unlikely unionist has a powerline construction company on the brink of a strike over his dismissal.

De Castro, a Portuguese immigrant, came to South Africa in 1984 but still has an accent as thick as if he had stepped off the plane yesterday.

A qualified electrician, he learnt how to organise workers in Lisbon, where he was a shop steward for seven years. Soon after arriving in South Africa he found a job at Feralin, on the East Rand.

At the beginning of last year, he says, he began to wonder why he didn't see any union organisers from the Inkatha-aligned United Workers' Union of South Africa (Uwusa) — the only union recognised by the company — at the workplace. Then a friend told him about the National Union of Metalworkers of South Africa.

He got hold of Numsa literature detailing its campaigns and demands. Pleased at what he saw, he went to the union's offices in Nigel and advised it to start organising at his factory.

because "Uwusa was not representing the workers' interests"

The union gave him a pile of registration forms and when he left the offices, he was an interim shop steward at Feralin. Thus began De Castro's programme of urging the company to change its industrial relations practices.

Soon he had 100 members willing to leave Uwusa and join Numsa.

He gave the managing director a copy of the National Peace Accord, "to show him where South Africa was going". He was called into another manager's office and told that the Congress of South African Trade Unions was "a union for the communists".

"I told them I am not a member of the African National Congress or the Communist Party — I'm a member of the union, and the union has the right to defend the rights of the worker," De Castro says.

He asked for permission to hold union meetings in the company's canteen. When this was refused, he took workers into the streets at lunchtime and held meetings there.

When a worker was injured by a machine, he took photographs of the wounds "so they couldn't deny it happened at the factory". Then he hid the film from a supervisor who had got wind of his action.

De Castro was dismissed in



Mario de Castro ... dismissed for 'the distribution of union literature' during the VAT strike

Photo: KEVIN CARTER

November last year. The reason given for his dismissal was "the distribution of union literature" during the strike against Value-Added Tax on November 5 and 6.

Numsa declared a dispute with Feralin over his dismissal. In a show of support, 96 percent of the workers voted in favour of going on strike to demand his reinstatement.

The company alleges that De Castro acted in breach of an agreement with the union. The agreement referred to was concluded with Uwusa, restricting the display of all union literature to a noticeboard supplied by the company. Uwusa also agreed that anything displayed on the noticeboard would have the company's stamp of approval.

De Castro says the company made it extremely difficult for workers to leave Uwusa. For example, workers had to sign forms cancelling their

stop-order payments to Uwusa numerous times. And Numsa shop steward, Rohli Xipu, says the union is still struggling to earn recognition at the factory, despite its proven support.

Feralin's personnel manager, Apostolidis, said this week that the company was not yet prepared to comment on the matter. However, in a circular distributed at the factory last week, the company set out its position on De Castro's dismissal. It accused him of misuse and abuse of company time, ignoring company rules and regulations, and of "unbecoming behaviour towards female employees".

"Any strike action will be unlawful," the circular said, "and employees embarking on an illegal strike or any other form of industrial unrest will be placing their job in serious jeopardy."

Own Correspondent

JOHANNESBURG. — Democratisation in Africa is transforming the nature of the trade union movement on the continent, according to Mr Andrew Kailembo, head of the Africa desk of the International Confederation of Free Trade Unions (ICFTU).

Wherever there had been one-party structures, governments had tried to control the trade union movement, because they saw unions as capable of forming a strong opposition.

But with democratisation, African trade unions were "finding new independence and flourishing", he said.

The ICFTU, which represented 102 million unionists in 101 countries, had six new African affiliates and expected more. Zambian, Zimbabwean and Tan-

Democracy (134) aids unions in Africa

CT 24/2/92

zanian trade unions were asserting themselves more vigorously now, he said.

On the downside, he said unions in some countries were fragmenting, often along party-political lines.

In Zaire there were 50 unions, whereas in Angola there were over

50 unions in Luanda alone.

Mr Kailembo said disaffiliation from party politics and unity between workers was the way to build strong and independent union movements.

Mr Kailembo was part of a six-man ICFTU delegation that visited Namibia last week. The Namibian trade union federation NUNW recently disaffiliated from the World Federation of Trade Unions — the ICFTU's main international rival — but has not affiliated to the ICFTU.

Say 'no', says union

134
29/12/92
The all-white Mineworkers' Union (MWU) yesterday said the implications of a positive result in the March referendum would be catastrophic for whites in South Africa. Imploring members to vote "no", general secretary W Ungerer said that mixed schools and residential areas, squatting, crime and poverty would engulf white workers if Codesa were to continue. A "yes" vote would eventually lead to an ANC/SACP-controlled black government and "the destruction of the white worker's political, economic, cultural and social welfare", he said.

White miners told to vote 'no'

CIPRES 11/3/92
THE all-white Mineworkers' Union said this week it would advise its members to vote "no" in the coming referendum. ~~(24)~~ (134)

A spokesman said a "yes" vote would lead to an ANC/SACP-controlled black government which would inevitably lead to the destruction of the white worker's political, economic, cultural and other interests.



Vote no, says union (13)

The executive council of the SA Iron Steel and Allied Industries Union has advised its more than 40 000 members to vote "no" in the March 17 referendum. The union cited the Government's "unsympathetic attitude" towards white workers and their unions and concessions made to Cosatu, Nactu and Saccola

SAC 3/17/72

'Mines will be hit' (134)

A "yes" vote would result in the nationalisation of mines under an ANC/SA Communist Party government, the white Mine-workers' Union claimed on Monday. Nationalisation would adversely affect the production capacity of the gold mining industry, resulting in the closure of many mines and unemployment for thousands of workers

STATE 11/3/92

Steel union ^{Sowetan} 13/3/92 (134)

THE National Union of Steel and Allied Workers will meet in Atteridgeville, Pretoria, tomorrow to prepare for its forthcoming congress.

The meeting, which starts at 9am at the Atteridgeville Community Hall, will also plan for the Heroes' Day service to be held next Saturday

Nusaaw general secretary, Mr Ndomane Tibane, said the meeting would also discuss new wage rates for its members in the iron, steel, engineering and metallurgical industries

Focus on schools

By PHANGISILE MTSHALI

THE National Education Co-ordinating Committee will focus on the activities of the mushrooming inner city schools at a meeting in Johannesburg tomorrow

The meeting will be held at Khanya College and will be attended by parents, teachers and directors of the schools

It starts at 8am ^{Sowetan 13/3/92}
Mr Sam Mokgantsang, of the NECC, said it was hoped that the conference would set up a monitoring group that would investigate the activities of these schools

The NECC had identified 40 inner city schools in and around Johannesburg, he said

"Many of them charge high fees because they are not subsidised," Mokgantsang said

"Many parents cannot afford to pay these fees and this leads to these schools becoming bankrupt. In some cases they close down and leave thousands of pupils stranded"

He said his organisation had embarked on a campaign to transform these "street academies into proper schools and establish liable management structures to counter corruption and exploitation"

Doornkop land issue ^{Sowetan 13/3/92}

MEMBERS OF the Doornkop 42 community meet in Mosterlus on Sunday to discuss the response of the Commission of Land Allocation to their demands ^(24/3/92)

Strategies for the continuation of the struggle to reclaim their land will be finalised, as decided at a national workshop at Wilgespruit Fellow Centre on February 23 and 24

Spokesman Mr Kalushi said Botshabelo committee should also attend the meeting to "share ideas with the Doornkop people"

White workers demand 20% pay increase

134
By DREW FORREST

THE 70 000-strong Confederation of Metal and Building Unions — the prime representative of white metalworkers — has called for a 20 percent rise in actual wages in annual metal industry negotiations. w/mant 13/3-19/3/92

Other CMBU demands tabled in the country's most important industrial council talks are for increased overtime rates (double-time for overtime in excess of 20 hours, as against the current time and a half); one month's paid holiday leave, calculated on actual rates; two weeks' severance pay a year of service (it currently stands at one week); and a higher employer contribution to the industry's pension fund to facilitate a lowering of the pensionable age from 65 to 60 years.

The National Council of Trade Unions' largest metal affiliate, the Metal and Electrical Workers' Union, wants R6-an-hour at the bottom of the scale — it is currently R4,70 — and a guaranteed personal increase of R1,50.

In common with the National Union of Metalworkers, it has also demanded a retrenchment moratorium and a 40-hour working week.

The employer body, the Steel and Engineering Industries Federation, has tabled four counter-demands with minor, technical implications.

Promesse uitgereik aan Mellor Pumps

| Promesse No | Uitreikingsdatum | Vervaldatum | Sigwaarde (R) |
|-------------|------------------|--------------|---------------|
| 00001392 | 16 Augustus 1991 | 1 April 1992 | 50 751 |

Na datum van publikasie word bogenoemde promesse as gekanselleer beskou. Indien die promesse gevind sou word, moet dit asseblief aan die Departement van Handel en Nywerheid, Privaatsak X84, Pretoria, 0001, teruggestuur word.

(20 Maart 1992)

KENNISGEWING 247 VAN 1992**DEPARTEMENT VAN HANDEL EN NYWERHEID**

Hiermee word kennis gegee dat die volgende promesse uitgereik deur die Departement van Handel en Nywerheid aan Thorpe Timber Co (Kangwane) (Pty) Ltd soos hieronder uiteengesit, verlore geraak het:

Promesse uitgereik aan Thorpe Timber Co (Kangwane) (Pty) Ltd

| Promesse No | Uitreikingsdatum | Vervaldatum | Sigwaarde (R) |
|-------------|------------------|--------------|---------------|
| 00001433 | 16 Augustus 1991 | 1 April 1992 | 37 158 |

Na datum van publikasie word bogenoemde promesse as gekanselleer beskou. Indien die promesse gevind sou word, moet dit asseblief aan die Departement van Handel en Nywerheid, Privaatsak X84, Pretoria, 0001, teruggestuur word.

(20 Maart 1992)

KENNISGEWING 251 VAN 1992**DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956****AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING**

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die South African Cleaners, Security and Allied 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 bou 123A, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging: South African Cleaners, Security and Allied Workers' Union.

Datum waarop aansoek ingedien is. 9 Augustus 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word. Alle persone in diens in die—

- (i) Skoonmaakdiensonderneming;
- (ii) Borsel-, Besem- en Dweilnywerheid,
- (iii) Sekuriteitsdiensonderneming,
- (iv) Huisvestingsinrigtingsbedryf,
- (v) Crèche-onderneming,

Promissory note issued to Mellor Pumps

| Promissory Note No | Date of issue | Due date | Face value (R) |
|--------------------|----------------|--------------|----------------|
| 00001392 | 16 August 1991 | 1 April 1992 | 50 751 |

The above-mentioned promissory note will after the date of publication be regarded as cancelled. Should the promissory note be retrieved, it must please be returned to the Department of Trade and Industry, Private Bag X84, Pretoria, 0001.

(20 March 1992)

NOTICE 247 OF 1992**DEPARTMENT OF TRADE AND INDUSTRY**

Notice is hereby given that the following promissory note issued by the Department of Trade and Industry to Thorpe Timber Co (Kangwane) (Pty) Ltd as set hereunder, has been mislaid:

Promissory note issued to Thorpe Timber Co (Kangwane) (Pty) Ltd

| Promissory Note No | Date of issue | Due date | Face value (R) |
|--------------------|----------------|--------------|----------------|
| 00001433 | 16 August 1991 | 1 April 1992 | 37 158 |

The above-mentioned promissory note will after the date of publication be regarded as cancelled. Should the promissory note be retrieved, it must please be returned to the Department of Trade and Industry, Private Bag X84, Pretoria, 0001.

(20 March 1992)

NOTICE 251 OF 1992**DEPARTMENT OF MANPOWER****LABOUR RELATIONS ACT, 1956****APPLICATION FOR REGISTRATION OF A TRADE UNION**

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the South African Cleaners, Security and Allied 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, 123A 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: South African Cleaners, Security and Allied Workers' Union.

Date on which application was lodged. 9 August 1991

Interests and area in respect of which application is made. All persons employed in the—

- (i) Cleaning Services Undertaking;
- (ii) Brush, Broom and Mop Manufacturing Industry;
- (iii) Security Services Undertaking;
- (iv) Accommodation Establishment Trade;
- (v) Crèche Undertaking,

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in die landdrosdistrikte Brits, Cullinan, Die Kaap, Johannesburg, Klerksdorp, Nelspruit, Pretoria, Warmbad, Witbank en Wonderboom.

Vir die doeleindes hiervan word bovermelde ondernemings, nywerheid en bedryf soos volg omskryf:

"Skoonmaakdiensteonderneming" beteken die onderneming waã eteken die onderneming waarin werkgewers en hul werknemers waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om nywerheids- en handelspersele en -geboue skoon te maak en in stand te hou.

"Borsel-, Besem- en Dweilnywerheid" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om borsels, besems en dweile te vervaardig, en dit omvat alle werksaamhede wat daarmee gepaard gaan en daaruit oorsaamhede wat daarmee gepaard gaan en daaruit voortvloei.

"Sekuriteitsdienste-onderneming" beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om persele, geboue, strukture of enige ander vaste eiendom, voertuie, skepe of bote of ander vaartuie en werknemers of ander persone te bewaak of te beskerm, en dit omvat die deponering, onttrekking en wisseling of vervoer omvat die deponering, onttrekking en wisseling of vervoer van geld vir of namens 'n klient, die opmaak daarvan in gespesifiseerde bedrae, die plasing van gespesifiseerde bedrae in koeverte en die oorhandiging van die koeverte aan persone ooreenkomstig die kliënt se opdrag, of die vervoer van enige ander goedere wat bewaak of beskerm moet word terwyl dit in transito is.

"Huisvestingsinrigtingsbedryf" beteken die bedryf wat uitgeoefen word deur persone wat die besigheid van 'n huisvestingsinrigting dryf deur huisvesting en een of meer etes per dag teen vergoeding te verskaf. Met dien verstande dat dit vir die doeleindes van hierdie omskrywing "huisvesting" slaapkamerakkommodasie en die diens wat gewoonlik daarmee geassosieer word, beteken.

"Crèche-onderneming" beteken die onderneming waarin kinders gedurende die dag teen vergoeding versorg word, en dit omvat alle werksaamhede wat daarmee gepaard gaan en daaruit voortvloei.

Posadres van applikant: Posbus 97126, Presas, 0114.

Kantooradres van applikant: Jacob Maréstraat C149, Blok "D", Pretoria.

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.

D. W. JAMES,
Nywerheidsregistrateur.
(20 Maart 1992)

in the Magisterial Districts of Brits, Cullinan, Johannesburg, Klerksdorp, Nelspruit, Pretoria, The Cape, Warmbaths, Witbank and Wonderboom. (134)

For the purposes hereof the above-mentioned undertakings, industry and trade are defined as follows:

"Cleaning Services Undertaking" means the undertaking in which employers and their employees are associated for the purpose of cleaning and maintaining industrial and commercial premises and buildings.

"Brush, Broom and Mop Manufacturing Industry" means the industry in which employers and their employees are associated for the purpose of manufacturing brushes, brooms and mops, and includes all operations incidental thereto and consequent thereon.

"Security Services Undertaking" means the undertaking in which employers and their employees are associated for the purpose of guarding or protecting premises, buildings structures or any other fixed property, vehicles, vessels or boats or other craft and employees or other persons, and includes the depositing, withdrawal and cashing or transportation of money for or on behalf of a client, the making up thereof in specified amounts, the placing of specified amounts in envelopes and the handling over of the envelopes to persons, as instructed by the client, or the transportation of any other goods that have to be guarded or protected while in transit.

"Accommodation Establishment Trade" means the trade carried on by persons who carry on the business of an accommodation establishment by supplying lodging and one or more meals per day for reward. Provided that for the purposes of this definition "lodging" means bedroom accommodation and the services ordinarily associated therewith.

"Crèche Undertaking" means the undertaking in which children are cared for during the day for reward, and includes all operations incidental thereto and consequent thereon

Postal address of applicant: P.O. Box 97126, Presas, 0114

Office address of applicant: C149 Jacob Maré Street, Block "D", Pretoria.

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.

D. W. JAMES,
Industrial Registrar
(20 March 1992)

KENNISGEWING 288 VAN 1992**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

**AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING**

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Municipal, Health and General Workers' 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 123A, Schoemanstraat 215, Pretoria (posadres Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: Municipal, Health and General Workers' Union

Datum waarop aansoek ingedien is: 5 Maart 1992

Belange en gebied ten opsigte waarvan aansoek gedoen word: Persone in diens in die Parkeraadonderneming in die provinsie Transvaal

Vir die doeleindes hiervan beteken "Parkeraadonderneming", sonder om die gewone betekenis van die uitdrukking enigerwys te beperk, die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om enige handeling, skema of werksaamheid in te stel, voort te sit en af te handel wat onderneem word deur die Nasionale Parkeraad en/of enige instelling wat voorsiening maak vir die versorging en beskerming van die natuurreservate

Posadres van applikant: Posbus 2067, Nelspruit, 1200

Kantooradres van applikant: Besterstraat 41, Nelspruit

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.

D. W. JAMES,
Nywerheidsregistrator.
(27 Maart 1992)

NOTICE 288 OF 1992**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

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**APPLICATION FOR REGISTRATION OF TRADE
UNION**

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Municipal, Health and General 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, 123A 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: Municipal, Health and General Workers' Union.

Date on which application was lodged: 5 March 1992

Interests and area in respect of which application is made: Persons employed in the Parks Board Undertaking in the Province of the Transvaal.

For the purposes hereof "Parks Board Undertaking" means, without in any way limiting the ordinary meaning of the expression, the undertaking in which employers and their employees are associated for the purpose of instituting, continuing and finishing any act, scheme or activity that is undertaken by the National Parks Board and/or any institution that provides for the care and protection of the nature reserves

Postal address of applicant: P.O. Box 2067, Nelspruit, 1200.

Office address of applicant: 41 Bester Street, Nelspruit

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

D. W. JAMES,
Industrial Registrar
(27 March 1992)

Tough road ahead for (30) trade unions

SHARON SOROUR
Labour Reporter

ARG 30/3/92
A ROCKY road lies ahead for South Africa's union movement in the wake of the high unemployment levels in the country, with only one jobhunter in 10 finding work in the formal sector

In the latest edition of the Institute of Personnel Management's publication, People Dynamics, the deputy director of the University of Port Elizabeth's industrial relations unit, Ms Martheanne Finnemore, said unions had been unable to protect their members from huge retrenchments

Wage increases last year in most industries fell behind the inflation rate, she said

Ms Finnemore said the union movement was at a major intersection, and its role and direction depended on its "own power to direct its course, mediated by policies of a future government and employer strategy".

During the 1980s unemployment grew by 2,5 million people and six million people were unemployed by the end of the decade

In the 1990s, an additional 3,5 million people were expected to become unemployed.

Ms Finnemore said the gains made by unions in the 1980s were offset by the "drastic rationalisation of workforces".

"Consequently, a new middle-class of permanent employees in higher-paying unionised companies emerged. This led to extremely low labour turnover and ageing workforces determined to protect their newly-won privileges," she said

Ms Finnemore believed Cosatu's crisis of defending the interests of the working class still remained

"High wages, skills training and job security are promoted for key members of Cosatu, while low-paying labour-intensive and temporary jobs are left for the unskilled on the periphery," she said

Job losses gain for union

B10 ay 10/4/92

DIRK HARTFORD

WHITE collar workers in the financial services industry, exposed to mass re-trenchments for the first time, were only now becoming aware of their rights and the benefits of union membership, said Financial Institutions Workers Union (Fiwu) general secretary Dallis Hall.

He was responding to recent re-trenchments at Absa and Perm.

Neither the 11 500-strong union nor Absa would be drawn on details of re-trenchment packages. Both said packages were often individually tailored.

The minimum standard package includes three months' salary, including notice pay, and the right to retain all car, pension, medical and housing benefits during this period.

In addition, some companies pay two weeks' salary for every year of service, up to a maximum seven months' pay.

Other benefits would also be retained in this period.

Pension payouts usually include the employer's contribution plus interest.

Employees in financial institutions usually have subsidised housing loans or spe-

cial low interest loans between 2,5% and 7,5%. These revert to the commercial rate once the terms of the re-trenchment package expire.

Although there have been re-trenchments — neither the union nor Absa would say how many — jobs are also being cut through natural attrition and early retirement packages.

Companies tend to evaluate performance levels when re-trenching, and apply last in, first out criteria.

The union said the biggest problem with re-trenchment was employee trauma. "Fiwu is concerned about the manner in which line managers are handling employees in this emotional exercise," Hall said. The union has requested employee assistance and counselling by outside agencies.

Employers should try to avoid re-trenchment at all cost. "The economic climate has pressurised employers to reduce costs through re-trenchments, but employers have a social responsibility," Hall said.

LUCKED unobtrusively in the NUM's list of proposals for the 1992 wage negotiations is a time bomb which is likely to change the entire structure of collective bargaining in the mining industry, and in many other parts of the SA economy too.

The time bomb is the union's proposal (in the spirit of the new SA, it seems, it is no longer called a "demand") for the introduction of an "agency shop". It is a proposal which, once the mining executives have thought it through properly, will become one of the industry's greatest bargaining and moral dilemmas.

An agency shop is designed as a compromise between a closed shop and a system permitting the existence of so-called free-riders.

A closed shop system requires that all employees in a firm or industry belong to a trade union as a condition of employment. The system is common around the world. Many of the old establishments, largely white, unions in SA, including in the mining industry, benefit and prosper because of it.

But the closed shop raises serious ethical problems regarding the right of freedom of association of the individual. Why should anyone be forced to join an organisation of which he or she expressly disapproves?

The philosophical rationale for the closed shop is that, in its absence, employees who choose to remain outside the union nevertheless benefit from the work of the union. Union/management agreements are always extended to cover all employees. Non-members earn higher wages, have better social security benefits and enjoy more job security purely because of the work of the union for which they do not pay. That, too, is unfair, it is argued.

The agency shop is designed to answer the criticisms from both sides. In an agency shop a non-member pays a fee but does not have to become a union member. There are many variations of the agency shop

NUM plants a time bomb under 1992 wage talks

By Alan Fine

ALAN FINE



The initial NUM proposal suggests non-members pay the same subscription as members and the money go into NUM coffers.

However, a variation popular in North America requires that the non-member pay a fee lower than the union subscription, and a "conscience clause" permits each individual to choose that his or her contribution be paid to a charity rather than to the union.

The initial reaction among members of the Chamber of Mines to the agency shop idea is almost universally negative. But there are a few beginning to see it differently.

The immediate employer reaction to the proposal is understandable. It has the potential to strengthen the union's finances enormously. It is far from a satisfactory answer to the "freedom of association" argument — individuals are still forced to pay fees against their will. And, some employers point out, given the factionalism among workers at some mines, forcing militant anti-NUM members to pay a fee to the union, as the NUM suggests, carries a serious threat of violence.

But that is insufficient reason to say "no". This is because the chamber already operates a closed shop agreement with the predominantly

white unions. Each white mine employee must belong to a union. The agreement has been in force since the time of the Second World War. Ironically, it was a popular deal in the chamber. It was used by management to protect "moderate" English-dominated artisan unions from being taken over by small, activist groups of radical right-wing Afrikaners.

Subsequent to this agreement, the white unions signed an agreement between themselves allocating each individual to a particular union depending on his job category. The unions involved are the artisan unions, the right-wing, whites-only Mineworkers' Union (MWU), three officials' associations (for white colliery employees) and a few others.

In the middle of this, the NUM has thrown the agency shop challenge. If the chamber continues to accept the white closed shop but rejects the NUM proposal, it will stand accused of racism. Why is the closed shop okay for whites, but a less strict system unsuitable for blacks?

In the circumstances, there is no argument that can refute the charge, and the chamber lacks any moral

basis for rejecting the proposal (which, after all, will have no direct cost for employers). At best it could take the potentially disruptive step of cancelling the existing, cosy, closed shop agreement. But even then it will be seen as a desperate, cynical measure to withhold from organised black labour something that was acceptable for decades so long as it applied only to whites.

But a further factor has come into play. The MWU, with a complex political agenda, is about to start campaigning for the scrapping, or at least amending, of the closed shop system.

The first hint of this came from the MWU congress earlier this year. The union began talking about how the system contravened workers' rights to freedom of choice and of association. But the real motive is deeper than that. The MWU is opposed not so much to the closed shop as such, but to the agreement setting down the allocation of white employees to particular unions.

The MWU is seeking to establish itself as "the Cosatu of the new SA". It has announced plans to become the centre of a "super-white" union which will stand as the last bulwark against the selling out of the white

worker, using tactics of mass mobilisation where necessary (hence the reference to Cosatu). The MWU is convinced that if the barriers set in place by the allocation agreement are removed, the bulk of white miners, attracted by the union's commitment to white workers' interests, will flock towards the MWU. This will increase the MWU's potential in the industry from the present 9 000 to about 24 000 — a number of white employees in chamber mines.

Together with growing membership in such sectors as engineering, chemical and transport, it will assist the MWU towards its goal of a 100 000-member super white union. The MWU has not yet forwarded its proposal officially to the chamber, and it is unclear what strategy it has in mind. And its expectations of its potential power are probably exaggerated.

Nevertheless, while some mining employers see this as an opportunity to rid themselves of the closed shop, others are fearful that the MWU will in future use new-found muscle as a political weapon which would harm the industry. If this point of view wins over, we would again see the mining industry attempting to use the closed shop as a means of strengthening the more "moderate" unions representing skilled labour.

It is not yet certain that the NUM will choose to use the agency shop as a make-or-break issue in this year's negotiations. It has become the norm that the chamber accepts one major non-wage proposal each year to seal an agreement. Last year it was a set of new social and union rights. Previously it was a retirement fund. This year, in addition to the agency shop, the NUM has proposed a system of fulltime shop stewards and compulsory arbitration in cases of contested dismissals.

The union will have to set its priorities. But the agency shop idea will not go away. If it is not accepted this year, it will be proposed again next. And once it has gained a foothold in the mining industry, other sectors will not be far behind.

Union protest over Eskom shutdowns

The all-white Mine Workers Union has protested against Eskom's "unilateral" decision to close down four units of the Arnot power station in the eastern Transvaal

According to a statement released yesterday, the MWU said in view of Eskom's "healthy financial situation" this closure, which could affect hundreds of employees, was indefensible.

MWU general secretary W. Ungerer said Eskom's net revenue had increased by 16 percent to R988 million. Also, there had been a growth of 1.87 percent in electricity sales. STAR

"Eskom has also written off bad debts to the tune of R91 million because of non-payment by certain groups," Mr Ungerer stated. 15/11/92

He said Eskom's decision had to be seen against the background that staff had been decreased by about 10 000 employees over the past five years.

"The MWU believes that Eskom's decision to try and steamroller the unions by giving notice of closure without alternative dialogue is not conducive to good labour relations," he said.

The MWU has called on all employers not only to look at their balance statements but also to consider the employees responsible for those statements". — Sapa

'Under apartheid'

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MAY 2 | 5 | 92

Weekend Argus Reporter and Sapa

THE 'Last May Day celebrations under apartheid rule' took place in Cape Town and around the country yesterday

Rallies organised by leftwing groups were held at seven venues in South Africa. Little violence was reported at the gatherings, which attracted crowds of between 500 and 10 000

At rallies held in cities, the government was threatened with strike action if an interim government was not installed by June and if there was not a clear commitment to constituent assembly elections by the end of the year

A rain-soaked rally at the Athlone Stadium in Cape Town was addressed by Pan Africanist Congress secretary Mr Bennie Alexander, ANC national executive member Mr Ismael Ebrahim Ebrahim, SA Communist Party central committee member Mr Essop Pahad and Cosatu spokesman Mr Musa Bhabeze.

The rally was the first in the Western Cape to be organised jointly by Cosatu and the National Congress of Trade Unions (Nactu). Over 1 500 members of the ANC and PAC attended.

Speakers told the crowd about their organisations views on political developments in the country. The SACP said economic power had to be transferred "out of the hands of the minority".

Several thousand people attended a rally at Durban's Curries Fountain Stadium. It was addressed by Cosatu assistant general secretary Mr Sam Shilowa who said the threatened strike would be a 'knock-out blow' to President De Klerk.

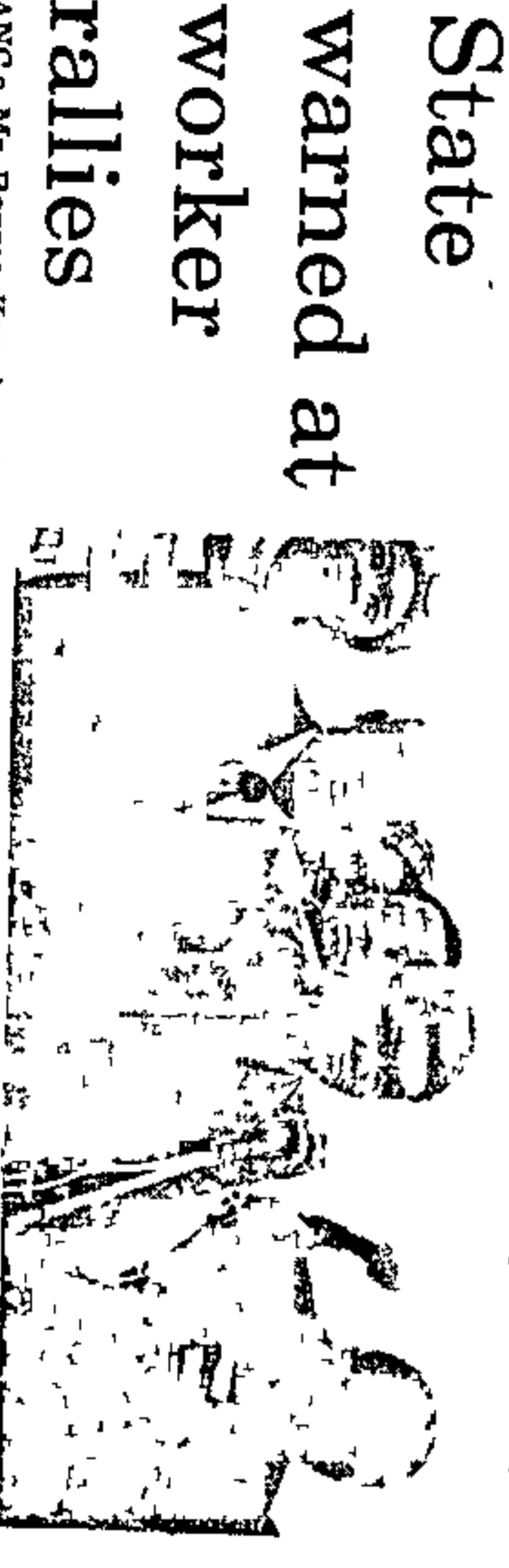
Azapo deputy president Mr Aubrey Mokoabe appealed to the ANC-SACP-Cosatu alliance to withdraw from Codesa. The



Pictures: LEON MULLER Weekend Argus

WORKER POWER: Part of a 1 000-strong crowd, above, wave the flag of the ANC's Trevor Vlakazi branch in Khayelitsha during a May Day rally

FIERY COMRADE: PAC secretary Mr Bennie Alexander, below, flanked by guards, prepares to speak at a joint Cosatu-Nactu May Day rally in Athlone State



warned at worker rallies

ANC's Mr Ronnie Kasrils outlined the gains made by Cosatu

Speakers who addressed a rally in Pretoria included Cosatu general secretary Mr Jay

the homeland

ANC Youth League president Mr Peter Mokoabe, who addressed a rally in Bloemfontein, refused to apologise for an alleged inflammatory statement he made in Natal recently

He had told ANC supporters they should re-occupy land taken from them by the rival Inkatha Freedom Party and he had accused the IFP of using the National Peace Accord as an umbrella from behind which to attack residents

In Petersburg, ANC Women's League president Mrs Gertrude Shipe appealed to the grant labour organisations, Cosatu and Nactu, to merge

She added that the women of South Africa wanted to see an end to violence

She said violence was delaying the negotiating process and that South Africa would "never have an interim government and an elected constituent assembly while these killings are still continuing"

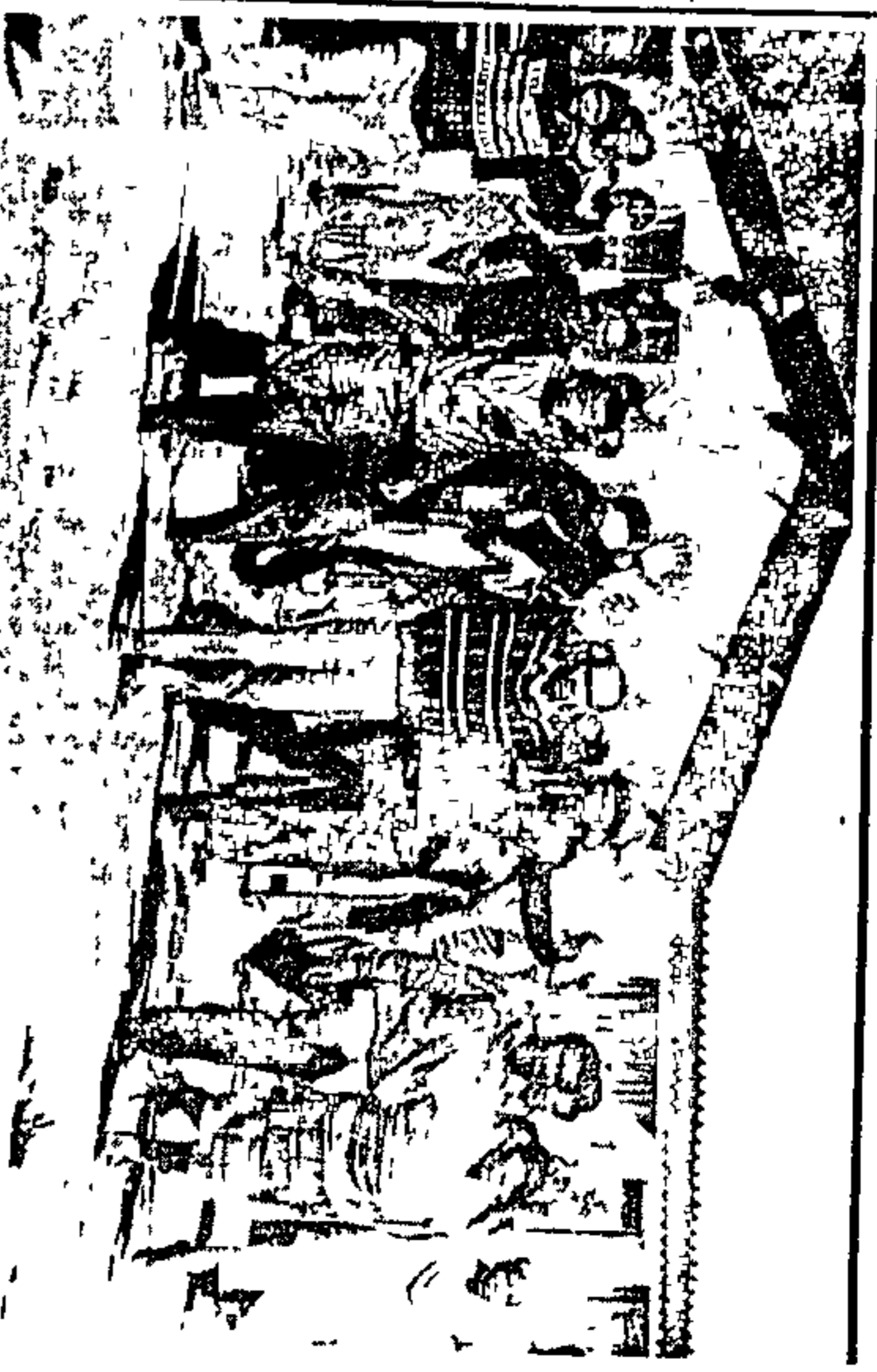
May Day rallies held in East London, Warmbaths and Umhlati were addressed respectively by Cosatu's Mr Nelson Mpeishu, Azapo education secretary Dr Gomolomo Mokoabe and military ruler Major-General Bantu Holomisa.

Rallies also were held in Windhoek, Bulawayo, Harare and Lusaka

Namibian Prime Minister Mr Hage Geingob assured workers that the joint administration - with South Africa - of Walvis Bay was the best means towards securing its re-integration into Namibia.

Zambia's President Frederick Chiluba made an impassionate plea to workers in Lusaka to return to work and give his six-month old government time to refurbish the battered economy

In Harare, affiliate unions of the Zimbabwe Congress of Trade Unions marched from the city centre to Rutlano stadium, Ziama news agency reported.



WE SURRENDER: These Dobsonville residents emerged from their homes saying "We surrender, shoot us!"

Police hurt in hostel clash

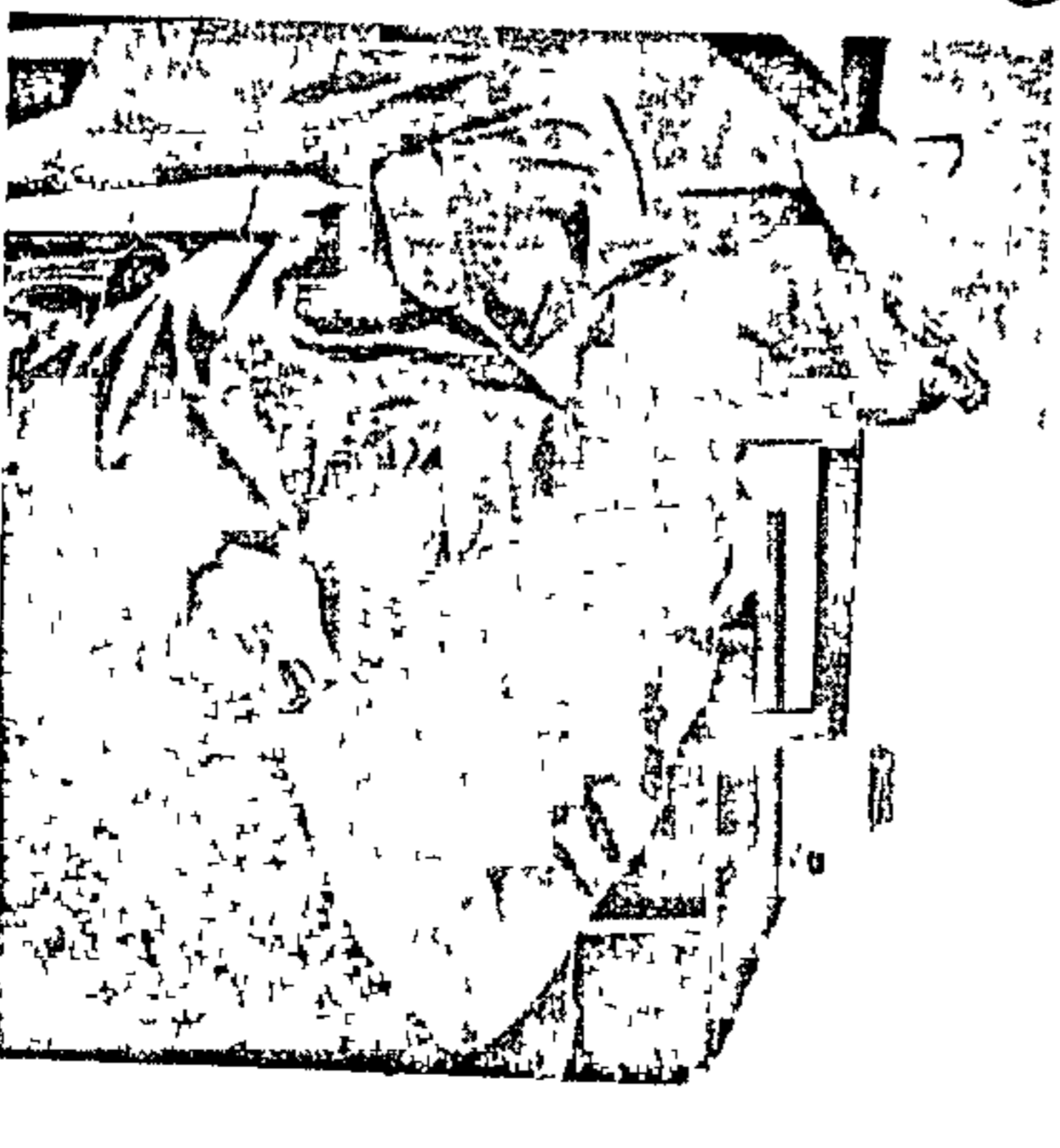
JOHANNESBURG - Violence continued to plague the Reef yesterday with police boosting forces in Dobsonville, Soweto, after three policemen were seriously injured when fighting broke out between residents and hostel-dwellers.

Police also said one man was killed on Thursday when he was thrown from a train at Soweto's Dube station.

In another incident at Dube police said two men were slightly injured when commuters jumped off a moving train to escape a gun attack

The incidents follow Thursday's announcement by police that a combined force of 1 200 SAP and SADF members would be deployed at stations, on trains and along railway lines at peak hours

Two hand-grenades were thrown at a bus in Sebokeng. The area falls under the unrest



ARM OF THE LAW: A Soweto youth is arrested for allegedly carrying petrol bombs. Police fired teargas and birdshot to prevent township residents and hostel dwellers clashing in a faction fight

area of Vanderbijlpark declared in Thursday's Government Gazette

The grenades did not detonate as the safety pins had not been removed, police said

In an incident on Wednesday in Sebokeng, police said two men were fatally shot and three injured when attackers travelling in a car sprayed them with AK-47 rifle fire

In another incident on Wednesday, at Odondoio near Ermpangeni northern Natal police said gunmen attacked a home killing one man and wounding another - Sapa

Divans nhro laak

Comrade capitalists on JSE

ARG 9/5/92

134

TOM HOOD
Business Editor

TRADE unions cheered the share market this week with their decision to go ahead in forming a unit trust where members can chip in for only R30 a month.

The fund, Community Growth Fund (CGF), makes its debut next month as a general fund and the country's 44th unit trust. It is set to make an enormous impact on business and worker-employer relations.

JSE analysts believe news of its formation signalled to investors that threats to nationalise big business were certain to evaporate — a factor which one analyst said helped to boost investment confidence and share prices this week.

But company directors will have to pull up their socks because the new breed of capitalists is likely to be less apathetic — if not downright bolshie — compared to the present generation of South African investors.

Union leaders are deadly serious when they talk about worker participation in making business decisions in the new South Africa

For starters, they will be entitled through their unit trust management company, Unity Incorporated, to arm themselves with proxies and challenge directors at company meetings.

Then, if the fund invests millions in a company — is allowed to buy up to 10 percent of a company's shares — the unions could be expected to demand a seat on the board of directors in the same way that financial institutions are represented in many companies

Unions have long demanded a say in decision making. Worker participation is already common in the United States and Britain

Mr George Young, spokesman for the Labour Research Service, which devised the plan for the union fund, said issuing proxies to the unions concerned was a popular method in the US and Britain of challenging companies at annual general meetings.

"We as a unit trust would have the right to issue proxies to interested parties and it might encourage companies to give us information"

CGF has the potential to grow at a spanking pace and to become one of the largest funds in the country.

It has two major advantages over competitors

■ Big companies are expected to invest millions to show they are among the "good guys" as regards social responsibility

■ The fund has been promised as much as 10 and 25 percent of the huge cash flows of union pension funds every month

Trade union pension funds must invest money if they want to protect workers' pensions from inflation — and what better place than their own CGF?

The fund will also be punted by unions to members and the minimum investment of R30 a month or a R500 lump sum are among the lowest and most affordable in the industry

The CGF will be the country's 44th unit trust and the 23rd general fund

It will get off to a flying start on June 1 Syrets, which has a 50 percent stake in the management company, will start CGF with a R2-million investment — double what it gave to launch its own Syrets Growth Fund about four years ago

Other companies have either pledged or indicated that they

■ Turn to page 3

Unions put
muscle into
unit trust

From page 1

134

too will invest millions

The managing director of Syrets Growth Fund Managers, Mr Leon Campher, said he and his staff had been inundated with inquiries every day this week

ARG 9/5/92

Mr Clive Fox, managing director of Consolidated Fund Managers, an independent unit trust management company, forecast that an enormous amount of money would go into the fund which, he said, was a "very clever marketing exercise in terms of harnessing black money"

"The only concern is that it will invest in so-called union-acceptable companies, which might not necessarily be the best investment"

The fund, the brainchild of the Labour Research Service, overcomes union complaints that they had no say in how members' funds were invested. There were claims that money had been invested in low-wage and union-bashing companies or had been removed from the country and used where there was no clear benefit to workers in South Africa

Investment policy will be towards manufacturing companies that provide jobs and meet the union criteria of social responsibility, fair employment practices and safe working conditions.

■ Stellenbosch economist Mr Willem Roets forecast "Just as the poor whites did in 1946, the black unions are going to use their financial muscle now. They could end up with enough directors on the board to run their own gold mine"

HOUSE OF ASSEMBLY

QUESTIONS

†Indicates translated version.

For written reply

General Affairs

Magalies toll roads: operating results

229 Mr P H DE LA REY asked the Minister of Transport †

What were the operating results of the Magalies toll roads for the 1991-92 financial year or the latest specified period of 12 months for which information is available? B529E

The MINISTER OF TRANSPORT

The latest specified period for which information is available is the period 1 March 1991 until 29 February 1992. The income of the Pelindaba toll plaza was R310 411. The operating expenses, maintenance and depreciation amounted to R1 477 573 which resulted in a deficit of R1 167 162.

It must, however, be pointed out that the Pelindaba toll plaza was opened at the same time as the Magalies toll road, knowing that operational losses would be incurred until the section into Pretoria was completed. This was considered the most viable option as delaying would have resulted in the tolling of an existing road.

The extension into Pretoria is scheduled for completion in early 1993 and the Quagga toll plaza will then be opened near Danville. This, as well as improved access to the toll road from Atteridgeville, will significantly improve the operating results of the N4 Magalies toll road.

Number of trade unions not registered

241 Mr P J PAULUS asked the Minister of Manpower †

(1) How many (a) trade unions for (i) Whites, (ii) Coloureds, (iii) Indians and (iv) Blacks and (b) mixed trade unions are not registered,

(2) in respect of what date is this information furnished? B562E

The MINISTER OF MANPOWER

- (1) (a) (i) 2
- (ii) None

- (iii) None
- (iv) 2
- (b) 46

(2) 17 March 1992

Number of trade unions registered

242 Mr P J PAULUS asked the Minister of Manpower †

(1) How many (a) trade unions for (i) Whites, (ii) Coloureds, (iii) Indians and (iv) Blacks and (b) mixed trade unions are registered in terms of the Labour Relations Act, No 28 of 1956,

(2) in respect of what date is this information furnished? B563E

The MINISTER OF MANPOWER

- (1) (a) (i) 37
- (ii) 10
- (iii) 1
- (iv) 17
- (b) 127

(2) 17 March 1992

Number of legal/illegal strikes

243 Mr P J PAULUS asked the Minister of Manpower †

(a) How many (i) legal and (ii) illegal strikes occurred during the latest specified period of 12 months for which information is available, (b) how many workers were involved, (c) how many man-days were lost and (d) how many workers of each race group concerned took part in the strikes? B564E

The MINISTER OF MANPOWER

- (a) (i) and (ii)

Separate statistics in respect of legal and illegal strikes are not available. A total of 613 strikes occurred during the period 1 November 1990 to 31 October 1991.

- (b) 175 683
- (c) 1 236 381

(d) The required information is not available because it is not a legal requirement that such information should be reported to the Department of Manpower on a racial basis.

Trade unions mostly 'open'

Political Staff

MORE than two-thirds of the registered trade unions in South Africa are now open to all races, as are all but four of the 50 unregistered trade unions.

This was revealed yesterday by the Minister of Manpower, Mr Piet Marais, in replying to questions tabled in Parliament by Mr Arrie Paulus (CP Carletonville).

(134) CT 19/5/92

Majority of unions open to all races

Political Start 134
More than two thirds of SA's registered trade unions and all but four of the 50 unregistered trade unions were open to all races, Manpower Minister Piet Marais said yesterday.

Replying to questions tabled in Parliament by Arrie Paulus (CP Carletonville), Marais said 127 registered trade unions were racially mixed.

A further 37 registered unions had white members only, 10 coloured members only, one Asian members only and 17 black members only.

Two of the unregistered unions were for whites only and two for blacks only, while 46 were racially mixed.

This meant that there were 173 racially mixed trade unions and 59 racially segregated unions.

Marais said 613 strikes occurred between November 1 1990 and October 31 last year, involving 175 683 workers and a loss of 1 236 381 man days.

It was impossible to say how many workers of each race group took part in these strikes.

"The required information is not available because it is not a legal requirement that such information should be provided to the Department of Manpower on a racial basis," Marais said.

Indemnity board still hearing applications

Applications for indemnity from non-prisoners would still be considered by the indemnity board, the Justice Department confirmed yesterday.

This could result in people involved in officially sanctioned assassinations of anti-apartheid activists escaping prosecution.

The decision was discussed in bilateral talks between the ANC and government shortly before the Indemnity Act was extended last week to May 17 next year.

President F W de Klerk announced last July that applications for the release of prisoners in terms of the Groote Schuur and Pretoria minutes would cease that month.

However, a Justice Department spokesman said yesterday this ruling applied only to prisoners. Others could still apply to the indemnity board.

Hearings of, and applicants to, the indemnity board are confidential.

However, a board spokesman said yesterday there had been applications from all sections of society.

TIM COHEN

The ANC, which has stated that it does not intend pressing for a Nuremberg-style war crimes tribunal, is concerned that its members will have to "confess" their "crimes", before indemnity is considered.

It is understood that ANC applicants have to apply for indemnity only for acts perpetrated to further ANC policy.

The same might apply to members of the security forces, although government has yet to admit that its members were involved in sanctioned covert actions.

A source said security force members feared that they might be held accountable for acts committed in terms of what they considered legitimate activities at the time.

The ANC is apparently sensitive to the threat to stability these members' concerns could pose.

If investigation into the deaths of Matthew Goniwe and three others in 1985 finds members of the security forces responsible, they may escape liability by applying for indemnity.

400 political prisoners still held, says HRC

Stephane Bothma
More than a year after the agreed deadline for the release of all political prisoners, about 400 prisoners in jail, says the Human Rights Commission.

But a Correctional Services Department spokesman, reacting to the HRC claim, said "All prisoners who committed political offences before October 8 1990, and who qualified for release in terms of the SA guidelines for defining political offences, have been released".

The HRC said in a statement yesterday that last year's mass release or parole of criminal prisoners — three-quarters of the convicted prisoner population — was intended to blur the distinction between criminal and political prisoners and to sweep the political prisoner issue under the carpet.

Criminal prisoner amnesties last year resulted in the release of more than 60 000 prisoners.

A statement by Justice Minister Kobie Coetsee in Parliament last month that the large-scale amnesties had been necessary to meet American conditions for the lifting of Comprehensive Anti-Apartheid Act sanctions, was confirmation of the link between criminal prisoner amnesties and the political prisoner issue, the HRC said.

The HRC had the names of 400 prisoners, judged during trial as political, who, to the knowledge of the commission, were still being held.

Of these, 169 were jointly audited by the HRC and the Department of Correctional Services as being candidates for release under the Pretoria agreement.

"Unfortunately the audit process was unilaterally and summarily suspended by the department last year, when still incomplete, and all efforts by us to resume the exercise have been rejected," the HRC stated.

KENNISGEWING 458 VAN 1992**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator, 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 Salstaff. 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 123A, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging: Salstaff

Datum waarop aansoek ingedien is 15 April 1992

Belange en gebied ten opsigte waarvan aansoek gedoen word Alle persone in diens by Transnet Beperk, in die Republiek van Suid-Afrika

Posadres van applikant Posbus 6753, Johannesburg, 2000.

Kantooradres van applikant Smitstraat 228, 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

G. C. PANENFUS,

Assistentnywerheidsregistrator

(22 Mei 1992)

NOTICE 458 OF 1992**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF TRADE UNION

I, Gerhardus Coenraad Papenfus, 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 Salstaff. 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, 123A 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 Salstaff

Date on which application was lodged 15 April 1992

Interests and area in respect of which application is made All persons employed by Transnet Limited, in the Republic of South Africa.

Postal address of applicant P O Box 6753, Johannesburg, 2000.

Office address of applicant 228 Smit Street, Johannesburg.

Attention is drawn to the following requirements of sections 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

G. C. PANENFUS,

Assistant Industrial Registrar

(22 May 1992)

LABOUR WIMCO 22/5-28/5/92

A TOTAL of 613 strikes involving
175 683 workers had lost more
than 1,23-million man days
between November 1 1990 and
October 31 1991, according to

(134)

BAROMETER

Mannover Minister Piet Marais
He said there was a total of
192 trade union registered in
terms of the Labour Relation
Act, of which, 127 were
unions, 37 for whites, 10 for
coloureds, one for Indians and
17 for blacks

(134)

WIMCO
22/5-28/5/92

KENNISGEWING 450 VAN 1992**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N
WERKGEWERSORGANISASIE

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak hiermee kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die Precision Manufacturing Engineers Association met ingang van 12 Mei 1992 ingetrek het

G. C. PAPENFUS,

Assistent-nywerheidsregistrator.

(22 Mei 1992)

NOTICE 450 OF 1992**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF AN
EMPLOYERS' ORGANISATION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the Precision Manufacturing Engineers Association with effect from 12 May 1992

G. C. PAPENFUS,

Assistant Industrial Registrar

(22 May 1992)

KENNISGEWING 451 VAN 1992**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N
WERKGEWERSORGANISASIE

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak hiermee kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die SA Foundry Association met ingang van 12 Mei 1992 ingetrek het.

G. C. PAPENFUS,

Assistent-nywerheidsregistrator

(22 Mei 1992)

NOTICE 451 OF 1992**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF AN
EMPLOYERS' ORGANISATION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the SA Foundry Association with effect from 12 May 1992

G. C. PAPENFUS,

Assistant Industrial Registrar

(22 May 1992)

KENNISGEWING 452 VAN 1992**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N
WERKGEWERSORGANISASIE

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak hiermee kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die SA Machine Tool Manufacturers' Association met ingang van 12 Mei 1992 ingetrek het

G. C. PAPENFUS,

Assistent-nywerheidsregistrator.

(22 Mei 1992)

NOTICE 452 OF 1992**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF AN
EMPLOYERS ORGANISATION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the SA Machine Tool Manufacturers' Association with effect from 12 May 1992

G. C. PAPENFUS,

Assistant Industrial Registrar.

(22 May 1992)

KENNISGEWING 456 VAN 1992**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op

NOTICE 456 OF 1992**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act,

134

7/11

Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van Spoorbond 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 123A, Schoemanstraat 215, Pretoria (Posadres Privaat Sak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging Spoorbond
Datum waarop aansoek ingedien is 24 April 1992
Belange en gebied ten opsigte waarvan aansoek gedoen word Alle persone in diens van Transnet Beperk in die Republiek van Suid-Afrika
Posadres van applikant Posbus 31111, Braamfontein, 2017.
Kantooradres van applikant Tweede Verdieping, De Kortestraat 60, Braamfontein
 Die aandag word gevestig op onderstaande veristes 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

G. C. Papenfus,
 Assistentnywerheidsregistrateur
 (22 Mei 1992)

1956, give notice that an application for the variation of its scope of registration has been received from Spoorbond 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, 123A 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 Spoorbond
Date on which application was lodged 24 April 1992
Interests and area in respect of which applications is made All persons employed by Transnet Limited in the Republic of South Africa
Postal address of applicant P O Box 31111, Braamfontein, 2017.
Office address of applicant Second Floor, 60 De Korte Street, Braamfontein
 Attention is drawn to the following requirements of sections 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

G. C. PAPENFUS,
 Assistant Industrial Registrar
 (22 May 1992)

KENNISGEWING 457 VAN 1992**SUID-AFRIKAANSE RESERWEBANK**

Staat van bates en laste op die 30ste dag van April 1992

| Laste | 1992-04-30 | 1992-03-31 | Verandering |
|-----------------------------|---------------------------|--------------------------|-------------------------|
| | R | R | R |
| Aandelekapitaal | 2 000 000,00 | 2 000 000,00 | — |
| Reserwefonds | 93 325 064,70 | 77 831 863,11 | 15 493 201,59 |
| Note in omloop | 10 716 396 467,00 | 10 790 818 382,00 | (74 421 915,00) |
| Deposito's | | | |
| Regering | 7 008 477 528,93 | 6 009 802 947,03 | 998 674 581,90 |
| Provinsiale administrasies | 158 383 182,50 | 479 276 035,48 | (320 892 852,98) |
| Depositonemende instellings | 1 064 215 648,71 | 998 436 611,00 | 65 779 037,71 |
| Ander | 63 948 170,51 | 262 298 982,15 | (198 350 811,64) |
| Ander laste | 10 035 387 203,58 | 8 401 013 240,93 | 1 634 373 962,65 |
| | R29 142 133 265,93 | 27 021 478 061,70 | 2 120 655 204,23 |

Workers block municipal change and privatisation

CLIVE SAWYER
Municipal Reporter

RESTRICTING local government and attempts at privatisation must be stopped immediately, SA Municipal Workers Union branch chairman Mr Salie Manne told a packed union meeting last night in the Cape Town City Hall.

Mr Manne said municipal workers should not be excluded from the decision-making process.

Municipalities should provide water and electricity to all at affordable rates, while paying their workers a living wage.

Mr Manne said all internal restructuring of councils should stop and

called on councils not to use the Interim Measures for Local Government Act.

He said municipal workers were often seen as agents of the State, but were drawn from the ranks of oppressed communities.

Samwu general secretary Mr John Ernstzen said union pressure had led to all 800 workers retrenched by Ibhayi City Council in Port Elizabeth, being reinstated.

Municipal workers are to hold marches countrywide on June 10.

Annual wage negotiations between Samwu and the city council executive committee are in progress.

Valkenberg gets more guards after breakout

ANDREA WEISS
Health Reporter

MORE security guards have been employed at Valkenberg Hospital following the escape of five prisoners last week.

In a statement by the Cape Provincial Administration, Dr Jocelyn Kane-Berman said the extra security personnel were employed for the four closed wards, including Ward 26, where the five escapees had been held.

The wards are all closed forensic wards where patients are admitted from the maximum security ward "as and when their condition and progress make this possible", Dr Kane-Berman said.

On Friday night — the evening of the break-out — one of the two male nurses on duty had been transferred to the adjacent Ward 25 because of a security problem there, leaving the remaining nurse alone.

This gave the patients the chance to threaten the remaining nurse with a knife.

Dr Kane-Berman said much had been done to improve the situation following the break-out in February when 34 patients escaped, but major problems remained.

The inadequacy of facilities for forensic patients had been relieved in the maximum security section, but increased in the supporting closed wards.

"Until such time as another maximum security ward is built at Lentegour Hospital (in Mitchell's Plain) this unstable situation will persist," she said.

Also, a continuing shortage of funds prevented the filling of vacant posts at Valkenberg Hospital. Areas particularly affected were social workers and occupational therapists, both of whom played an "essential role in defusing tensions and aggressive behaviour in long-term forensic patients".

sets today. 1747 Rises tomorrow. 0740

THE TIDES

High water. today. 1101 2324, tomorrow. 1201 -

Low water today. 0453 1705, tomorrow 0550 1802

YESTERDAY'S WATER TEMPERATURES

Sea Point sea 14.5, pool 15.5

Muizenberg sea 12.5, pool 13.5

Newlands pool 16

Long Street pool 24

7am TEMPERATURES

Bloemfontein

Cape Town

Durban

East London

George

Johannesburg

Kimberley

Port Elizabeth

Pretoria

Springbok

Uppington

Windhoek

Cape Town (yesterday 2pm)

For the latest weather information (Cape Town)

08720 08206, (Peninsula and Boland)

08710 08776, and for advice on windspeed/direction

56 1723 (Bloubergstrand) and

788 8226 (Muizenberg)

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11

8

12

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Unionising small business

Sowetan 4/6/92

By JOSHUA
RABOROKO

THE impact of trade unions on small business and the need to link small and big business were the major themes at this year's National Industrial Chamber held at the Jan Smuts Holiday Inn at the weekend.

The NIC, which is an affiliate of Nafcoc, represents more than 4 000 small manufacturers, industries, parastatals and large corporations in South Africa.

Co-ordinator Mr Phil Machaba said that the intention of the conference was to link big and small manufactures because of the important role they

would play in the post-apartheid South Africa.

Speakers included; Barlow Rand's Mr Robert Robb, Habakuk Cane's Mr Habakuk Shikwane, and representatives from trade unions

The impact trade unions have on small manufacturers was also discussed.

"Many entrepreneurs see the unionisation of their labour force as an area of concern, especially in the prevailing climate of wide-

spread unemployment,"

Mashaba said

According to Get Ahead, informal manufacturing in South Africa accounts for half of that found elsewhere in Africa, for example in Maseru and Nigeria.

NIC's president said they intended putting black manufacturing on the map as people usually associate black business only with retailers or taxis.

He said the critical unemployment situation in South Africa meant there was a need to learn how to maximise small business promotion.

Hani warns workers of black capitalists

MICHAEL MORRIS
and SHARON SOROUR
Staff Reporters

SA COMMUNIST Party chief Mr Chris Hani has warned that "black capitalists" will exploit workers as much as their white counterparts.

In a strongly worded speech to a Food and Allied Workers Union farmworkers' rally at the Claremont civic centre yesterday, Mr Hani told workers they alone would have to fight for, and defend, their rights — even in black-owned companies.

And, scoffing at government warnings over mass action, Mr Hani vowed that an unprecedented campaign of protests would be maintained until full democracy was in place.

Underscoring tense relations between the government and the ANC/SACP alliance, he said "The government is making a mistake if they think they can ride rough-shod over us. Mass action will continue whether they like it or not. We are sick and tired of the government's threats"

Mr Hani signalled the need for strong, independent unions in the post-apartheid future.

"Even black capitalists will continue to exploit black workers in the same way as white capitalists if they (the workers) are not organised in independent, progressive trade unions"

He warned that "capitalists will exploit the absence of trade unions to continue backward practices"

Emphasising the need for independence from government, now as much as in the future, Mr Hani warned unions to resist becoming "sweetheart" unions favoured by those in power

Workers should seize the initiative and "spread the gospel of trade unionism"

Mr Hani firmly aligned the SACP with worker issues

KENNISGEWING 517 VAN 1992**DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956****AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING**

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator, 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 Financial Institutions 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 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging Financial Institutions Workers Union.

Datum waarop aansoek ingedien is 28 April 1992.

Belange en gebied ten opsigte waarvan aansoek gedoen word Alle persone in diens in die Finansiële Instellingsonderneming in die Republiek van Suid-Afrika.

Vir die doeleindes hiervan beteken—

“Finansiële Instellingsonderneming” die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is in 'n finansiële instelling met die doel om besigheid te dryf, en omvat dit sodanige bedrywighede indien onderneem deur 'n moedermaatskappy, geassosieerde maatskappy of filiaal van 'n finansiële instelling;

“finansiële instelling”—

Enige instelling geregistreer ingevolge die Wet op Depositionemende Instellings, 1990 (Wet No. 94 van 1990);

'n bouvereniging geregistreer ingevolge die Wet op Onderlinge Bouverenigings, 1965 (Wet No. 24 van 1965);

'n versekeraar geregistreer ingevolge die Ver-sekeringswet, 1943 (Wet No. 27 van 1943);

'n Pensioenfondsorganisasie geregistreer ingevolge die Wet op Pensioenfondse, 1956 (Wet No. 24 van 1956);

'n onderlinge hulpvereniging geregistreer ingevolge die Wet op Onderlinge Hulpverenigings, 1956 (Wet No. 25 van 1956);

'n effekte-trustskema soos omskryf in die Wet op beheer van Effekte-trustskemas, 1981 (Wet No. 54 van 1981);

'n eksekuteurskamer of 'n trustmaatskappy of enige ander maatskappy wat beleggings maak of enige trusteeendom in veilige bewaring hou, beheer of administreer;

NOTICE 517 OF 1992**DEPARTMENT OF MANPOWER****LABOUR RELATIONS ACT, 1956****APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION**

I, Gerhardus Coenraad Papenfus, 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 Financial Institutions 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, 123A 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

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Name of trade union: Financial Institutions Workers Union.

Date on which application was lodged. 28 April 1992.

Interests and area in respect of which application is made: All persons employed in the Financial Institutions Undertaking in the Republic of South Africa

For the purposes hereof—

“Financial Institution Undertaking” means the undertaking in which employers and their employees are associated in a financial institution for the purpose of conducting business, and includes such activities if conducted by a parent company, associate company or subsidiary of a financial institution;

“financial institution” means—

any institution registered in terms of the Deposit-taking Institutions Act, 1990 (Act No. 94 of 1990);

a building society registered in terms of the Mutual Building Societies Act, 1965 (Act No. 24 of 1965);

an insurer registered in terms of the Insurance Act, 1943 (Act No. 27 of 1943);

a pension fund organisation registered in terms of the Pension Funds Act, 1956 (Act No. 24 of 1956);

a friendly society registered in terms of the Friendly Societies Act, 1956 (Act No. 25 of 1956),

a unit trust scheme as defined in the Unit Trusts Control Act, 1981 (Act No. 54 of 1981),

a board of executors or a trust company or any other company which makes investments or keeps in safe custody, controls or administers any trust property;

'n bestuurder wat ingevolge die Wet op Deelnemingsverbande, 1981 (Wet No. 55 van 1981), 'n skema beheer of administreer;

'n eiendomsagent geregistreer ingevolge die Wet op Eiendomsagente, 1976 (Wet No 112 van 1976);

en omvat dit enige filiale of assosiate gestig of verkry waarin sodanige finansiële instelling 'n beherende aandeel of meerderheidsbelang het.

Posadres van applikant: Posbus 30917, Braamfontein, 2017.

Kantooradres van applikant: Jutstraat 101, Braamfontein.

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.

G. C. PAPENFUS,

Assistentnywerheidsregistrator

(12 Junie 1992)

KENNISGEWING 520 VAN 1992

DEPARTEMENT VAN PLAASLIKE REGERING EN NASIONALE BEHUISING

RAAD VIR DIE KOORDINERING VAN PLAASLIKE OWERHEIDSAANGELEENTHEDE: AANWYSING VAN PERSONE OF INSTELLINGS VIR DOEL-EINDES VAN LIDMAATSKAP

Ek, Leon Wessels, maak hiermee vir algemene kennis bekend dat ek, kragtens die bevoegdheid my verleen by artikel 3 (3) (a) (ii) en 5 (iii) van die Wet op die Bevordering van Plaaslike Owerheidsaangeleentheid, 1983 (Wet 91 van 1983), mnr S Immelman aanstel as lid van die Raad vir die Koordinering van Plaaslike Owerheidsaangeleentheid en van die Raad se Aksiekomitee vir 'n tydperk van twee jaar, met ingang van 1 Januarie 1992.

L. WESSELS,

Minister van Plaaslike Regering en Nasionale Behuising

a manager who, in terms of the Participation Bonds Act, 1981 (Act No. 55 of 1981), controls or administers a scheme; (134) ~~134~~

an estate agency registered in terms of the Estate Agents Act, 1976 (Act No. 112 of 1976),

and includes any subsidiaries or associates established or acquired in which such financial institution has a controlling or majority interest.

Postal address of applicant: P.O. Box 30917, Braamfontein, 2017.

Office address of applicant: 101 Juta Street, Braamfontein.

Attention is drawn to the following requirements of sections 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.

G. C. PAPENFUS,

Assistant Industrial Registrar

(12 June 1992)

NOTICE 520 OF 1992

DEPARTMENT OF LOCAL GOVERNMENT AND NATIONAL HOUSING

COUNCIL FOR THE CO-ORDINATION OF LOCAL GOVERNMENT AFFAIRS DESIGNATION OF PERSONS OR INSTITUTIONS FOR PURPOSES OF MEMBERSHIP

I, Leon Wessels, hereby notifies for general information that, in terms of the power vested in me by section 3 (3) (a) (ii) and 5 (iii) of the Promotion of Local Government Affairs Act, 1983 (Act 91 of 1983), I hereby appoint Mr S Immelman as a member of the Council for the Co-ordination of Local Government Affairs and of the Council's Action Committee for a term of two years, with effect from 1 January 1992.

L. WESSELS,

Minister of Local Government and National Housing

KENNISGEWING 523 VAN 1992**DEPARTEMENT VAN LANDBOU-
ONTWIKKELING****DIREKTORAAT: FINANSIELE BYSTAND**

**KENNISGEWING VAN 'N VERGADERING VAN
SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN
DIE WET OP LANDBOUKREDIET, 1966**

Hierby word 'n vergadering van ondergenoemde applikant en sy skuldeisers op die plek en datum hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikant te bewys en 'n skikkingsvoorstel van die Landboukredietraad te oorweeg.

J. H. SMIT,

Direkteur: Finansiële Bystand,
Departement van Landbou-ontwikkeling.

Aansoek van:

Jacobus Andreas Joubert, van die plaas
Makoadi; Posbus 79, Clocolan, 9735.

Plek van byeenkoms.

Kantoor van die Landdros, Clocolan.

Datum en tyd:

17 Julie 1992 om 10:00

(12 Junie 1992)

KENNISGEWING 524 VAN 1992**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

**INTREKING VAN REGISTRASIE VAN 'N
VAKVERENIGING**

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak hiermee kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die Liquor and Catering Trades Employees Union (Cape) met ingang van 5 Junie 1992 ingetrek het.

G. C. PAFENFUS,

Assistentnywerheidsregistrator.

KENNISGEWING 525 VAN 1992**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

**AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING**

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Federal Council of Retail and Allied Workers. 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 123A, Schoemanstraat 215, Pretoria (posadres Privaat Sak X117, Pretoria, 0001)

NOTICE 523 OF 1992**DEPARTMENT OF AGRICULTURAL
DEVELOPMENT****DIRECTORATE: FINANCIAL ASSISTANCE**

**NOTICE OF A MEETING OF CREDITORS IN TERMS
OF SECTION 22 (1) OF THE AGRICULTURAL
CREDIT ACT, 1966, AS AMENDED**

A meeting of the undermentioned applicant and his creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicant and of considering a proposal for a compromise by the Agricultural Credit Board.

J. H. SMIT,

Director: Financial Assistance,
Department of Agricultural Development

Application by:

Jacobus Andreas Joubert, of the farm
Makoadi; P O Box 79, Clocolan, 9735

Place of meeting:

Magistrate's Office, Clocolan

Date and time.

17 July 1992 at 10:00.

(12 June 1992)

NOTICE 524 OF 1992**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

**CANCELLATION OF REGISTRATION OF A TRADE
UNION**

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the Liquor and Catering Trades Employees' Union (Cape) with effect from 5 June 1992.

G. C. PAFENFUS,

Assistant Industrial Registrar.

NOTICE 525 OF 1992**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

**APPLICATION FOR REGISTRATION OF A
TRADE UNION**

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Federal Council of Retail and Allied Workers. 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, 123A 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

Naam van vakvereniging Federal Council of Retail and Allied Workers.

Datum waarop aansoek ingedien is: 30 Desember 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word:

1. Alle persone in diens in ondervermelde bedrywe in die Republiek van Suid-Afrika:

- (a) Kommersiële Distribusiebedryf;
- (2) Teekamer-, Restourant- en Verversingsbedryf en
- (3) Hotel- en Drankbedryf.

Vir die doeleindes hiervan word bovermelde bedrywe soos volg omskryf:

- (1) **"Kommersiële Distribusiebedryf"** beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om 'n winkel, soos hieronder omskryf, te dryf, en dit omvat alle daarmee gepaardgaande werksaamhede wat deur sodanige werkgewers en hul werknemers verrig word.

"Winkel" beteken enige perseel of enige gedeelte van 'n perseel—

- (a) waarin of waarop persone toegelaat of waarheen persone uitgenooi word met die doel om, uitgesonderd by openbare veiling, die goedere wat daarin of daarop vir verkoop uitgestal of aangebied word, of goedere van die soort wat aldus uitgestal of aangebied word, te koop;
- (b) waarin of waarop die goedere in paragraaf (a) bedoel, in voorraad gehou, geberg, uitgepak of verpak word, of van waar sodanige goedere afgelewer of versend word aan persone in paragraaf (a) bedoel wat sodanige goedere aankoop;
- (c) waarin of waarop goedere in voorraad gehou of geberg word en van waar groot-handels- of kleinhandelsbestellings uitgevoer word vir die lewering van sodanige goedere;
- (d) waarin of waarop 'n vervaardigersvertegenwoordiger sy werksaamhede as sodanig verrig, en in hierdie verband beteken "vervaardigersvertegenwoordiger" 'n persoon, uitgesonderd 'n werknemer van 'n vervaardiger, wat as 'n agent of andersins goedere of monsters van goedere wat deur die vervaardiger vervaardig is, te koop aanhou, of op enige manier hoegenaamd bestellings vir goedere verkry of ontvang van persone vir die aankoop deur hulle van sodanige goedere en sodanige bestellings uitvoer of sodanige bestellings aanstuur na die vervaardiger vir aanvaarding of andersins;
- (e) waarin of waarop 'n besigheid gedryf word kragens die buiteverbruikvoorregte van 'n hoteldrinklisensie in 'n gebied waarin Loonvasstelling 457, Hotel- en Drankbedryf, nie van toepassing is nie, of kragens 'n drankwinkellisensie,

TABLE

Name of trade union Federal Council of Retail and Allied Workers. (134) (B)

Date on which application was lodged: 30 December 1991.

Interests and area in respect of which application is made:

1. All persons employed in the undermentioned trades in the Republic of South Africa:

- (1) Commercial Distributive Trade;
- (2) Tearoom, Restaurant and Catering Trade; and
- (3) Hotel and Liquor Trade

For the purposes hereof the above-mentioned trades are defined as follows:

- (1) **"Commercial Distributive Trade"** means the trade which employers and their employees are associated for the purpose of conducting the business of a shop as defined hereunder, and includes all operations incidental thereto carried on by such employers and their employees.

"Shop" means any premises or any part of any premises—

- (a) into or onto which persons are admitted or invited for the purpose of purchasing, other than by public auction, the goods displayed or offered therein or thereon or goods of the type so displayed or offered for sale;
- (b) in or on which the goods referred to in paragraph (a) are stocked, stored, unpacked or packed, or from which such goods are delivered or dispatched to persons referred to in paragraph (a) who are purchasing such goods;
- (c) in or on which goods are stocked or stored and from which wholesale or retail orders are executed for the supply of such goods;
- (d) in or on which a manufacturer's representative carries on his activities as such, and in this regard "manufacturer's representative" means any person, other than an employee of a manufacturer, who, as an agent or otherwise, keeps for sale, goods or samples of goods manufactured by the manufacturer, or obtains or receives, in any manner whatsoever, orders for goods from persons for the purchase by them of goods and executes such orders or transmits such orders to the manufacturer for acceptance or otherwise;
- (e) in or on which a business is carried on under the off-consumption privileges of a hotel liquor licence in an area in which Wage Determination 457, Hotel and Liquor Trade, does not apply, or under a liquor store licence;

en "winkelwerkzaamheid" het 'n ooreenstemmende betekenis.

- (2) **"Teekamer-, Restaurant- en Verversingsbedryf"** beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is uitsluitlik of hoofsaaklik met die doel om etes of verversings (hetsy vloeibaar of ander) of sowel sodanige etes as sodanige verversings te bereik, te bedien of te verskaf in of vanuit enige bedryfsinrigting of gedeelte daarvan, hetsy permanent, tydelik, binnenshuis of in die ope lug, en dit omvat sodanige werksaamhede wanneer verrig in of vanuit een of meer klasse persele of gedeeltes daarvan—

- (a) wat gebruik word as openbare restaurante, vis-en-skyfie-winkels, kafees, teekamers, padkafees en verkooppunte vir wegneemkos, behalwe wanneer die voorbereiding en/of verskaffing van eetklaar voedsel en/of verversings plaasvind op of vanuit die perseel van 'n huisvestingsinrigting;
- (b) waar etes of niealkoholiese drankie bedien word vir verbruik op die perseel of verskaf word vir verbruik weg van die perseel;
- (c) waar spruit- of mineraalwater in glase of ander houers verskaf word vir verbruik op die perseel; en
- (d) waarin of waarvandaan die werksaamhede hiern bedoel, verrig word ten opsigte van of in verband met enige teater, bioskoop, kafeebioskoop, inryteater of ander vermaaklikheid of enige onthaal;

en dit omvat voorts die verskaffing van drank in enige sodanige bedryfsinrigting of op enige sodanige persele kragtens 'n dranklisensie gehou of geag gehou te word deur sodanige werkgewers of uitgereik kragtens die Drankwet, 1989, maar dit omvat nie hotelhouders, losieshuishouders of huurkamerhuishouders nie, en dit omvat voorts alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voorspruit

- (3) **"Hotel- en Drankbedryf"** beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om huisvesting en een of meer etes per dag teen vergoeding te verskaf op persele waar die verkoop van drank bedryf word en in verband waarmee een of meer as een dranklisensie gehou word of geag word gehou te word of uitgereik is kragtens die Drankwet, 1989. Met dien verstande dat vir die doeleindes van hierdie omskrywing die uitdrukking "huisvesting" slaapkamerakkommodasie en die dienste wat gewoonlik daarmee geassosieer word, beteken.

2. Alle persone in diens in ondervermelde ondernemings en bedrywe in die provinsie Transvaal

- (1) Motorvervoeronderneming (Goedere),

and "shop activity" has a corresponding meaning.

- (2) **"Tearoom, Restaurant and Catering Trade"** means the trade in which employers and their employees are associated wholly or mainly for the purpose of preparing, serving or providing meals or refreshments (whether liquid or otherwise) or both such meals and refreshments in or from any establishment or part thereof, whether permanent, temporary, indoors or in the open air, and includes such activities when carried on in or from one or more classes of premises or parts thereof—

- (a) used as public restaurants, fish-and-chips shops, cafés, tearooms, road-houses and take-away food outlets, except where the preparation and/or supply of ready-to-consume food and/or refreshments take(s) place on or from the premises of an accommodation establishment,
- (b) where meals or non-alcoholic drinks are served for consumption on the premises or are provided for consumption away from the premises;
- (c) where aerated or mineral waters are supplied in glasses or other containers for consumption on the premises; and
- (d) wherein or wherefrom the activities referred to herein are carried on in respect of or in connection with any theatre, bioscope, biotearoom, drive-in cinema or other entertainment or any function,

and further includes the supply of liquor in any such establishments or on any such premises in terms of a liquor licence held or deemed to be held by such employers or issued under the Liquor Act, 1989, but does not include hotel-keepers, boarding-housekeepers or lodging-housekeepers, and further includes all operations incidental to or consequent on any of the aforesaid activities.

- (3) **"Hotel and Liquor Trade"** means the trade in which employers and their employees are associated for the purpose of providing accommodation and one or more meals per day for reward on premises where the sale of liquor is carried on and in connection with which one or more than one liquor licence is held or deemed to be held or has been issued in terms of the Liquor Act, 1989. Provided that, for the purposes of this definition, the expression "accommodation" shall mean bedroom accommodation and the services ordinarily associated therewith

2. All persons employed in the undermentioned undertakings and trades in the Province of the Transvaal

- (1) Motor Transport Undertaking (Goods);

- (2) Reklame-, Publisiteits-, Uitstal- en Letterskilderonderneming,
- (3) Bemakings- en Reisagentskapsonderne-
ming;
- (4) Wassery-, Droogskoonmaak- en Kleur-
bedryf;
- (5) Haarkappersbedryf; en
- (6) Huisvestingsinrigtingsbedryf.

Vir die doeleindes hiervan word bovermelde onder-
nemings en bedrywe soos volg omskryf

- (1) **"Motorvervoeronderneming (Goedere)"** be-
teken die onderneming waarin werkgewers en
hul werknemers met mekaar geassosieer is met
die doel om een of meer van die volgende werk-
saamhede teen vergoeding of huur te verrig

- (a) Die vervoer van goedere deur middel van
motorvervoer, met inbegrip van die ver-
voer van grond, gruis, klip, sand, steen-
kool of water wat vir verkoop bedoel is,
hetsy sodanige vervoer teen huur of ver-
goeding geskied al dan nie; en
- (b) die opberging van goedere, met inbegrip
van die ontvangs, oopmaak, uitpak, in-
pak, versending, inklaring en uitklaring of
verantwoording doen van goedere,
houers of behouerde goedere,

en dit omvat alle bedrywighede wat met enige
van voormelde werksaamhede gepaard gaan of
daaruit voortspruit.

- (2) **"Reklame-, Publisiteits-, Uitstal- en Letter-
skilderonderneming"** beteken die
onderneming waan werkgewers en hul werk-
nemers met mekaar geassosieer is met die doel
om—

- (a) reklameborde te vervaardig, te vervoer
en/of op te rig, en/of om reklamepam-
flette vir kliënte aan huishoudings af te
lewer;
- (b) dienste aan kliente te verkoop en/of te
verskaf deur die publisering van hul pro-
dukte;
- (c) binne-uitstallings van handelsware en
produkte vir kliente te ontwerp en op te
stel;
- (d) reklameborde en vensters te beskilder
en letterskilderwerk daarop aan te bring
en die agtergrond van uitstallings te ver-
sier;

en dit omvat alle bedrywighede wat met enige
van voormelde werksaamhede gepaard gaan of
daaruit voortspruit.

- (3) **"Bemakings- en Reisagentskapsonderne-
ming"** beteken die onderneming waarin werk-
gewers en hul werknemers met mekaar geasso-
sieer is met die doel om—

- (a) dienste aan vervaardigers, invoerders of
uitvoerders te verskaf vir die verspreiding
en bemakings van hul goedere teen kom-
missie of vergoeding,
- (b) ten opsigte van die bree publiek reisfasili-
teite te verskaf of te bemak;

- (2) Advertising, Publicity, Display and Sign-
writing Undertaking;
- (3) Marketing and Travel Agencies Under-
taking; (134) ~~134~~
- (4) Laundry, Dry-Cleaning and Dyeing Trade;
- (5) Hairdressing Trade; and
- (6) Accommodation Establishment Trade.

For the purposes hereof the above-mentioned
undertakings and trades are defined as follows.

- (1) **"Motor Transport Undertaking (Goods)"**
means the undertaking in which employers and
their employees are associated for the purpose
of carrying out one or more of the following ope-
rations for reward or hire:

- (a) The transportation of goods by means of
motor transport, including the transport-
ation of soil, gravel, stone, sand, coal or
water that is intended for sale, whether or
not such transportation is performed for
hire or reward; and
- (b) the storage of goods, including the
receiving, opening, unpacking, packing,
despatching and clearing or accounting
for of goods, containers or containerised
goods;

and includes all operations incidental to or con-
sequent on any of the aforesaid activities.

- (2) **"Advertising, Publicity, Display and Sign-
writing Undertaking"** means the undertaking
in which employers and their employees are
associated for the purpose of—

- (a) manufacturing, transporting and/or erect-
ing advertising boards and/or delivering
advertising pamphlets to households for
clients;
- (b) selling and/or providing services to
clients in publicising their products,
- (c) designing and mounting interior displays
of merchandise and products for clients,
- (d) painting and signwriting boards and
windows and decorating display back-
grounds,

and includes all operations incidental to or con-
sequent on any of the aforesaid activities.

- (3) **"Marketing and Travel Agencies Undertak-
ing"** means the undertaking in which employers
and their employees are associated for the pur-
pose of—

- (a) providing services to manufacturers, im-
porters or exporters for the distribution
and marketing of their goods, either for
commission or for a fee;
- (b) providing or marketing travel facilities in
respect of the general public;

en dit omvat alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit.

- (4) **"Wassery-, Droogskoonmaak- en Kleurbedryf"** beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om een of meer van die volgende werksaamhede te verrig.

- (a) Die was, droog, stryk, pars, skoonmaak, kleur of heelmaak van artikels volgens die bestelling van klante in bedryfsinrigtings;
- (b) die beskikbaarstelling in bedryfsinrigtings van munt- of enige selfbedieningsmasjiene of enige soortgelyke was-, droog-, stryk-, pars-, droogskoonmaak- of kleumasjiene vir gebruik deur klante;
- (c) die gebruik van voertuie of die bedryf van depots, ongeag of sodanige voertuie verbonde is aan of sodanige depots deel uitmaak van of verbonde is aan bedryfsinrigtings waarin die werksaamhede vermeld in (a) en (b) verrig word, met die doel om bestellings vir die was, droog, stryk, pars, skoonmaak, kleur of heelmaak van artikels te werf, te vra of op te neem, met inbegrip van die afhaal, ontvangs of aflewering van sodanige artikels;

en dit omvat alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit.

- (5) **"Haarkappersbedryf"** beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om toilet-dienste in enige bedryfsinrigting te lewer, "Toilet-diens" beteken enige een of meer of 'n kombinasie van die werksaamhede wat oor die algemeen en gewoonlik verrig word deur en bekend staan as die beroep van skoonheidskundiges of kosmetiste of kosmetoloë of haarkappers, en dit omvat maar word nie beperk nie tot die volgende werksaamhede:

- (a) Die skikking, kapping, sny, streepbleiking, skeer, krulling, reiniging, skroeiing, sjampoenering, bleiking, kleuring, vleg, tinting, verstelling, stilering, golwing (permanent, Marcel of water) van hare, of enige ander behandeling van die hare van die kop of die gesig;
- (b) die massering of ander stimulerende behandeling of oefening van die gesig, kopvel of nek;
- (c) die manikuring van naels, die pluk van wenkbroue, bordwerk, trigologiese behandeling of ander skoonheidskundige behandeling;
- (d) die verrigting van enige werksaamheid bedoel in (a) aan 'n pruik of haarstuk wat deur enigiemand gedra gaan word;

ongegag of enige apparaat, toestel, preparaat of stof by enige van hierdie werksaamhede gebruik word of nie;

"bedryfsinrigting" beteken enige perseel waarin toilet-dienste normaalweg aan lede van die publiek gelewer word.

and includes all operations incidental to or consequent on any of the aforesaid activities.

- (4) **"Laundry, Dry-Cleaning and Dyeing Trade"** means the trade in which employers and their employees are associated for the purpose of carrying on one or more of the following activities:

- (a) Washing, drying, ironing, ¹³⁴ pressing, cleaning, dyeing or mending articles to the order of customers in establishments;
- (b) making available in establishments coin or any self-operated machines or any similar or any similar washing, drying, ironing, pressing, dry-cleaning or dyeing machines for use by customers;
- (c) using vehicles or operating depots, whether or not such vehicles are connected with or such depots form part of or are connected with establishments in which the activities specified in (a) and (b) are performed, for the purpose of canvassing, inviting or taking orders for articles to be washed, dried, ironed, pressed, cleaned, dyed or mended, including the collecting, receiving or delivering of such articles;

and includes all operations incidental to or consequent on any of the aforesaid activities

- (5) **"Hairdressing Trade"** means the trade in which employers and their employees are associated for the purpose of rendering toilet services in any establishment;

"toilet service" means any one or more or a combination of the operations generally and usually performed by and known as the profession of beauty culturists or cosmeticians or cosmetologists or hairdressers, and includes but is not limited to the following operations:

- (a) The arranging, dressing, cutting, highlighting, shaving, curling, cleaning, singeing, shampooing, bleaching, dyeing, colouring, braiding, tinting, straightening, styling, waving (permanent, Marcel or water) of hair, or any other treatment of the hair of the head or the face;
- (b) the massaging or other stimulative treatment or exercise of the face, scalp or neck;
- (c) the manicuring of nails, the plucking of eyebrows, board work, trichological treatment or beauty culture;
- (d) the performing of any operation referred to in (a) on any wig or hairpiece to be worn by any person;

whether or not any apparatus, appliance, preparation or substance is used in any of these operations;

"establishment" means any premises in which toilet services are normally rendered to members of the public.

(6) "huisvestingsinrigtingsbedryf" beteken die bedryf wat uitgeoefen word deur persone wat die besigheid van 'n huisvestingsinrigting dryf deur huisvesting en een of meer etes per dag teen vergoeding te verskaf: Met dien verstande dat vir die doeleindes van hierdie omskrywing "huisvesting" slaapkamerakkommodasie en die dienste wat gewoonlik daarmee geassosieer word, beteken.

Posadres van applikant: Posbus 2974, Johannesburg, 2000.

Kantooradres van applikant: Derde Verdieping, Elmol House, Delfersstraat 93, 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 ferte 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.

G. C. PAPENFUS,
Assistentnywerheidsregistrateur.

KENNISGEWING 526 VAN 1992

DOEANE- EN AKSYNSTARIEFAANSOEKE: LYS 22/92

Onderstaande aansoeke betreffende die Doeane- en Aksynstarief is deur die Raad op Tariewe en Handel ontvang. Enige beswaar teen of kommentaar op hierdie vertoe moet binne ses weke na die datum van hierdie kennisgewing aan die Voorsitter, Raad op Tariewe en Handel, Privaat Sak X753, Pretoria, 0001, gerig word. Die aandag word daarop gevestig dat die skale van reg wat in die aansoeke genoem word, dié is wat deur die applikante aangevra is en dat die Raad, afhangende van sy bevindinge, hoer of laer skale van reg mag aanbeveel.

Verlaging van die reg op:

1. Ftaalsuuranhidried, indeelbaar by tariefsubpos 2917.35, van 20 persent *ad valorem* of 120c/kg min 80 persent tot 10 persent *ad valorem*.

[RTH-verw. T5/2/6/2/1 (920183)]
(Mnr G. S. Bester)

Applikant:

British Industrial Plastics (SA) (Edms.) Bpk., Posbus 12, Pinetown, 3600.

2. Maleiensuuranhidried, indeelbaar by tariefsubpos 2917.14, van 15 persent *ad valorem* of 92,5c/kg min 85 persent tot 12,5 persent *ad valorem*.

[RTH-verw. T5/2/6/2/1 (920184)]
(Mnr. G. S. Bester)

(6) "Accommodation Establishment Trade" means the trade carried on by persons who carry on the business of an accommodation establishment by supplying lodging and one or more meals per day for reward: Provided that for the purposes of this definition "lodging" means bedroom accommodation and the services ordinarily associated therewith. (134)

Postal address of applicant: P.O. Box 2974, Johannesburg, 2000.

Office address of applicant: Third Floor, Elmol House, 93 Delfers 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

G. C. PAPENFUS,
Assistant Industrial Registrar.

NOTICE 526 OF 1992

CUSTOMS AND EXCISE TARIFF APPLICATIONS LIST 22/92

The following applications concerning the Customs and Excise Tariff have been received by the Board on Tariffs and Trade. Any objections to or comments on these representations must be submitted to the Chairman, Board on Tariffs and Trade, Private Bag X753, Pretoria, 0001, withing six weeks of the date of this notice. Attention is drawn to the fact that the rates of duty mentioned in the applications are those requested by the applicants and that the Board may, depending on its findings, recommend lower or higher rates of duty.

Reduction in the duty on:

1. Phthalic anhydride, classifiable under tariff sub-heading 2917.35, from 20 per cent *ad valorem* or 120c/kg less 80 per cent to 10 per cent *ad valorem*.

[BTT Ref T5/2/6/2/1 (920183)]
(Mr G. S. Bester)

Applicant:

British Industrial Plastics (SA) (Pty) Ltd, P.O. Box 12, Pinetown, 3600.

2. Maleic anhydride, classifiable under tariff sub-heading 2917 14, from 15 per cent *ad valorem* or 92,5c/kg less 85 per cent to 12,5 per cent *ad valorem*.

[BTT Ref. T5/2/6/2/1 (920184)]
(Mr G. S. Bester)

KENNISGEWING 514 VAN 1992**VERLORE/VERMISTE—EFFEK—TRANSNET 7,5% 2008**

Handelaars neem asseblief kennis:

Transnet 7,5% 2008 effek, Sertifikaat No. AL8769, is sedert 27 Maart 1992 as verlore/vermis aangeteken.

Indien gevind of geoffer word vir handel stuur asseblief aan,

Transnet
Posbus 32590
BRAAMFONTEIN
2017

of skakel mev. H. du Preez by Tel. 488-7542.
(12 Junie 1992)

KENNISGEWING 515 VAN 1992**DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956****AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING**

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Allied en Engineering Aerospace 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 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging: Allied and engineering Aerospace Union.

Datum waarop aansoek ingedien is: 9 April 1992.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in die Lugvaartnywerheid in die landdrostdistrik van Kempton Park.

Vir die doeleindes hiervan beteken—

“Lugvaartnywerheid” die nywerheid waarin werkgewers en hul werknemers betrokke is by—

- (a) Montering, oprigting, toetsing, vervaardiging, hervervaardiging, herstelwerk, verstelwerk, opknapping, bedrading, stoffering, besputing, verfwerk of vernuwing, uitgevoer in verband met—
- (i) onderstelle, vlerke of rompe van vliegtuie,
 - (ii) straal- of binnebrandmotore en transmissiekomponente van vliegtuie;
 - (iii) elektriese en/of elektroniese instrumente of hidroliese, radar- of radio-uitrusting van vliegtuie,

NOTICE 514 OF 1992**LOST/MISSING—STOCK—TRANSNET 7,5% 2008**

Dealers, stockbrokers please take note:

Transnet 7,5% 2008 stock, Certificate No AL8769, has been reported as lost/missing since 27 March 1992.

If found or offered for trading please forward to

Transnet
P.O Box 32590
BRAAMFONTEIN
2017

or contact Mrs H. du Preez at Tel. 488-7542.
(12 June 1992)

NOTICE 515 OF 1992**DEPARTMENT OF MANPOWER****LABOUR RELATIONS ACT, 1956****APPLICATION FOR REGISTRATION OF TRADE UNION (134)**

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as trade union has been received from the Allied and Engineering Aerospace 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, 123A 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: Allied and Engineering Aerospace Union

Date on which application was lodged: 9 April 1992.

Interests and area in respect of which application is made: All persons in the Aviation Industry in the Magisterial District of Kempton Park

For the purposes hereof—

“Aviation Industry” means the industry in which employers and their employees are concerned with—

- (a) assembling, erecting, testing, manufacturing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstering, spraying, painting or reconditioning carried on in connection with—
- (i) chassis, wings or bodies of aeroplanes;
 - (ii) jet engines or internal combustion engines and transmission components of aeroplanes;
 - (iii) electrical and/or electronic instruments or hydraulic, radar or radio equipment of aeroplanes,

- (b) vliegtuigenieurswerk, wat beteken die vernuwing van straat- of binnebrandmotore of onderdele daarvan vir gebruik in bedryfsinrigtings waarin hoofsaaklik of uitsluitlik sodanige werk verrig word, hetsy daar in sodanige bedryfsinrigtings vliegtuie uitmekaargehaal en herstel word al dan nie;
- (c) die verstelling, herstel en vervaardiging van optiese visiere en aangeleenthede wat daarmee gepaard gaan,
- (d) die ontwerp, vervaardiging en instandhouding van missielonderdele;
- (e) die vervaardiging en instandhouding van alle wapentuig, wapens en ammunisie;

en omvat dit alle bedrywighede wat direk en/of indirek met voormelde werksaamhede gepaard gaan

Vir die doeleindes hiervan omvat die uitdrukking "vliegtuig" ook 'n helikopter.

Posadres van applikant: Posbus 7071, Bonaero Park, 1622.

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 in subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

G. C. PAPENFUS,

Assistentnywerheidsregistrateur.

(12 Junie 1992)

KENNISGEWING 516 VAN 1992

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrateur, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die Laundering, Cleaning and Dyeing Workers' Union of South Africa, 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

G. C. PAPENFUS,

Assistentnywerheidsregistrateur

(12 Junie 1992)

- (b) aviation engineering, which means the reconditioning of jet engines or internal combustion engines or parts thereof for use in establishments mainly or exclusively so engaged, whether such establishments dismantle and repair aeroplanes or not; (134)

- (c) adjusting, repairing and manufacturing optical sights and matters incidental thereto;

- (d) designing, manufacturing and maintaining missile parts;

- (e) manufacturing and maintaining all weaponry, weapons and ammunition;

and includes all operations directly and/or indirectly incidental to the aforesaid activities.

For the purposes hereof the expression "aeroplane" also includes a helicopter.

Postal address of applicant: P O. Box 7071, Bonaero Park, 1622.

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.

G. C. PAPENFUS,

Assistant Industrial Registrar.

(12 June 1992)

NOTICE 516 OF 1992

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenfus, 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 Laundering, Cleaning and Dyeing Workers' Union of South Africa is not functioning a 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

G. C. PAPENFUS,

Assistant Industrial Registrar.

(12 June 1992)

Whites demand protection

THE white Mineworkers' Union has deplored attacks on its members after last week's Boipatong massacre near Vanderbijlpark.

The union yesterday warned that white workers would have to take steps to protect themselves.

In an open letter to Law and Order Minister Mr Hernus Kriel, MWU general secretary Mr W Ungerer said union members working for companies like Metalbox, Consolidated Wire Industries and Cape Gate near Boipatong had come under attack since June 15

Ungerer said "The final straw was when a Mineworkers' Union member employed by Cape Gate was assaulted on his way to work and his car burned"

Union leaders immediately met employers and officials of the local commando unit.

"The union decided that police protection must be provided 24 hours a day, that shifts be altered so that shiftworkers commute in daylight, and that union members be provided protected parking areas - Sapa.

De Klerk in Malaga stop over

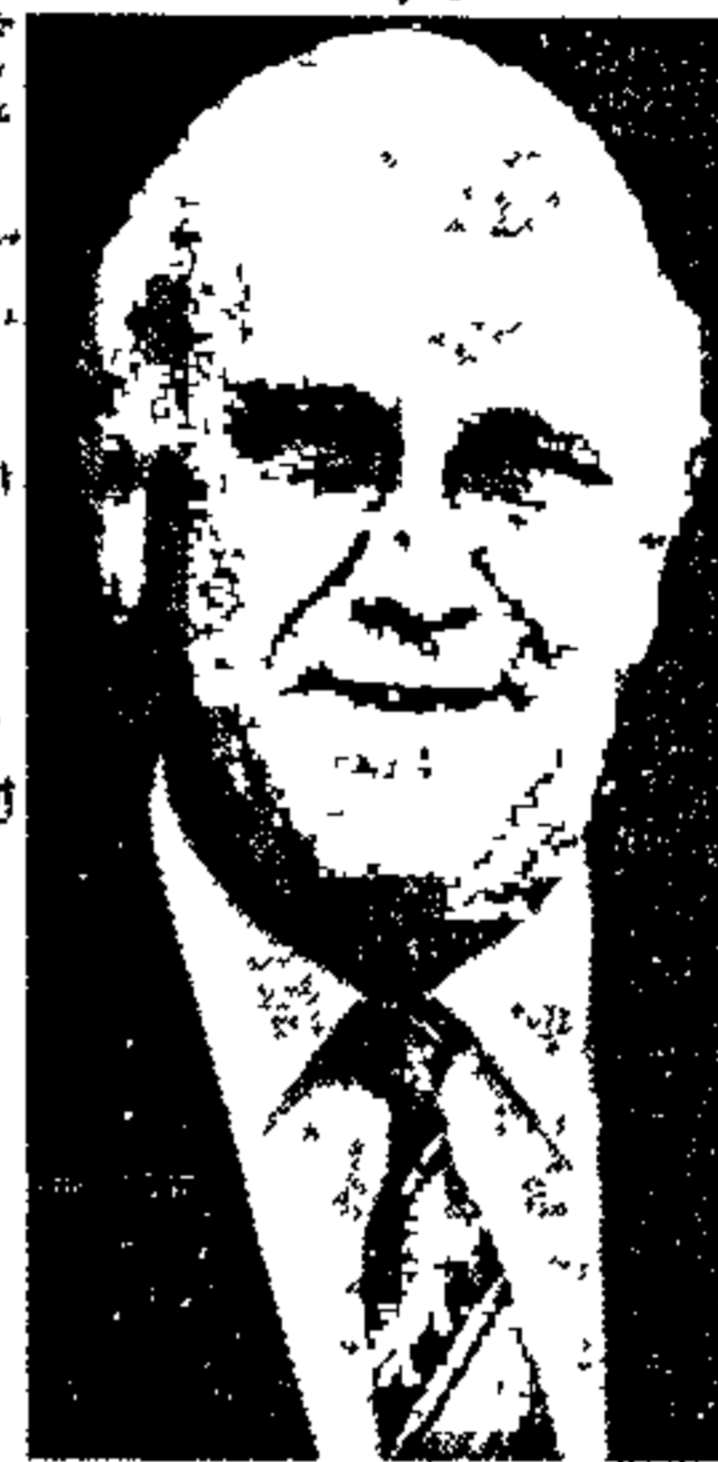
Sowetan Correspondent

MADRID - In spite of South Africa's grave problems, State President FW de Klerk's jet stopped off at Malaga while en route to Madrid for official meetings yesterday with Spanish Prime Minister Felipe Gonzalez and King Juan Carlos.

De Klerk has cancelled a trip to the Expo world fair to return home to face the crisis.

On Monday night he was staying privately in the up-market Miraflores suburb near Mias Costa, midway between Fuengirola and Marbella.

A spokesman for the Miraflores Club said the developers were South Af-



FW DE KLERK

rican and the director of the Club Playa at Miraflores was at one time Mr Henry Staub, a South African. At the height of the anti-apartheid protests, a substantial amount of South African money flooded into the

Costa del Sol

The complex also contains a British timeshare resort, a golf course and other sports facilities. Civil guards had been called in to watch over the South African president.

Storms

If De Klerk had hoped for sunshine during his break, he would have been disappointed. After months of drought, Spain is currently swept by storms and rain that have caused severe flooding in many areas, especially in southern Spain near the Costa del Sol.

The Costa del Sol sprang to fame in the early '60s, with the jet set resort of Marbella but more recently has been associated with runaway British criminals, arms dealers and drug traffickers.

Sowetan 24/6/92

Sowetan

24/6/92

Costa del Sol

Union wins court order for meeting

SUSAN RUSSELL

THE Johannesburg Municipal Combined Employees' Union, locked in a wage dispute with the city council, obtained an order in the Rand Supreme Court yesterday allowing it to hold a mass meeting on the piazza outside the council's offices in Braamfontein next Tuesday.

The meeting was originally planned for 3.30pm yesterday to coincide with the Council's budgetary debate.

During the course of yesterday's urgent application however it was agreed that if the judge ruled in favour of the union, the meeting would be held at 3pm next Tuesday instead. *Blowan 26/6/92.*

After hearing argument from counsel representing both parties, Judge N M MacArthur granted an order declaring that the management committee's refusal earlier this week to give permission for the meeting on the piazza was invalid and of no force and effect.

He set aside the management committee's decision subject to a number of conditions agreed upon by the union, council representatives and their lawyers.

The union brought its application against the town clerk and the management committee only hours before the meeting was due to take place yesterday afternoon.

However while the application was still in progress, the judge granted a short adjournment to allow both parties to reach agreement on conditions under which the meeting would be held if there was a ruling in the union's favour.

wjmail
317-917192

LABOUR

All-white kibbutz (134) ~~134~~
■THE all-white South African Iron, Steel and Allied Industries Union (Yster en Staal) this week launched a kibbutz-style settlement for unemployed members and plans to extend the initiative to other white unions.

When land is bought, the workers will build their own homes and produce their own food. To upgrade skills, members of the settlement will receive training in terms of the Manpower Training Act.

Stayaways and strikes are having positive spin-offs for the union which has found work for 500 people "in its efforts to counter the effects of black workers' stayaways", said union general manager Nic Celhers.

Unions' ⁽¹³⁴⁾ productivity 'hatchet job'

ROGER FRIEDMAN
Staff Reporter *Aug 23/92*

TRADE UNIONS "have done a very effective hatchet job on the concept of productivity", the key to the future economic well-being of South Africa, industrial relations consultant, Mr Andrew Levy, said today.

But amid the gloom, "the unions are beginning to change their minds", and the doors to productivity bargaining were beginning to "swing open"

Mr Levy was addressing a conference in Cape Town on labour problems and solutions, focusing on wage demands, productivity, industrial action and retrenchments

Professor Robert Schrire of the University of Cape Town cautioned employers that policies of pure expediency would never work

Businesses would not survive the onslaught of extended industrial action

1070

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Labour call to oppose Cosatu

PRETORIA. — The SA Confederation of Labour has called on labour organisations to form a united front against the Congress of South African Trade Unions.

Sacol secretary Mr. Nic Celliers said if IFP members organised labour and other workers formed a united front against Cosatu, it would leave Cosatu with only a million members as opposed to the front's proposed 3,25m.

He said a decision by the IFP to call on IFP members of Cosatu-affiliated unions to terminate their union membership was "the most positive step in these troubled times" — Sapa

WJW and 2417 - 3017/92

Uwusa-Cosatu conflict leads to violence

(134)

SHOP floor battles between affiliates of the Congress of South African Trade Union and Inkatha's United Workers' Union of South Africa (Uwusa) have claimed in excess of 20 lives this year and workers in the food industry are threatening a general strike to force employers to act on the violence.

This week three workers at Mooi River Textiles — said by the Inkatha Freedom Party to be its members — were gunned down in Bruntville, near Mooi River. Cosatu's South African Clothing and Textile Workers' Union

(Sactwu) is on strike at the factory. Inter-union conflict at Mooltex led to its three-week closure last month and is said to underlie the resurgence of violence in the township.

In the food industry, a general strike is being mooted in response to an all-out war at the Langeberg Ko-op in Boksburg between Uwusa and Cosatu's Food and Allied Workers' Union (Fawu), which has resulted in 17 deaths since late last year. Fawu's Ernest Buthelezi said there were tensions at other factories on the east Rand.

Some of the violence seems directly

connected to recruitment drives by Uwusa. Mooltex management confirms, for instance, that violence at the factory

only began last year when Uwusa began organising in the factory. At that point Sactwu was the majority union in the factory but has now been superseded by its rival.

Strikes can exacerbate underlying political tensions — Uwusa follows an active no-strike policy. A recent case was at the NIP factory in Johannesburg, where Uwusa members refused demands by National Union of Metalworkers (Numsa) strikers to join a strike. Violence ensued.

Numsa has borne the brunt of the conflict. Three workers at Denver Metals in Johannesburg were killed earlier this year after some workers joined Uwusa and then tried to force colleagues to follow suit.

Inter-union tensions may also lie behind the killing of 10 Numsa members in violence directly related to the strike ballots currently being held in the metal and engineering industries. Numsa claims that members living in hostels have not participated in the ballot for fear of

retribution. "A lot of people in heavy engineering who live in hostels are scared of being seen voting in Numsa ballots," said union official Bernie Fanaroff.

Industrial relations consultants comment that factory-based violence is a logical spinoff of conflict in the townships. "One cannot expect workers to ditch their differences when they come to work. The situation is just too polarised for that," one said.

Cosatu sources say that because of its ineffectiveness in trade union terms, Uwusa has still not been able to establish a significant presence in the PWV region. A small minority in most factories, its members were, however, beligerent and heavily armed.

While many hostel-dwellers were prepared to align themselves with Inkatha in the hostels, material interests made them opt for Cosatu membership in the factories.

"Uwusa obviously doesn't take kindly to this, as they regard Zulu workers as their natural constituency," the labour consultant said.

Ujide to the Feed Lager



Bullets fly on the East Rand as general strike looms

AMOS Magcanya can't quite believe he's still alive

He has been fired on at the gates of his workplace and shot at twice in nearby streets

His house has been peppered with machine-gun fire and set alight

But four attempts on his life have left him virtually unscathed "Maybe the guys were amateurs, maybe they were nervous," he says "Maybe I was just lucky" Some of his colleagues have not been so fortunate

Magcanya is a union man, a member of the Food and Allied Workers' Union (Fawu) and chairman of the shop stewards' council at the Langeberg factory in Boksburg. The factory is one of the biggest in the area and for more than a year now has been the site of a battle for control by opposing unions.

Fawu, which is affiliated to the Congress of South African Trade Unions, says 14 of its members have been murdered. The United Workers' Union of SA (Uwusa), which is linked to Inkatha, says two of its supporters were stabbed to death on the factory premises last month.

Last weekend, the Inkatha Freedom Party called on all its supporters to withdraw membership fees from Cosatu which "appeared to no longer be serving the interests of the workers but had become a political tool to achieve the ANC-SACP's political agenda"

Violent

There is currently a truce at Langeberg which company management believes can hold. In a written statement, Langeberg said:

"Despite a long and violent history of faction fighting between the Inkatha linked Uwusa union and the ANC-linked Fawu union resulting in deaths, injuries, considerable intimidation and stay-aways, workers at Langeberg are now working normally and peace has returned"

Problems in the factory were "very much a reflection of the problems existing in the community at large at the present moment" On that point, both unions agree with management.

"It boils down to political rivalry," Magcanya says "Uwusa is being used by the State and Inkatha to destabilise the trade union movement. This factory is a big fish and if they gain control

Unions battle over factory

STAR 25/7/92

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LUCKY MAN Unionist Amos Magcanya has survived a number of attacks at home, at the entrance to the Boksburg factory where he works, and at places in between ● Photographs JOHN HOGG

they will gain a lot of members. The other, smaller factories would be easier to deal with"

Says Uwusa national public relations officer Duke Senagomo "The conflict is caused by ideological differences. Our people are associated with Inkatha while Fawu people are ANC. They say they are not prepared to work with Inkatha. Fawu members are from different organisations and when the union talks badly about certain parties, then it creates the impression that certain people are less welcome

MOST people see the struggle between the African National Congress and Inkatha as a political one. But the battle is now being fought out at a more basic level — on the factory floor.

JOHN PERLMAN reports on one such clash that may be a sign of things to come.

in the union"

Both Magcanya and Senagomo describe the mood at Langeberg as tense "Anything can happen at any time," says Senagomo

The most recent inci-

dent of violence was at the end of last month when, outside the gate, a bus was sprayed with AK-47 fire from a moving car, killing two people. Two weeks before that, a Fawu shop stew-

ard was shot outside the factory and union members clashed with Uwusa supporters inside. Senagomo says two of his members were killed, Magcanya says one Uwusa man died, which police confirm.

Last week, Magcanya says, two men carrying guns threatened workers walking from the factory to the nearby Dunsward railway station.

Last August two Fawu members were abducted near the station, one, John Masoqdo, was shot dead, the first casualty in this ugly little war.

The following day,

gunmen grouped around a bridge near the station opened fire from four sides on a group of workers — Magcanya was among them — killing one, Stephen Khiba.

Conflict first flared when about 50 Uwusa and IFP members "illegally and forcibly" — in the words of management — entered the factory and staged a demonstration against Fawu.

A memorandum, on Inkatha stationery, was handed over to management which listed demands including "disallowing the existence of any trade union in company premises"

Fawu, which represents over 900 workers, has a recognition agreement with Langeberg.

Magcanya says 37 Inkatha supporters have resigned from the union, Senagomo says Uwusa has "plus minus 140 members" at the plant.

"Fawu remains the union representing the majority of workers, and management respects this," a Langeberg spokesman said. Fears remain that the battle for control of the factory will depend less on votes than on whether the violence can be stemmed.

To date, nobody has been prosecuted for any of the killings.

Hampered

Last year Fawu's lawyers complained in writing to Lieutenant-General Ronnie van der Westhuizen that the investigation was being hampered because incidents were being investigated by "different investigating officers based at different police stations on the East Rand. The consolidation of the investigations under one investigating officer is required in order to ensure a thorough and successful investigation"

Lieutenant Mike van Zweel, branch commander at Tembisa, is now overseeing an investigation into 13 cases of murder, but complains that Fawu is failing to assist. "We are actually waiting on the unions to come forward with witnesses and names of suspects," he says. He says there are also ballistic and post-mortem reports outstanding.

Magcanya says Van Zweel is wrong "I gave a statement on the killing on the bridge and I pointed out a man who was involved. He was a temporary worker at the factory. He was arrested but later released. Even now, there are people still working at Langeberg who we believe were involved in these incidents"

Ring of 'threatening' blacks

WITBANK. — The whites (134) rest seems to be a domestic only Mine Workers' Union affair at the moment said 300 "threatening" black workers had surrounded the premises of Highveld Steel and Vanadium Corporation at Witbank

The union said it would not allow its white members at the steel works to be threatened and assaulted

An Eastern Transvaal police spokesman said "The un-

"The police at Witbank are aware of the situation and are ready to act if a complaint is lodged and assistance is requested" *ARG 25/7/92*

MWU chief secretary Mr Peet Ungerer said the union — representing 90 percent or 900 members of the white labour force — was discussing the situation with the manage-

ment
"The MWU will not allow its members to be threatened by any other organisation," said Mr Ungerer.

"The members will stop working immediately if there is any danger"

The MWU said yesterday it held the management responsible for members' safety

Mr Ungerer added that police were on standby — Sapa

Zevenfontein relocation put on hold by court's interdict

THE relocation of several hundred Zevenfontein squatter families was temporarily halted this weekend when residents of the Nietgedacht area obtained an urgent interim interdict against the TPA

Pretoria Supreme Court Judge Isak de Villiers also temporarily prohibited the TPA from continuing with the development of the Nietgedacht site for the resettlement of the Zevenfontein community

De Villiers gave the TPA and eight other respondents — including the owner of Zevenfontein farm, the Chartwell community and JCI — until September 8 to show cause why the order should not be made permanent

A TPA spokesman yesterday said that it would strongly oppose the court's interim order, and expressed regret about the inconvenience the legal action had caused the squatter community.

"The Zevenfontein community currently lives under extremely undesirable conditions and we regret that they have to now suffer further inconvenience," TPA spokesman Piet Wilken said

The urgent application was launched by the Jukskei Crocodile Catchment Area

Land Owners' and Residents' Association (JCCA)

The interdict also affected the agreement signed between the owner of the farm Zevenfontein, the Chartwell community and JCI, which stipulated that the squatters would be relocated by July 31

The TPA's proposed site, north of Johannesburg, was technically and socio-economically unsuitable for low-cost housing settlement, the JCCA said in a statement

The area was strategically very important to the PWV as a major agricultural area for vegetables, flowers, fruit and other farm produce being supplied for export and the Johannesburg and Pretoria markets, the statement said

The two landowners who had been served expropriation orders by the TPA had not yet moved and had accepted the expropriation money without prejudice to their legal rights, JCCA spokesman Wessel Swart said yesterday

"The expropriated parties were extremely pleased about the successful court application," he said

Protecting workforce

CHARLIE PRETZLIK

THE Inkatha-aligned United Workers' Union of SA (Uwusa) and the newly formed United Independent Trade Unions' Adhoc Committee for SA, which together represent 70 000 workers, say members will defend themselves against anyone trying to prevent them from going to work during the mass action campaign

Uwusa and new union chairman Jabulani Dlamini last week warned of the effects of a general strike on the economy, saying many workers would lose their jobs and many might be killed in confrontations with police

"As trade unions our main task is to protect workers' interests in the workplace We appeal to the ANC/Cosatu alliance not to involve workers in any political actions"

BIDAY 27/7/92

STEPHANE BOTHMA

125

357

BIDAY

27/7/92

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Seven die in union clash

CHARLIE PRETZLUK

SEVEN people have been killed in recent violence involving the Inkatha-backed United Workers' Union of SA (Uwusa) and the Cosatu-affiliated Food and Allied Workers' Union (Fawu) at the Escort Bacon Co-op in Heidelberg.

On Friday night the house of an Inkatha member of the Ralanda Town Council was attacked. Three Uwusa members and four Fawu members are believed to have been killed in the subsequent fighting, which continued on Saturday. At least 10 people were seriously injured.

A limpet mine was placed in a nearby hostel but no casualties were reported, said Heidelberg police commissioner Lt-Col S J le Grange.

Violence between Uwusa and Cosatu-affiliated unions has cost more than 25 lives this year.

Meanwhile, Uwusa spokesman Duke Senakgomo said a drive by the union to recruit hospital workers in the PWV had netted 200 new members at Baragwanath Hospital over the past three days, with new members also being enrolled at Tembisa Hospital.

Council gearing up for disruption of services

ADRIAN HADLAND and RAY HARTLEY

THE Johannesburg City Council is gearing itself for a possible drastic reduction in services next week as thousands of municipal workers are expected to take part in the week of mass action.

Public transport, cleansing, garbage removal, traffic, water and waste services could all be affected. Town clerk Graham Collins said each of the council's departments had prepared contingency plans in the event of a high absentee rate. The council's departments would continue to function, he said.

A spokesman for the Cosatu-affiliated SA Municipal Workers Union, which has 10 000 members in the city council and another 13 000 elsewhere in Transvaal, said all its members would stay away from work on Monday and Tuesday next week.

In the event of a large stayaway, the council's public transport service could be particularly badly hit, said Transport director Stan Verrier.

Meanwhile, the ANC PWV region's Johannesburg action council met last night to plan the next phase of the area's mass action campaign which showed signs of fizzling out yesterday.

ANC spokesman Ronny Mamoepe said he had received reports of two activities by yesterday evening — a protest at Medunsa University in solidarity with striking Nehawu

workers and a sit-in at the Kallahong City Council offices. A police spokesman said 32 protesters were arrested and charged with trespassing.

Mamoepe said mass action appeared to involve few people because of an ANC strategy to infiltrate government buildings with small numbers in order not to alert authorities. He said weekend marches had seemed small because there were many of them across the PWV.

In a separate statement, Mamoepe accused the business community of adopting "intimidatory and coercive measures".

He said pamphlets distributed by the Pretoria business liaison forum calling on workers not to support the Cosatu stayaway proved business was biased in favour of government. "We appeal to business to join hands with our people to bring about a speedy end to minority rule."

Meanwhile, up to 20 000 workers are today expected to march on the Pretoria North Magistrate's Court where 82 Numsa members are due to appear on charges stemming from arrests made after mass action in Rosslyn, Sapa reports.

ANC Pretoria action committee chairman Peter Maleleka said the march would be held in sympathy



with the unionists

The Johannesburg Chamber of Commerce and Industry has advised its 5 000 members that final written warnings and dismissals are appropriate actions to take against workers observing the August 3 and 4 stayaway.

JCCI members should also adopt a "no work, no pay" policy.

Meanwhile, the ANC/Cosatu/SACP alliance's eastern Cape region has targeted two local daily newspapers for an indefinite boycott as part of its mass action drive.

ANC eastern Cape spokesman Phila Nkayi said yesterday the action against the EP Herald and the Evening Post, both owned by Times Media Ltd, was in protest against adverse publicity which the newspapers gave the alliance.

ANC national spokesman Gill Marcus said that while her organisation agreed that editors had a right to print what they liked, it was necessary to point out that consumers had the right not to buy their newspapers. EP Herald editor-in-chief Derek Smith said the ANC had objected to editorials against mass action.

Said Smith "To single us out just because we wrote against the mass action campaign and about its effect on people's lives amounts to political bullying. It doesn't look good for the future."

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Fedsal to work on

JOHANNESBURG — The Federation of South African Labour Unions has called for the safety of its 220 000 members during the general strike on Monday and Tuesday

Fedsal's national executive committee had voted against the planned mass action "and their members in the banking, municipal, motor, transport, mining, industrial and other sectors will be going to work".

ARG 1/18/92

(134) (204)

White 'wipe-out' warning

134
ARC-3/8/92

SHARON SOROUR
Labour Reporter

WHITE workers were the "sleeping giant" of South Africa, and although loyal, moderate and responsible, could destroy the economy if forced by circumstances, the all-white Mineworkers' Union has warned.

In an interview in the labour journal, Barometer, union spokesman Mr P W Buys said the white worker was a "giant" not in numbers, but in terms of the "near monopoly" whites had of key positions and technical expertise.

They held strategic key positions in the electrical, chemical, steel and other industries.

"They generate electricity, control water supply to industries, control the entire infrastructure and communication networks in the country"

The white worker had to be "weighed", not just "counted".

Labour experts believed the 44 000 union members in the mining, steel, electrical and chemical industries "weighed" heavier than Cosatu's 1,2 million members.

As long as the interests of the white worker were not threatened, he would not threaten anybody. The bigger the danger, the larger the role the white worker would play in politics in the future, he said.

While the white worker was able to "veto a dispensation which could destroy his interests" and could bring the economy to its knees, Mr Buys said this step was not being considered "at this point...".

"The white worker does not wish to break and burn, but rather build and protect."

A plea for labour stability

(B4)
ARG 18/8/92

Staff Reporter

ATTRACTING foreign investors would be "futile" until labour relations were stable and violence was under control, said executive chairman of Pepkor Mr Christo Wiese.

Although securing foreign investment was its biggest challenge, South Africa lacked social and economic stability, he said at an Association of Corporate Treasurers of South Africa (Actsa) meeting at the Waterfront last night.

The existing poverty in South Africa was "made worse by the mistaken perception that we are a rich country", he said.

Although "we all said when negotiations started it won't be without upheavals and setbacks," there was an "immediate lack of faith" in negotiations when Codesa 2 proved to be the first major setback.

It was highly unlikely that foreign investors would rush back as investment funds were scarce.

Mr Wiese said South Africa's economic problems were not unique, but global. All the major Western economies were "at siege".

The United States was battling with the worst economic depression since the thirties.

Many South Africans moved to Canada and Australia in hope of a better future.

But Canada owed 44 percent of its gross national product in foreign debt — 230-billion dollars — and Australia was struggling to pay foreign debt that had become 100-billion US dollars in a decade.

In Russia, full-scale civil war raged in some republics and prices of basic foods were sky-high, following the lifting of price controls.

"Compared with other countries, our problems are not so daunting at all," said Mr Wiese.

"To survive, every South African business will have to become internationally competitive."

Mr Wiese, who recently announced Pepkor's expansion to Britain and Europe, said 40 percent of their end product would be exported from South Africa.

"We are looking at setting up manufacturing units in other countries that could hopefully develop into a huge retail operation," he said.

NEWS

News briefs

Unionist is ousted (134)

MEMBERS of the beleaguered Hotel, Liquor, Catering, Commercial and Workers' Union of South Africa (Hotelicca) have voted to expel the union's national organiser, Mr Oscar Malgas.

At a special national consultative conference at the weekend, 500 delegates representing the union's 15 000 members unanimously voted to expel Malgas, who is the union's founding member.

Pan Africanist Student Organisation secretary general Mr Lawrence Nqandela was elected interim national organiser. - *Sowetan Reporter.*

Sowetan 20/8/92

sove/24/8/92 (134)

Uwusa move

THE Inkatha-aligned United Workers Union of South Africa (Uwusa) will appoint a new general secretary, national co-ordinator Amos Ndlozi confirmed in Johannesburg.

An informed source told Sapa the new general secretary would be Butch Jaantjies, who led the consumer boycott in Boksburg in 1988 when petty apartheid legislation was passed

RIPAY 16/9/92
Numsa 'no'

to new offer

DIRK HARTFORD

NUMSA has rejected a 9,1% wage offer linked to a proposed measure protecting employers from compulsory company-level bargaining.

This is the latest impasse in reaching a settlement to the four-month dispute between Numsa and the metal industry.

However, Seisa said in a statement unions affiliated to the Confederation of Metal and Building Union, the Mineworkers' Union and the Yster, Staal en Verwante Nywerhede Unie had accepted the revised employer offer of 9,1%.

The Metal and Electrical Workers Union of SA and the Steel, Engineering and Allied Workers Union of SA agreed to recommend acceptance of the offer to their members.

Numsa tabled a lowered demand of 9,5% or 60c on scheduled rates, depending which was higher — Sapa

Feud rages on Ratanda

Sweeten 1/10/92

■ **RIVALRY** Although unions have agreed to peace, the war continues in Heidelberg township:

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By Ike Motsapi

THE truce signed by members of the Food and Allied Workers Union and the United Workers Union of South Africa at the beginning of the month appears to be off.

Fighting between the two unions has spilled into Ratanda Township where 23 people have been killed and many injured since May 19 this year.

The feud started when members of Fawu went on a legal strike at the Escourt Beacon Factory in Heidelberg in May this year.

Management hired scabs while the wage negotiations were in progress.

The strike was resolved early this month and trouble erupted when Fawu members tried to return to work and were prevented from doing so by Uwusa members.

Divided into factions

This resulted in a fight which caused about 23 houses belonging to IFP members in Ratanda to be damaged.

The workers at the company are now divided into two factions. Those who support Fawu and its ANC alliance and those who support the Inkatha Inked Uwusa.

On September 9 the two groups got together and decided to stop fighting.

The agreement signed by Fawu and Uwusa in Ratanda binds the parties on the following issues:

- All workers are obliged to respect the principle of tolerance, freedom of choice and association.
- All workers must refrain from intimidating or threatening any other person within the factory premises.
- Both parties agreed to take responsibility for their members not interfering with each other.
- Uwusa workers agreed that Fawu members were entitled to return to work.
- The leadership of both unions undertakes to take all reasonable steps to ensure

that their members abide by the terms of the agreement and

● No worker shall be entitled to be in possession of any weapon on company premises.

However, the feuding parties resumed their hostility this week when a bus carrying members of Fawu was attacked with handgrenades near the Ratanda Hostel.

On Monday scores of people were injured when police fired pellets on a huge crowd.

Saw ball of fire

Local residents believe it was the IFP avenging a member who was killed in the township on Sunday.

One of the survivors, Mr Banzu Nhlapo whose sister was also on the bus, said "I saw a ball of fire flying towards the bus."

Before I could make out what was happening it hit the bus and people were hurt, burnt and charred. Nhlapo added:

Mr Themba Khoza of the Inkatha Youth Brigade yesterday blamed the ANC for the latest flare-up in the area.

Uwusa's East Rand organiser, Mr Agrippi Shandu distanced his organisation from the attack.

He said he believed the handgrenades that exploded inside the bus belonged to members of Fawu.

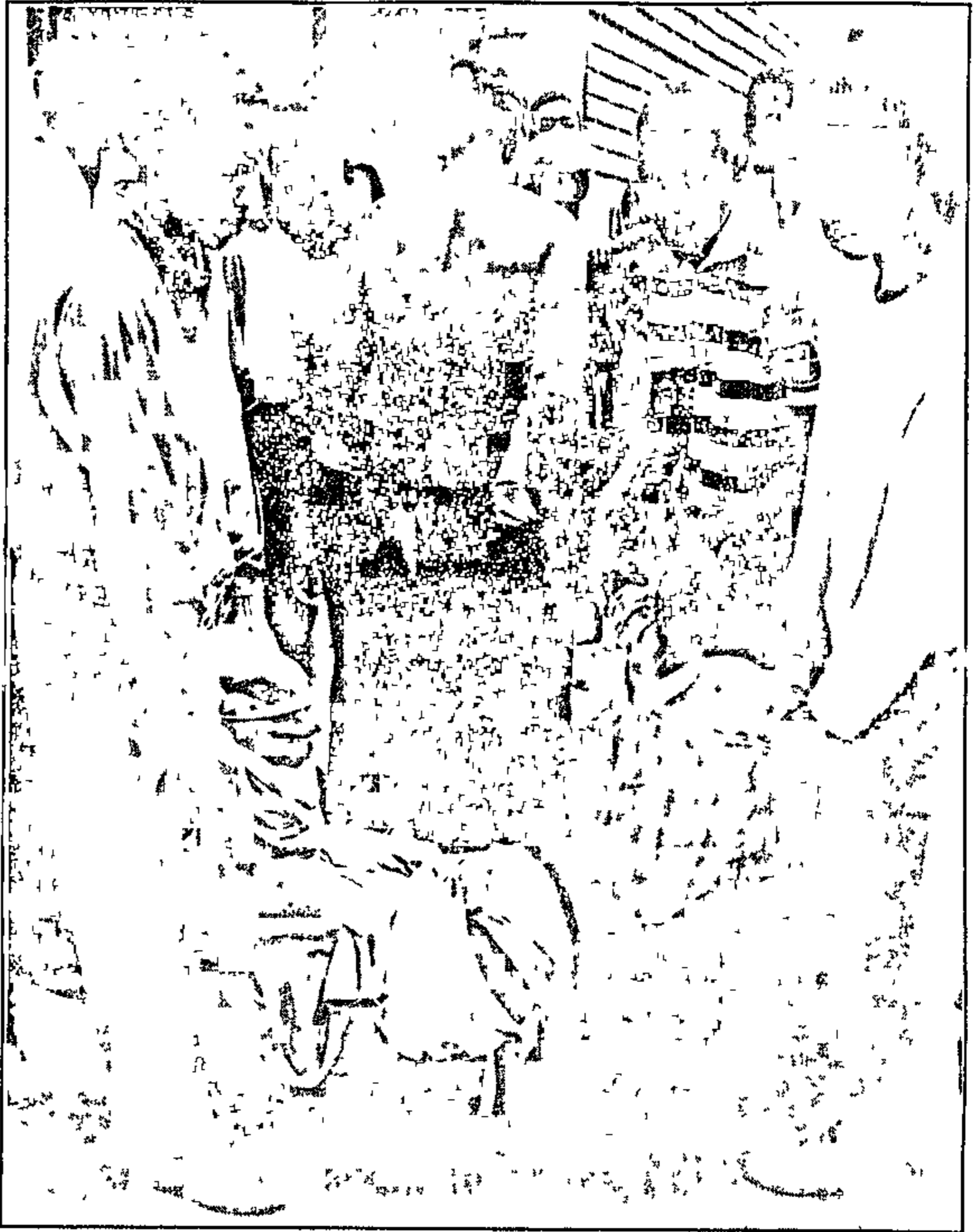
Increased tension in township

Mr Obed Nkosi, chairman of the Ratanda branch of the ANC, said the latest attack increased tension in the township.

It also led to the destruction of the homes of four Inkatha members.

The ANC has called for the hostel to be:

- Subjected to immediate and regular searches.
- A 24-hour access control by security forces to be established.
- Regular patrols of the hostel and
- Immediate fencing of the hostel.



Bafana Mashinini is taken to hospital after being wounded in violence in Ratanda.



A house that was destroyed in the Ratanda violence.

New Front to discuss job-cutting

ARC 10/10/92

THE newly formed Public Sector Front is to meet in Cape Town City Hall on Thursday to clarify the state's job-cutting programme and plan resistance against it.

A spokesman said the Front wanted an urgent meeting with Cabinet ministers and a moratorium on the rationalisation programme.

Up to 30 000 public sector jobs, about five percent of the total, are to be scrapped by March 31 next year in terms of the rationalisation.

The PSF consists of the Cape Teachers' Professional Association, the Health Workers' Union, the National Education, Health and Allied Workers' Union, the Public Service League, the SA Democratic Teachers' Union and the SA Health and Social Services Organisation, already representing about 150 000 state employees. — Sapa.

NOTICE 958 OF 1992

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Gerhardus Coenraad Papenfus, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the South African Democratic United 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, 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 South African Democratic United Workers Union

Date on which application was lodged 6 October 1992.

Interests and area in respect of which application is made: Workers engaged in the Building Industry, the Chemical Manufacturing Industry, the Commercial Distributive Trade, the Goods Transportation and Storage Trade, the Health and Medical Services Undertaking, the Hotel and Liquor Trade, the Iron, Steel, Engineering and Metallurgical Industry, the Meat Industry, the Mining Industry and the Printing and Newspaper Industry in the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Kempton Park, Krugersdorp, Randburg, Randfontein, Roodepoort and Springs

For the purposes hereof the above-mentioned industries, trades and undertaking are defined as follows.

"Building Industry" means, without in any way limiting the ordinary meaning of the expressions, the industry in which employers and their employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings or structures (which are in the nature of buildings), and/or making articles for use in the erection, completion or alteration of buildings or structures, where the work is performed and the material is prepared on the sites of the buildings or structures, and includes all work executed or carried out by persons therein who are engaged in the following activities or subdivisions thereof, including excavations and the preparing of sites for buildings, as well as the demolition of buildings.

- (a) *Asphalting*, which includes covering floors or flat and/or sloping roofs, or waterproofing or damp-proofing basements or foundations, whether or not with prepared roll roofing of asphalt sheeting having glazed or unglazed surfaces, whether or not using tar, macadam, neuchatel, limmer or any other type of solid or semi-solid asphalt, mastic or emulsified asphalts or bitumens, applied either hot or cold to such roofs, floors, basements or foundations,

KENNISGEWING 958 VAN 1992

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die South African Democratic United Workers 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 datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p a die Departement van Mannekrag, Mannekraggebou, Schoemanstraat 215, Pretoria (posadres Privaat Sak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging South African Democratic United Workers Union.

Datum waarop aansoek ingedien is 6 Oktober 1992.

Belange en gebied ten opsigte waarvan aansoek gedoen word Werkers in diens in die Bounywerheid, die Chemikaleenwyerheid, die Kommersiele Distribusiebedryf, die Goederevervoer- en Opbergingsbedryf, die Gesondheids- en Mediesediensonderneming, die Hotel en Drankbedryf, die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, die Vleisbedryf, die Mynbedryf en die Druk- en Nuusbladnywerheid in die landdrostdistrikte Alberton, Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Kempton Park, Krugersdorp, Randburg, Randfontein, Roodepoort en Springs

Vir die doeleindes hiervan word bovermelde nywerhede, bedrywe en ondernemings soos volg omskryf

"Bounywerheid" beteken, sonder om die gewone betekenis van die uitdrukking enigerwys te beperk, die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om geboue of bouwerke wat op die geaardheid van geboue is op te rig, te voltooi, op te knap, te herstel, instand te hou of te verbou en/of om artikels te maak vir gebruik by die oprigting, voltooiing of verbouing van geboue of bouwerke, waar die werk verrig en die materiaal voorberei word op die terreine van die geboue of bouwerke, en dit omvat alle werk wat daarin uitgevoer of verrig word deur persone wat betrokke is by ondevermelde bedrywighede of onderafdelings daarvan, met inbegrip van uitgrawings en die voorbereiding van terreine vir bouwerkzaamhede asook die sloping van geboue

- (a) *Asfalting*, wat die volgende insluit Die bedekking van vloere of plat en/of skuins dakke, of die waterdigting of vogdigting van kelders of fondamente, hetsy met bereide roldakbedekking of asfaltvelle met geglasuurde of ongeglasuurde oppervlakke, hetsy met gebruikmaking van teer, macadam, neuchatel, limmer of enige ander tipe soliede of halfsoliede asfalt, mastiek of emulsieasfalt of -bitumen, wat óf warm of koud aan sodanige dakke, vloere, kelders of fondamente aangewend word,

- (b) *bricklaying*, which includes concreting and the fixing of concrete blocks, slabs or plates and glass bricks, the tiling of walls and floors, pointing, paving, mosaic work, facing work in slate, in marble and in composition, drainlaying, slating and roof tiling, bituminous work, asphaltting and sheeting,
- (c) *French polishing*, which includes polishing with a brush or pad, and spraying with any composition;
- (d) *glazing*, which includes the cutting and/or fixing of all kinds of glass or other like products into the rebates formed in wooden or metal doors, windows, frames or like fixtures, and all operations incidental thereto,
- (e) *joinery*, which includes the fixing of all wooden fittings and the manufacture of all articles of joinery incidental to such fittings, whether or not the fixing in the building or structure is done by the person making or preparing the article used, including cupboards, kitchen dressers or other kitchen fixtures which accrue to the building as a permanent part thereof,
- (f) *lead light making*, which includes the manufacture and/or fixing of lead and/or other metal lights and display signs (excluding electrical fittings incidental thereto) and the glazing relating thereto,
- (g) *masonry*, which includes stone cutting and building, also the cutting and building of ornamental and monumental stonework and the manufacture and erection of gravestones and cemetery memorials of all types, concreting and the fixing or building of precast and/or artificial stone or marble, paving, mosaic work, pointing, wall and floor tiling, operating stoneworking machinery other than stone-polishing machinery, and the sharpening of mason's tools, whether or not the fixing in the building or structure is done by the person making or preparing the article used,
- (h) *metalwork*, which includes the fixing of steel ceilings, metal windows, metal doors, builders' smithwork, metal frames, metal stairs and architectural metalwork, together with the manufacture and/or fixing of drawn metalwork and sheet and extruded metal, whether or not the fixing in the building or structure is done by the person making or preparing the article used,
- (i) *painting*, which includes the processes of decorating, enamelling, graining, marbling, staining, varnishing, gilding, lining, stencilling, paperhanging, spraying, wax-polishing, distempering, lime and coloured washing and woodwork preservation, and which also includes paint removal, scraping, washing and cleaning painted or distempered walls and washing and cleaning woodwork when such removal, scraping, washing and cleaning are preparatory to any of the said processes,
- (b) *messelwerk*, wat die volgende insluit: Betoneering en die aanbring van betonblokke-, blaai- of -plate en glasstene, die beteeling van mure en vloere, voegvulling, plaveiwerk, mosaiekwerk, voorwerk met leie, met marmer en met komposiemateriaal, rioollêwerk, leiwerk en pandekking, bitumenwerk, asfaltering en beplating;
- (c) *lakpolitoering*, wat politoering met 'n kwas of kussinkie en bespuiting met 'n komposisistof insluit,
- (d) *beglasing*, wat die volgende insluit: Die sny en/of aanbring van alle soorte glas of dergelike produkte in die sponnings gevorm in hout- of metaaldeure, -vensters, -rame of dergelike vaste toebehore, en alle werksaamhede wat daarmee gepaard gaan;
- (e) *skrynerwerk*, wat die volgende insluit: Die aanbring van alle houttoebehore en die vervaardiging van alle skrynerwerkartikels wat met sodanige toebehore gepaard gaan, hetsy die artikel wat gebruik word, deur die persoon wat dit maak of voorberei het, in die gebou of bouwerk aangebring word of nie, met inbegrip van rak-kaste, kombuiskaste of ander kombuisvastetoehore wat by die gebou hoort as permanente deel daarvan,
- (f) *ruit-in-lood-werk*, wat die volgende insluit: Die vervaardiging en/of aanbring van ruite in lood en/of ander metaal van reklameligte (uitgesonderd elektriese toebehore wat daarmee gepaard gaan) en die beglasing in verband daarmee;
- (g) *klipmesselwerk*, wat die volgende insluit: Klipkap- en klipbouwerk, ook die kap en bou van sier- en monumentklipwerk en die vervaardiging en oprigting van grafstene en begraafplaasgedenktekens van alle soorte, betonering en die aanbring of inbou van voorafgegiete en/of kunsklip of marmer, plaveiwerk, mosaiekwerk, prikking, muur- en vloerbeteeling, die bediening van klipwerkmasjinerie, uitgesonderd klippoleermasjinerie, en die skerpmak van klipmesselaarsgereedskap, hetsy die artikel wat gebruik word, deur die persoon wat dit maak of voorberei het, in die gebou of bouwerk aangebring word of nie;
- (h) *metaalwerk*, wat die volgende insluit: Die aanbring van staalplafonne, metaalvensters, metaaldeure, siermetaalwerk, metaalrame, metaaltrappe en boumetaalwerk, tesame met die vervaardiging en/of aanbring van getrokke metaalwerk en plaat- en uitgedrukte metaal, hetsy die artikel wat gebruik word, deur die persoon wat dit maak of voorberei het, in die gebou of bouwerk aangebring word of nie;
- (i) *verfwerk*, wat die volgende prosesse insluit: Versiering, emaljerig, vlamskildering, marmering, beitsing, vernissing, vergulding, belyning, sjablonering, muurplakking, spuitskiidering, waspoldering, distempering, afwitting, kleurkalking en houtverduursaming, en wat ook insluit die verwydering van verf, die skraping, was en skoonmaak van geverfde of gedistemperde mure en die was en skoonmaak van houtwerk wanneer sodanige verwydering, skraping, was en skoonmaak enige van genoemde prosesse voorafgaan,

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- (j) *plastering*, which includes modelling, model-making, mould-making, facing of casts to moulds, making and fixing plaster board ceilings and fibrous plaster or other compositions, granolithic, terrazzo and composition floor-laying, composition wall covering and polishing, operating a Mall and Biax or similar type of portable spinner and flexible cutting and finishing machines, precast or artificial stonework, wall and floor tiling, paving and mosaic work, metal lathing, acoustic spraying and all processes incidental to the completion of ceilings and walls, whether or not the fixing in the building or structure is done by the person making or preparing the article used;
 - (k) *plumbing*, which includes lead burning, gas fitting, sanitary and domestic engineering, drain-laying, caulking, ventilating, heating, hot and cold water fitting, the installation of fire prevention equipment and the manufacture and fitting of all sheetmetal work, whether or not the fixing in the building or structure is done by the person making or preparing the article used;
 - (l) *shop, office and bank fitting*, which includes the manufacture and/or fixing of shop fronts, window enclosures, show-cases, counters, screens and interior fittings and fixtures;
 - (m) *steel reinforcing*, which includes the making and erection of shuttering and the supervising of the bending, placing and fixing in position of steel and concrete;
 - (n) *steel construction*, which includes the fixing of all classes of steel or other metal columns, girders, steel joists, or metal in any other form which forms part of a building or structure,
 - (o) *woodworking*, which includes carpentry, wood-working, machining, turning, carving, the fixing of corrugated iron, asbestos tiles, shingling and other roof coverings, sound and acoustic material, cork and asbestos insulation, wood lathing, composition ceilings and wall covering, the fitting of plugs in walls, the covering of woodwork with metal, block and other flooring, including wood, cork and rubber (and the sandpapering of same), cork carpeting and any class or kind of linoleum when fixed in any building or structure, whether or not the fixing in the building or structure is done by the person making or preparing the article used.

- (j) *pleisterwerk*, wat die volgende insluit Modelleerwerk, modelmakery, vormmakery, die afwerking van gietfels volgens gietvorms, die maak en aanbring van gipsbordplafonne en veselpleister of ander komposisiemateriaal, granoliet- en terrazzo- en komposisiebevloering, komposisiemuurbedekking en -polering, die bediening van 'n Mall en Biax- of dergelike tipe verplaasbare toller en meerdoelige sny- en afwerkingmasjiene, voorafgegiete of kunsklipwerk, muur- en vloerbeteeling, plavei- en mosaïekwerk, plaatgaaswerk, akoestiekspuitwerk en alle prosesse wat gepaard gaan met die voltooiing van plafonne en mure, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het; in die geboue of bouwerk aangebring word of nie,
- (k) *loodgieterswerk*, wat die volgende insluit: Loodlaswerk, gasaanlêwerk, sanitêre en huisingenieurswerk, noollêwerk, kalfaatwerk, ventileerwerk, verwarmingswerk, die aanlê van warm en koue water, die installering van brandvoorkomingstoerusting en die vervaardiging en aanbring van alle plaatmetaalwerk, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie,
- (l) *winkel-, kantoor-, en bankuitrustingwerk*, wat die volgende insluit: Die vervaardiging en/of aanbring van winkelfronte, vensterafskortings, uitstalkaste, toonbanke, skerms en binnehuise los en vaste toebehore,
- (m) *staalwapening*, wat die volgende insluit Die maak en oprigting van bekisting en toesighouding oor die buig, plasing en vassit in die regte posisie van staal en beton;
- (n) *staalkonstruksie*, wat die volgende insluit: Die aanbring van alle klasse staal- of ander metaal-suile, lêers of staalbalke, of metaal in enige ander vorm wat deel uitmaak van 'n gebou of bouwerk;
- (o) *houtwerk*, wat die volgende insluit Timmerwerk, houtbewerking, masjinerie, draaiwerk, hout-snywerk, die aanbring van golfyster, asbesdakpanne, dakspaanbedekking en ander dakbedekkings, klank- en akoestiek materiaal, kurk- en asbesisolasië, houtlatwerk, komposisieplafonne en muurbedekking, die aanbring van proppe in mure, die bedekking van houtwerk met metaal, blokkies- en ander bevloering, met inbegrip van bevloering met hout, kurk en rubber (en die skuur daarvan met skuurpapier), kurktapytstof en enige klas of soort linoleum wanneer dit in 'n gebou of bouwerk aangebring word, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie

"Chemical Manufacturing Industry" means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the purpose of the preparation, manufacture, bottling, wrapping and/or packing of chemical products or substances, medical preparations for animal or human use, toilet preparations, cosmetics, perfumes or scents, antiseptics, deodorants, insecticides, disinfectants, baking powder and/or its constituents, starch, gelatine, essence of flavouring or colouring matter for foodstuffs, concentrated fruit juices (synthetic or otherwise), liquid and dry dyes, washing soda, animal feed supplements or tonics, fly-spray, DDT mixtures, washing compounds, caustic soda, ammonia, scouring powder and paste, scouring soap paints, enamels, protective coatings, distempers, lacquers, varnishes, polishes, thinners, carbolineum, putty, lubrication, bark or leaf oil extract, teak oil, turpentine and substitutes, linseed oil and substitutes, dip, dubbin, ink, office paste, gum, brake fluid for hydraulic automotive transmission systems, washing blue, methylated spirits, benzine, soap, candles, glue, vinegar, pigments, chemical wood preservatives, blood plasma, custard powder and bleaching agents

"Commercial Distributive Trade" means the trade in which employers and their employees are associated for the purpose of conducting the business of a shop as defined hereunder and includes all operations incidental thereto carried on by such employers and their employees.

"Shop" means any premises or any part of any premises—

- (a) into or onto which persons are admitted or invited for the purpose of purchasing, other than by public auction, the goods displayed or offered therein or thereon or goods of the type so displayed or offered for sale;
- (b) in or on which the goods referred to in paragraph (a) are stocked, stored, unpacked or packed, or from which such goods are delivered or dispatched to persons referred to in paragraph (a) who are purchasing such goods;
- (c) in or on which goods are stocked or stored and from which wholesale or retail orders are executed for the supply of such goods;
- (d) in or on which a manufacturer's representative carries on his activities as such, and in this regard "manufacturer's representative" means any person, other than an employee of a manufacturer, who, as an agent or otherwise, keeps for sale, goods or samples of goods manufactured by the manufacturer, or obtains or receives, in any manner whatsoever, orders for goods from persons for the purchase by them of such goods and executes such orders or transmits such orders to the manufacturer for acceptance or otherwise,

"Chemikalieenwyerheid" beteken, sonder om die gewone betekenis van die uitdrukking enigerwys te beperk, die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die doel van die bereiding, vervaardiging, bottel, toedraai en/of verpakking van chemiese produkte of stowwe, mediese preparate vir dierlike of menslike gebruik, toiletpreparate, kosmetiese middels, parfuum of reukwater, antiseptika, reukweermiddels, insekdoders, ontsmettingsmiddels, bakpoeier en/of bestandele daarvan, stysel, gelatien, geursel- of kleurselessens vir voedingsmiddels, gekonstreerde vrugtesap (sinteties of ander), vloeibare en droe kleurstowwe, wassoda, byvoer of tonikums vir diere, vlieespuitstof, DDT-mengsels, wasmengsels, bytsoda, ammoniak, skuurpoeier en -pasta, skuurseep, verf, emalje, beskermende dekmiddels, distemper, lakvernis, vernis, politoer, verdunners, karbolineum, stopverf, smeerolie, bas- of blaarolie-ekstrak, meubelolie, terpentyn en -substitute, lynolie en -substitute, dip, leersmeersel, ink, kantoorym, gom, remvloeistof vir hidrouliese motortransmissiestelsels, blou-sel, brandspiritus, bensien, seep, kerse, lym, asyn, pigment, chemiese houtverduursamingsmiddels, bloedplasma, vlapoeier en bleikmiddels

"Kommersiële Distribusiebedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om 'n winkel, soos hieronder omskryf, te dryf, en dit omvat alle daarmee gepaardgaande werksaamhede wat deur sodanige werkgewers en hul werknemers verrig word

"Winkel" beteken enige perseel of enige gedeelte van 'n perseel—

- (a) waarin of waarop persone toegelaat of waarheen persone uitgenooi word met die doel om, uitgesonderd by openbare veiling, die goedere wat daarin of daarop vir verkoop uitgestal of aangebied word, of goedere van die soort wat aldus uitgestal of aangebied word, te koop;
- (b) waarin of waarop die goedere in paragraaf (a) bedoel, in voorraad gehou, geberg, uitgepak of verpak word, of van waar sodanige goedere afgelewer of versend word aan persone in paragraaf (a) bedoel wat sodanige goedere aankoop;
- (c) waarin of waarop goedere in voorraad gehou of geberg word en van waar groothandels- of kleinhandelsbestellings uitgevoer word vir die lewering van sodanige goedere;
- (d) waarin of waarop 'n vervaardigersverteenvoerder sy werksaamhede as sodanig verrig, en in hierdie verband beteken "vervaardigersverteenvoerder" 'n persoon, uitgesonderd 'n werknemer van 'n vervaardiger, wat as 'n agent of andersins goedere of monsters van goedere wat deur die vervaardiger vervaardig is, te koop aanhou, of op enige manier hoegenaamd bestellings vir goedere verkry of ontvang van persone vir die aankoop deur hulle van sodanige goedere en sodanige bestellings uitvoer of sodanige bestellings aanstuur na die vervaardiger vir aanvaarding of andersins,

- (e) in or on which a business is carried on under the off-consumption privileges of a hotel liquor licence in an area in which Wage Determination 457, Hotel and Liquor Trade, does not apply, or under a liquor store licence;

and "shop activity" has a corresponding meaning

"Goods Transportation and Storage Trade" means the trade in which employers and their employees are associated for the purpose of carrying out one or more of the following operations for reward or hire.

- (i) The transportation of goods by means of motor transport, including the transportation of soil, gravel, stone, sand, coal, or water that is intended for sale, whether or not such transportation is performed for hire or reward, and
- (ii) the storage of goods, including the receiving, opening, unpacking, packing, despatching and clearing or accounting for of goods, containers or containerised goods;

and includes all operations incidental to or consequent on any of the aforesaid activities

"Health and Medical Services Undertaking" means the undertaking in which employers and their employees are associated for the purpose of rendering health and medical services in hospitals and clinics other than hospitals and clinics administered by any Government department or provincial administration

"Hotel and Liquor Trade" means the trade in which employers and their employees are associated for the purpose of providing accommodation and one or more meals per day for reward on premises where the sale of liquor is carried on and in connection with which one or more than one liquor licence is held or deemed to be held or has been issued in terms of the Liquor Act, 1989: Provided that, for the purposes of this definition, the expression "accommodation" shall mean bedroom accommodation and the services ordinarily associated therewith.

"Iron, Steel, Engineering and Metallurgical Industry" means (subject to the provisions of any demarcation determination made in terms of section 76 of the Labour Relations Act, 1956) the industries concerned with the production of iron and/or steel and/or alloys, and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues, the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than a precious metal) or parts or components thereof, and structural metal work, including steel reinforcement work, the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys, and/or the finishing of metal goods; the building and/or alteration and/or repair of boats and/or ships, including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships, and general woodwork undertaken in connection with ship repairs

- (e) waarin of waarop 'n besigheid gedryf word kragtens die buitewerbruikvoorregte van 'n hotel-dranklisensie in 'n gebied waarin Loonvasstelling 457, Hotel- en Drankbedryf, nie van toepassing is nie, of kragtens 'n drankwinkellisensie,

en "winkelwerkzaamheid" het 'n ooreenstemmende betekenis

"Goederevervoer- en Opbergingsbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om een of meer van die volgende werksaamhede teen vergoeding of huur te verrig:

- (i) Die vervoer van goedere deur middel van motorvervoer, met inbegrip van die vervoer van grond, gruis, klip, sand, steenkool of water wat vir verkoop bedoel is, hetsy sodanige vervoer teen huur of vergoeding geskied al dan nie; en
- (ii) die opberging van goedere, met inbegrip van die ontvangs, oopmaak, uitpak, inpak, versending, inklaring en uitklaring of verantwoording doen van goedere, houters of behouerde goedere,

en dit omvat alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit

"Gesondheids- en Mediesediensonderneming" beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om gesondheids- en mediese dienste te lewer in hospitale en klinieke wat nie deur 'n Staatsdepartement of provinsiale administrasie geadministreer word nie

"Hotel- en Drankbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om huisvesting en een of meer etes per dag teen vergoeding te verskaf op persele waar die verkoop van drank bedryf word en in verband waarmee een of meer as een dranklisensie gehou word of geag word gehou te word of uitgereik is kragtens die Drankwet, 1989: Met dien verstande dat vir die doeleindes van hierdie omskrywing die uitdrukking "huisvesting" slaapkamerakkommodasie en die dienste wat gewoonlik daarmee geassosieer word, beteken

"Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid" beteken (behoudens die bepalings van enige afbakeningsvasstelling gemaak kragtens artikel 76 van die Wet op Arbeidsverhoudinge, 1956) die nywerhede betrokke by die produksie van yster en/of staal en/of legerings, en/of die verwerking en/of herwinning en/of affinerings van metale (uitgesonderd edelmetale) en/of legerings uit metaalskuim en/of skroot en/of residu's; die onderhoud, vervaardiging, oprigting of montering, bou, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd 'n motorvoertuig) of artikel wat hoofsaaklik uit metaal (uitgesonderd 'n edelmetaal) bestaan of onderdele of komponente daarvan, en struktuurmetaalwerk, met inbegrip van staalwapeningswerk, die vervaardiging van metaal-goedere hoofsaaklik uit sodanige yster en/of staal en/of ander metale (uitgesonderd edelmetale) en/of legerings, en/of die afwerking van metaal-goedere, die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, afbik en/of ontskaling en/of verf van die rompe van bote en/of skepe, en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word

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"Meat Industry" means the industry in which employers and their employees are associated for—

- (i) the slaughtering of livestock;
- (ii) the handling, preparation, preservation, sale or distribution of meat by any person who, in terms of a proclamation published under section 14 of the Marketing Act, 1968 (Act No 59 of 1968), is required to be registered with the Meat Board, or the business of selling or offering or displaying meat for sale in any quantity in a shop,
- (iii) the sale in such shop, in conjunction with the sale of meat, of sausages, polonies, offal, ham, bacon, eggs, butter, poultry or salted, frozen or preserved meat or fish, and
- (iv) the purchase or sale of livestock if carried on in conjunction with any one or more of the activities referred to under (ii),

and includes all operations incidental to or consequent on any of the aforesaid activities, but does not include—

- (aa) the sale of prepacked frozen meat cuts from a café or by a general dealer who is registered by the Meat Board to trade in such products;
- (ab) employers and their employees in so far as they are subject to the authority of any industrial council,
- (ac) any activities carried on by a farmer as part of his farming operations,

and for the purposes hereof—

"livestock" means bulls, cows, heifers, oxen, tollies, calves, sheep, lambs, goats, pigs, antelopes or any other quadruped intended for human consumption, and includes horses, donkeys, mules, ostriches and poultry, and

"meat" means meat intended for human consumption and includes venison and horse, mule, donkey, rabbit, poultry and ostrich meat.

"Mining Industry" means the industry in which employers and their employees are associated for the purpose of searching for, winning, extracting, processing or refining minerals, and includes those undertakings, enterprises, services and operations that are ancillary or incidental to the Mining Industry; and

"mineral" means any substance, whether in solid, liquid or gaseous form, occurring naturally in or on the earth, and includes all metals, hydrocarbons, precious stones and natural oils

"Printing and Newspaper Industry" means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated in the production of printed matter of any nature whatsoever, and includes—

- (a) the following trades, together with the occupations and operations incidental thereto, whether or not the said trades, occupations and/or operations are carried on separately or collectively or in conjunction with printing or apart from printing, viz:

Composing, proofreading, stereotyping, electrotyping, typesetting, process engraving, photogravure, letterpress machine minding, printing

"Vleisbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is vir—

- (i) die slag van lewende hawe,
- (ii) die hantering, voorbereiding, preserving, verkoop of verspreiding van vleis deur enige persoon van wie ingevolge 'n proklamasie gepubliseer kragtens artikel 14 van die Bemarkingswet, 1968 (Wet No 59 van 1968), vereis word om by die Vleisraad geregistreer te wees, of die besigheid om vleis in enige hoeveelheid in 'n winkel te verkoop of vir verkoop aan te bied of uit te stal,
- (iii) die verkoop van wors, polonie, afval, ham, spekvleis, eiers, botter, pluimvee of gesoute, bevrore of gepreserveerde vleis of vis in sodanige winkel, saam met die verkoop van vleis;
- (iv) die koop of verkoop van lewende hawe indien dit onderneem word saam met enigeen of meer van die werksaamhede in (ii) bedoel,

en dit omvat alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit, maar dit omvat nie die volgende nie—

- (aa) Die verkoop van voorafverpakte bevrore vleissnitte vanuit 'n kafee of deur 'n algemene handelaar wat by die Vleisraad geregistreer is om in sodanige produkte handel te dryf,
- (ab) werkgewers en hul werknemers in sover hulle onderworpe is aan die gesag van enige nywerheidsraad,
- (ac) enige werksaamhede deur 'n plaasboer verrig as deel van sy boerderybedrywighede,

en vir die doeleindes hiervan beteken—

"lewende hawe" bulle, koeie, verse, osse, tollies, kalwers, skape, lammers, bokke, varke, wildsbokke of enige ander viervoetige diere wat vir menslike verbruik bedoel is, en omvat dit perde, donkies, muile, volstruise en pluimvee, en

"vleis" vleis wat vir menslike verbruik bedoel is, en omvat dit wilds-, perde-, muil-, donkie-, konyn-, pluimvee- en volstruisvleis.

"Mynbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om delfstowwe te soek, te win, te ekstraher, te proses, te affineer of te raffineer, en dit omvat die ondernemings, sake, dienste en werksaamhede, wat bykomstig is by of gepaard gaan met die Mynbedryf, en

"delfstof" beteken enige stof, hetsy in soliede, vloeibare of gasvorm, wat op natuurlike wyse in of op die aarde voorkom, en dit omvat alle metale, koolwaterstofverbindinge, edelgesteentes en aardolies

"Druk- en Nuusbladnywerheid" beteken, sonder om die gewone betekenis van die uitdrukking enigerwys te beperk, die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die produksie van enige drukwerk van watter aard ook al, en dit omvat—

- (a) ondervermelde ambagte, tesame met die beroepe en bedrywighede wat daarmee gepaard gaan, ongeag of vermelde ambagte, beroepe en/of bedrywighede afsonderlik of gesamentlik of saam met drukwerk of afgesien van drukwerk beoefen word, naamlik—

setwerk, proeflees, stereotipering, elektro-tipering, lettergietwerk, fotoblokmaak, fotogravure, die bediening van 'n boekdrukkers, druk-

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and lithographic artistry, lithography printers' warehousing, printer's engineering, engraving and die-stamping, bookbinding, ruling, cutting, silk screen process printing, duplicating, ink-mixing [if undertaken by employers engaged in the operations referred to in paragraphs (a), (b) and (c)],

- (b) the manufacture (including any process whatsoever in the course of manufacturing) of—
- (i) stationery, rubber stamps, envelopes, paper bags, paper sacks, milk bottle discs, egg-box fillers, toilet rolls, gummed paper and/or cardboard boxes,
 - (ii) corrugated cardboard from paper and/or any compound of paper and/or any like material, a constituent part of which is paper and/or any compound of paper,
 - (iii) any kind of container (with or without metal parts) from fibreboard and/or cardboard (corrugated or otherwise) and/or paper and/or any compound of paper and/or any like material, a constituent part of which is fibre and/or cardboard and/or paper, and/or any compound of paper, but excluding the manufacture, mainly from fibre, of trunks, attaché cases, bags and all similar containers designed to hold personal effects, sporting kit, tools and documents,
 - (iv) any article whatsoever from cardboard (corrugated or otherwise) and/or paper and/or any compound of paper and/or any like material, a constituent part of which is cardboard and/or paper and/or any compound of paper. Provided that this subparagraph shall apply only to employers and their employees covered by paragraphs (a), (b), (c) and (d) of this definition;
- (c) printing on paper, gummed paper, tape, gummed tape, tin or other metals, cloth, containers or other articles referred to in paragraph (b),
- (d) the repairing of cardboard boxes, egg-box fillers, containers or such other articles as are referred to in paragraph (b) above

Postal address of applicant: P.O. Box 6545, Johannesburg, 2000.

Office address of applicant: 411 Pan African House, 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

G. C. PAPENFUS,
Assistant Industrial Registrar
(30 October 1992)

kers- en litografiese tekenkuns, litografie, drukkerspakhuiswerk, drukkersingenieurswerk, gravering en stempeldrukwerk, boekbindery, liniering, snywerk, syskermprosesdruk, duplisering, inkmenging (indien onderneem deur werkgewers betrokke by die bedrywighede bedoel in paragrawe (a), (b) en (c),

- (b) die vervaardiging (met inbegrip van enige proses hoegenaamd tydens vervaardiging) van—
- (i) skryfbehoeftes, rubberstempels, koeverte, kardoese, papiersakke, melkbottelskywe, eierkisvullers, toiletrolle, gompapier en/of kartondose,
 - (ii) riffelkarton uit papier en/of enige samestelling van papier en/of enige dergelike materiaal waarvan papier en/of enige samestelling van papier 'n bestanddeel is,
 - (iii) enige soort houer (met of sonder metaaldele) uit veselbord en/of karton (riffel of ander) en/of papier en/of enige samestelling van papier en/of enige dergelike materiaal waarvan vesel en/of karton en/of papier, en/of enige samestelling van papier 'n bestanddeel is, maar uitgesonderd die vervaardiging, hoofsaaklik uit vesel, van koffers, aktetasse, sakke en alle soortgelyke houters wat bedoel is om persoonlike besittings, sportuitrusting, gereedskap en dokumente te hou,
 - (iv) enige artikel hoegenaamd uit karton (riffel of ander) en/of papier en/of enige samestelling van papier en/of enige dergelike materiaal waarvan karton en/of papier en/of enige samestelling van papier 'n bestanddeel is. Met dien verstande dat hierdie subparagraaf van toepassing is slegs op werkgewers en hul werknemers gedek deur paragrawe (a), (b), (c) en (d) van hierdie omskrywing,
- (c) drukwerk op papier, gompapier, band, gomband, tin of ander metale, weefstof, houters of ander artikels in paragraaf (b) bedoel,
- (d) die herstel van kartondose, eierkisvullers, houters of die ander artikels bedoel in paragraaf (b) hierbo.

Posadres van applikant: Posbus 6545, Johannesburg, 2000

Kantooradres van applikant: Pan African House 411, 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

G. C. PAPENFUS,
Assistentnywerheidsregistrateur
(30 Oktober 1992)

NOTICE 958 OF 1992

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

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I, Gerhardus Coenraad Papenfus, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the South African Democratic United 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, 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: South African Democratic United Workers Union

Date on which application was lodged: 6 October 1992.

Interests and area in respect of which application is made: Workers engaged in the Building Industry, the Chemical Manufacturing Industry, the Commercial Distributive Trade, the Goods Transportation and Storage Trade, the Health and Medical Services Undertaking, the Hotel and Liquor Trade, the Iron, Steel, Engineering and Metallurgical Industry, the Meat Industry, the Mining Industry and the Printing and Newspaper Industry in the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Kempton Park, Krugersdorp, Randburg, Randfontein, Roodepoort and Springs

For the purposes hereof the above-mentioned industries, trades and undertaking are defined as follows:

"Building Industry" means, without in any way limiting the ordinary meaning of the expressions, the industry in which employers and their employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings or structures (which are in the nature of buildings), and/or making articles for use in the erection, completion or alteration of buildings or structures, where the work is performed and the material is prepared on the sites of the buildings or structures, and includes all work executed or carried out by persons therein who are engaged in the following activities or subdivisions thereof, including excavations and the preparing of sites for buildings, as well as the demolition of buildings:

- (a) *Asphalting*, which includes covering floors or flat and/or sloping roofs, or waterproofing or damp-proofing basements or foundations, whether or not with prepared roll roofing of asphalt sheeting having glazed or unglazed surfaces, whether or not using tar, macadam, neuchatel, limmer or any other type of solid or semi-solid asphalt, mastic or emulsified asphalts or bitumens, applied either hot or cold to such roofs, floors, basements or foundations,

KENNISGEWING 958 VAN 1992

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerhoudingsreguleerder, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die South African Democratic United Workers Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde vakvereniging wat teen die aansoek blywende maak, word versoek om binne een maand na datum van publikasie van hierdie kennisgewing sy blywende skriftelik by my in te dien, per die Departement van Mannekrag, Mannekraggebou, Schoemanstraat 215, Pretoria (posadres Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: South African Democratic United Workers Union.

Datum waarop aansoek ingedien is: 6 Oktober 1992

Belang van gebied ten opsigte waarvan aansoek gedoen word: Werkers in diens in die Bounywerheid, die Chemikalisnywerheid, die Kommersiele Distribusiebedryf, die Goederevervoer- en Opbergingsbedryf, die Geruimheids- en Mediesediensonderneming, die Hotel en Drankbedryf, die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, die Vleisbedryf, die Mynbedryf en die Druk- en Nuusbladnywerheid in die landdroststreekte Alberton, Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Kempton Park, Krugersdorp, Randburg, Randfontein, Roodepoort en Springs

Vir die doeleindes hiervan word bovermelde nywerhede, handels- en ondernemings soos volg omskryf

"Bounywerheid" beteken, sonder om die gewone betekenis daarvan te beperk, die nywerheid waarin werkgewers en hul werknemers met mekaar saamwerk om geboue of bouwerke te konstrueer, te herstel, instand te hou of te verbou, of om artikels te maak vir gebruik by die oprigting, voltooiing of verbouing van geboue of bouwerke, waar die werk verrig en die materiaal voorberei word op die terreine van die geboue of bouwerke, en dit sluit alle werk wat daarin uitgevoer of verrig word deur enige persoon wat betrokke is by ondevermelde bedryfs- of onderafdelings daarvan, met inbegrip van voorbereiding van terreine vir bouwerk inbegrepe asook die sloping van geboue

- (a) *Asphalting*, wat die volgende insluit Die bedekking van vloere of plat en/of skuins dakke, of die ligting of vogdigting van kelders of fondamente met bereide roldakbedekking of met geglaseerde of ongeglaseerde slakke, hetsy met gebruikmaking van teer, neuchatel, limmer of enige ander soliede of halfsoliede asfalt, mastiek of bitumen, wat óf warm of koud aangewend word,

- (b) *bricklaying*, which includes concreting and the fixing of concrete blocks, slabs or plates and glass bricks, the tiling of walls and floors, pointing, paving, mosaic work, facing work in slate, in marble and in composition, drainlaying, slating and roof tiling, bituminous work, asphaltting and sheeting,
- (c) *French polishing*, which includes polishing with a brush or pad, and spraying with any composition,
- (d) *glazing*, which includes the cutting and/or fixing of all kinds of glass or other like products into the rebates formed in wooden or metal doors, windows, frames or like fixtures, and all operations incidental thereto,
- (e) *joinery*, which includes the fixing of all wooden fittings and the manufacture of all articles of joinery incidental to such fittings, whether or not the fixing in the building or structure is done by the person making or preparing the article used, including cupboards, kitchen dressers or other kitchen fixtures which accrue to the building as a permanent part thereof,
- (f) *lead light making*, which includes the manufacture and/or fixing of lead and/or other metal lights and display signs (excluding electrical fittings incidental thereto) and the glazing relating thereto,
- (g) *masonry*, which includes stone cutting and building, also the cutting and building of ornamental and monumental stonework and the manufacture and erection of gravestones and cemetery memorials of all types, concreting and the fixing or building of precast and/or artificial stone or marble, paving, mosaic work, pointing, wall and floor tiling, operating stoneworking machinery other than stone-polishing machinery, and the sharpening of mason's tools, whether or not the fixing in the building or structure is done by the person making or preparing the article used,
- (h) *metalwork*, which includes the fixing of steel ceilings, metal windows, metal doors, builders' smithwork, metal frames, metal stairs and architectural metalwork, together with the manufacture and/or fixing of drawn metalwork and sheet and extruded metal, whether or not the fixing in the building or structure is done by the person making or preparing the article used,
- (i) *painting*, which includes the processes of decorating, enamelling, graining, marbling, staining, varnishing, gilding, lining, stencilling, paperhanging, spraying, wax-polishing, distempering, lime and coloured washing and woodwork preservation, and which also includes paint removal, scraping, washing and cleaning painted or distempered walls and washing and cleaning woodwork when such removal, scraping, washing and cleaning are preparatory to any of the said processes,
- (b) *messelwerk*, wat die volgende insluit: Betonering en die aanbring van betonblokke-, blaare of -plate en glasstene, die beteeling van mure en vloere, voegvulling, plaveiwerk, mosaiekwerk, voorwerk met leie, met marmer en met komposiemateriaal, rioollêwerk, leierwerk en pandekking, bitumenwerk, asfaltering en beplating;
- (c) *lakpolitoering*, wat politoering met 'n kwas of kussinkie en besputting met 'n komposisiesstof insluit,
- (d) *beglasing*, wat die volgende insluit. Die sny en/of aanbring van alle soorte glas of dergelike produkte in die sponnings gevorm in hout- of metaaldeure, -vensters, -rame of dergelike vaste toebehore, en alle werksaamhede wat daarmee gepaard gaan;
- (e) *skrynerwerk*, wat die volgende insluit: Die aanbring van alle houttoebehore en die vervaardiging van alle skrynerwerkartikels wat met sodanige toebehore gepaard gaan, hetsy die artikel wat gebruik word, deur die persoon wat dit maak of voorberei het, in die gebou of bouwerk aangebring word of nie, met inbegrip van rak-kaste, kombuis-kaste of ander kombuisvastetoehore wat by die gebou hoort as permanente deel daarvan,
- (f) *ruit-in-lood-werk*, wat die volgende insluit: Die vervaardiging en/of aanbring van ruite in lood en/of ander metaal van reklameligte (uitgesonderd elektriese toebehore wat daarmee gepaard gaan) en die beglasing in verband daarmee;
- (g) *klipmesselwerk*, wat die volgende insluit: Klipkap- en klipbouwerk, ook die kap en bou van sier- en monumentklipwerk en die vervaardiging en oprigting van grafstene en begraaftplaaasgedenktekens van alle soorte, betonering en die aanbring of inbou van voorafgegiete en/of kunsklip of marmer, plaveiwerk, mosaiekwerk, prikking, muur- en vloerbeteeling, die bediening van klipwerkmasjinerie, uitgesonderd klippeleermasjinerie, en die skerpmaak van klipmesselaarsgereedskap, hetsy die artikel wat gebruik word, deur die persoon wat dit maak of voorberei het, in die gebou of bouwerk aangebring word of nie,
- (h) *metaalwerk*, wat die volgende insluit: Die aanbring van staalplafonne, metaalvensters, metaaldeure, siermetaalwerk, metaalrame, metaaltrappe en boumetaalwerk, tesame met die vervaardiging en/of aanbring van getrokke metaalwerk en plaat- en uitgedrukte metaal, hetsy die artikel wat gebruik word, deur die persoon wat dit maak of voorberei het, in die gebou of bouwerk aangebring word of nie;
- (i) *verfwerk*, wat die volgende prosesse insluit: Versiering, emaljerie, vlamskildering, marmering, beitsing, vernissing, vergulding, belyning, sjabloneering, muurplakking, spuitskildering, waspolering, distempering, afwitting, kleurekalking en houtverduursaming, en wat ook insluit die verwydering van verf, die skraping, was en skoonmaak van geverfde of gedistemperde mure en die was en skoonmaak van houtwerk wanneer sodanige verwydering, skraping, was en skoonmaak enige van genoemde prosesse voorafgaan,

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- (j) *plastering*, which includes modelling, model-making, mould-making, facing of casts to moulds, making and fixing plaster board ceilings and fibrous plaster or other compositions, granolithic, terrazzo and composition floor-laying, composition wall covering and polishing, operating a Mall and Biax or similar type of portable spinner and flexible cutting and finishing machines, precast or artificial stonework, wall and floor tiling, paving and mosaic work, metal lathing, acoustic spraying and all processes incidental to the completion of ceilings and walls, whether or not the fixing in the building or structure is done by the person making or preparing the article used,
 - (k) *plumbing*, which includes lead burning, gas fitting, sanitary and domestic engineering, drain-laying, caulking, ventilating, heating, hot and cold water fitting, the installation of fire prevention equipment and the manufacture and fitting of all sheetmetal work, whether or not the fixing in the building or structure is done by the person making or preparing the article used,
 - (l) *shop, office and bank fitting*, which includes the manufacture and/or fixing of shop fronts, window enclosures, show-cases, counters, screens and interior fittings and fixtures;
 - (m) *steel reinforcing*, which includes the making and erection of shuttering and the supervising of the bending, placing and fixing in position of steel and concrete;
 - (n) *steel construction*, which includes the fixing of all classes of steel or other metal columns, girders, steel joists, or metal in any other form which forms part of a building or structure;
 - (o) *woodworking*, which includes carpentry, wood-working, machining, turning, carving, the fixing of corrugated iron, asbestos tiles, shingling and other roof coverings, sound and acoustic material, cork and asbestos insulation, wood lathing, composition ceilings and wall covering, the fitting of plugs in walls, the covering of woodwork with metal, block and other flooring, including wood, cork and rubber (and the sandpapering of same), cork carpeting and any class or kind of linoleum when fixed in any building or structure, whether or not the fixing in the building or structure is done by the person making or preparing the article used.

- (j) *pleisterwerk*, wat die volgende insluit: Modelleerwerk, modelmakery, vormmakery, die afwerking van gietfels volgens gietvorms, die maak en aanbring van gipsbordplafonne en veselpleister of ander komposisiemateriaal, granoliet- en terrazzo- en komposisiebevloering, komposisiemuurbedekking en -polering, die bediening van 'n Mall en Biax- of dergelike tipe verplaasbare toller en meerdoelige sny- en afwerkingmasjiene, voorafgegiete of kunsklipwerk, muur- en vloerbeteeling, plavei- en mosaiekwerk, plaatgaaswerk, akoestiekspuitwerk en alle prosesse wat gepaard gaan met die voltooiing van plafonne en mure, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die geboue of bouwerk aangebring word of nie,
- (k) *loodgieterswerk*, wat die volgende insluit: Loodlaswerk, gasaaniêwerk, sanitêre en huisgenieurswerk, noollêwerk, kalfaatwerk, ventileerwerk, verwarmingswerk, die aanlê van warm en koue water, die installering van brandvoorkomingstoerusting en die vervaardiging en aanbring van alle plaatmetaalwerk, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie,
- (l) *winkel-, kantoor-, en bankuitrustingwerk*, wat die volgende insluit: Die vervaardiging en/of aanbring van winkelfronte, vensterafskortings, uitstalkaste, toonbanke, skerms en binnenshuise los en vaste toebehore,
- (m) *staalwapening*, wat die volgende insluit: Die maak en oprigting van bekisting en toesighouding oor die buig, plasing en vassit in die regte posisie van staal en beton,
- (n) *staalkonstruksie*, wat die volgende insluit: Die aanbring van alle klasse staal- of ander metaalsule, lêers of staalbalke, of metaal in enige ander vorm wat deel uitmaak van 'n gebou of bouwerk,
- (o) *houtwerk*, wat die volgende insluit: Timmerwerk, houtbewerking, masjinerie, draaiwerk, hout-snywerk, die aanbring van golfyster, asbesdakpanne, dakspaanbedekking en ander dakbedekkings, klank- en akoestiekmetaal, kurk-en asbesisolasië, houtlatwerk, komposisieplafonne en muurbedekking, die aanbring van proppe in mure, die bedekking van houtwerk met metaal, blokkies- en ander bevloering, met inbegrip van bevloering met hout, kurk en rubber (en die skuur daarvan met skuurpapier), kurktapytstof en enige klas of soort linoleum wanneer dit in 'n gebou of bouwerk aangebring word, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie

"Chemical Manufacturing Industry" means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the purpose of the preparation, manufacture, bottling, wrapping and/or packing of chemical products or substances, medical preparations for animal or human use, toilet preparations, cosmetics, perfumes or scents, antiseptics, deodorants, insecticides, disinfectants, baking powder and/or its constituents, starch, gelatine, essence of flavouring or colouring matter for foodstuffs, concentrated fruit juices (synthetic or otherwise), liquid and dry dyes, washing soda, animal feed supplements or tonics, fly-spray, DDT mixtures, washing compounds, caustic soda, ammonia, scouring powder and paste, scouring soap paints, enamels, protective coatings, distempers, lacquers, varnishes, polishes, thinners, carbolinum, putty, lubrication, bark or leaf oil extract, teak oil, turpentine and substitutes, linseed oil and substitutes, dip, dubbin, ink, office paste, gum, brake fluid for hydraulic automotive transmission systems, washing blue, methylated spirits, benzine, soap, candles, glue, vinegar, pigments, chemical wood preservatives, blood plasma, custard powder and bleaching agents

"Commercial Distributive Trade" means the trade in which employers and their employees are associated for the purpose of conducting the business of a shop as defined hereunder and includes all operations incidental thereto carried on by such employers and their employees.

"Shop" means any premises or any part of any premises—

- (a) into or onto which persons are admitted or invited for the purpose of purchasing, other than by public auction, the goods displayed or offered therein or thereon or goods of the type so displayed or offered for sale,
- (b) in or on which the goods referred to in paragraph (a) are stocked, stored, unpacked or packed, or from which such goods are delivered or dispatched to persons referred to in paragraph (a) who are purchasing such goods,
- (c) in or on which goods are stocked or stored and from which wholesale or retail orders are executed for the supply of such goods,
- (d) in or on which a manufacturer's representative carries on his activities as such, and in this regard "manufacturer's representative" means any person, other than an employee of a manufacturer, who, as an agent or otherwise, keeps for sale, goods or samples of goods manufactured by the manufacturer, or obtains or receives, in any manner whatsoever, orders for goods from persons for the purchase by them of such goods and executes such orders or transmits such orders to the manufacturer for acceptance or otherwise,

"Chemikalieenwyerheid" beteken, sonder om die gewone betekenis van die uitdrukking enigerwys te beperk, die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die doel van die bereiding, vervaardiging, bottel, toedraai en/of verpakking van chemiese produkte of stowwe, mediese preparate vir dierlike of menslike gebruik, toiletpreparate, kosmetiese middels, parfuum of reukwater, antiseptika, reukweermiddels, insekdoders, ontsmettingsmiddels, bakpoeier en/of bestandele daarvan, stysel, gelatien, geursel- of kleurselessens vir voedingsmiddels, gekonstreerde vrugtesap (sinteties of ander), vloeibare en droe kleurstowwe, wassoda, byvoer of tonikums vir diere, vlieespuitstof, DDT-mengsels, wasmengsels, bytsoda, ammoniak, skuurpoeier en -pasta, skuurseep, verf, emalje, beskermende dekmiddels, distemper, lakvernis, vernis, politoer, verdunners, karbolinum, stopverf, smeerolie, bas- of blaarolie-ekstrak, meubelolie, terpentyn en -substitute, lynolie en -substitute, dip, leersmeersel, ink, kantoorlym, gom, remvloeistof vir hidrouliese motortransmissiestelsels, blousel, brandspiritus, bensien, seep, kerse, lym, asyn, pigment, chemiese houtverduursamingsmiddels, bloedplasma, vlapoeier en bleikmiddels

"Kommersiële Distribusiebedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om 'n winkel, soos hieronder omskryf, te dryf, en dit omvat alle daarmee gepaardgaande werksaamhede wat deur sodanige werkgewers en hul werknemers verrig word

"Winkel" beteken enige perseel of enige gedeelte van 'n perseel—

- (a) waarin of waarop persone toegelaat of waarheen persone uitgenooi word met die doel om, uitgesonderd by openbare veiling, die goedere wat daarin of daarop vir verkoop uitgestal of aangebied word, of goedere van die soort wat aldus uitgestal of aangebied word, te koop,
- (b) waarin of waarop die goedere in paragraaf (a) bedoel, in voorraad gehou, geberg, uitgepak of verpak word, of van waar sodanige goedere afgelewer of versend word aan persone in paragraaf (a) bedoel wat sodanige goedere aankoop,
- (c) waarin of waarop goedere in voorraad gehou of geberg word en van waar groothandels- of kleinhandelsbestellings uitgevoer word vir die lewering van sodanige goedere;
- (d) waarin of waarop 'n vervaardigersverteenwoordiger sy werksaamhede as sodanig verrig, en in hierdie verband beteken "vervaardigersverteenwoordiger" 'n persoon, uitgesonderd 'n werknemer van 'n vervaardiger, wat as 'n agent of andersins goedere of monsters van goedere wat deur die vervaardiger vervaardig is, te koop aanhou, of op enige manier hoegenaamd bestellings vir goedere verkry of ontvang van persone vir die aankoop deur hulle van sodanige goedere en sodanige bestellings uitvoer of sodanige bestellings aanstuur na die vervaardiger vir aanvaarding of andersins,

- (134)
 (e) in or on which a business is carried on under the off-consumption privileges of a hotel liquor licence in an area in which Wage Determination 457, Hotel and Liquor Trade, does not apply, or under a liquor store licence;

and "shop activity" has a corresponding meaning.

"Goods Transportation and Storage Trade" means the trade in which employers and their employees are associated for the purpose of carrying out one or more of the following operations for reward or hire

- (i) The transportation of goods by means of motor transport, including the transportation of soil, gravel, stone, sand, coal, or water that is intended for sale, whether or not such transportation is performed for hire or reward, and
- (ii) the storage of goods, including the receiving, opening, unpacking, packing, despatching and clearing or accounting for of goods, containers or containerised goods,

and includes all operations incidental to or consequent on any of the aforesaid activities

"Health and Medical Services Undertaking" means the undertaking in which employers and their employees are associated for the purpose of rendering health and medical services in hospitals and clinics other than hospitals and clinics administered by any Government department or provincial administration

"Hotel and Liquor Trade" means the trade in which employers and their employees are associated for the purpose of providing accommodation and one or more meals per day for reward on premises where the sale of liquor is carried on and in connection with which one or more than one liquor licence is held or deemed to be held or has been issued in terms of the Liquor Act, 1989 Provided that, for the purposes of this definition, the expression "accommodation" shall mean bedroom accommodation and the services ordinarily associated therewith

"Iron, Steel, Engineering and Metallurgical Industry" means (subject to the provisions of any demarcation determination made in terms of section 76 of the Labour Relations Act, 1956) the industries concerned with the production of iron and/or steel and/or alloys, and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues; the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than a precious metal) or parts or components thereof, and structural metal work, including steel reinforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys, and/or the finishing of metal goods, the building and/or alteration and/or repair of boats and/or ships, including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships, and general woodwork undertaken in connection with ship repairs

- (e) waarin of waarop 'n besigheid gedryf word kragtens die buiteverbruikvoorregte van 'n hotel-dranklisensie in 'n gebied waarin Loonvasstelling 457, Hotel- en Drankbedryf, nie van toepassing is nie, of kragtens 'n drankwinkellisensie,

en "winkelwerkzaamheid" het 'n ooreenstemmende betekenis

"Goederevervoer- en Opbergingsbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om een of meer van die volgende werksaamhede teen vergoeding of huur te verrig:

- (i) Die vervoer van goedere deur middel van motorvervoer, met inbegrip van die vervoer van grond, gruis, klip, sand, steenkool of water wat vir verkoop bedoel is, hetsy sodanige vervoer teen huur of vergoeding geskied al dan nie; en
- (ii) die opberging van goedere, met inbegrip van die ontvangs, oopmaak, uitpak, inpak, versending, inkleding en uitkleding of verantwoording doen van goedere, houer of behouerde goedere,

en dit omvat alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit.

"Gesondheids- en Mediesediensonderneming" beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om gesondheids- en mediese dienste te lewer in hospitale en klinieke wat nie deur 'n Staatsdepartement of provinsiale administrasie geadmistreer word nie

"Hotel- en Drankbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om huisvesting en een of meer etes per dag teen vergoeding te verskaf op persele waar die verkoop van drank bedryf word en in verband waarmee een of meer as een dranklisensie gehou word of geag word gehou te word of uitgereik is kragtens die Drankwet, 1989 Met dien verstande dat vir die doeleindes van hierdie omskrywing die uitdrukking "huisvesting" slaapkamerakkommodasie en die dienste wat gewoonlik daarmee geassosieer word, beteken

"Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid" beteken (behoudens die bepalings van enige afbakeningsvasstelling gemaak kragtens artikel 76 van die Wet op Arbeidsverhoudinge, 1956) die nywerhede betrokke by die produksie van yster en/of staal en/of legerings, en/of die verwerking en/of herwinning en/of affinering van metale (uitgesonderd edelmetale) en/of legerings uit metaalskuim en/of skroot en/of residu's; die onderhoud, vervaardiging, oprigting of montering, bou, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd 'n motorvoertuig) of artikel wat hoofsaaklik uit metaal (uitgesonderd 'n edelmetaal) bestaan of onderdele of komponente daarvan, en struktuurmetaalwerk, met inbegrip van staalwapeningswerk; die vervaardiging van metaal-goedere hoofsaaklik uit sodanige yster en/of staal en/of ander metale (uitgesonderd edelmetale) en/of legerings, en/of die afwerking van metaal-goedere; die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, afbik en/of ontskaling en/of verf van die rompe van bote en/of skepe, en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word

"Meat Industry" means the industry in which employers and their employees are associated for—

- (i) the slaughtering of livestock,
- (ii) the handling, preparation, preservation, sale or distribution of meat by any person who, in terms of a proclamation published under section 14 of the Marketing Act, 1968 (Act No 59 of 1968), is required to be registered with the Meat Board, or the business of selling or offering or displaying meat for sale in any quantity in a shop;
- (iii) the sale in such shop, in conjunction with the sale of meat, of sausages, polonies, offal, ham, bacon, eggs, butter, poultry or salted, frozen or preserved meat or fish; and
- (iv) the purchase or sale of livestock if carried on in conjunction with any one or more of the activities referred to under (ii),

and includes all operations incidental to or consequent on any of the aforesaid activities, but does not include—

- (aa) the sale of prepacked frozen meat cuts from a café or by a general dealer who is registered by the Meat Board to trade in such products;
- (ab) employers and their employees in so far as they are subject to the authority of any industrial council,
- (ac) any activities carried on by a farmer as part of his farming operations,

and for the purposes hereof—

"livestock" means bulls, cows, heifers, oxen, tollies, calves, sheep, lambs, goats, pigs, antelopes or any other quadruped intended for human consumption, and includes horses, donkeys, mules, ostriches and poultry, and

"meat" means meat intended for human consumption and includes venison and horse, mule, donkey, rabbit, poultry and ostrich meat.

"Mining Industry" means the industry in which employers and their employees are associated for the purpose of searching for, winning, extracting, processing or refining minerals, and includes those undertakings, enterprises, services and operations that are ancillary or incidental to the Mining Industry, and

"mineral" means any substance, whether in solid, liquid or gaseous form, occurring naturally in or on the earth, and includes all metals, hydrocarbons, precious stones and natural oils

"Printing and Newspaper Industry" means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated in the production of printed matter of any nature whatsoever, and includes—

- (a) the following trades, together with the occupations and operations incidental thereto, whether or not the said trades, occupations and/or operations are carried on separately or collectively or in conjunction with printing or apart from printing, viz:

Composing, proofreading stereotyping, electrotyping, typesetting, process engraving, photogravure, letterpress machine minding, printing

"Vleisbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is vir—

- (i) die slag van lewende hawe,
- (ii) die hantering, voorbereiding, preserving, verkoop of verspreiding van vleis deur enige persoon van wie ingevolge 'n proklamasie gepubliseer kragtens artikel 14 van die Bemarkingswet, 1968 (Wet No 59 van 1968), vereis word om by die Vleisraad geregistreer te wees, of die besigheid om vleis in enige hoeveelheid in 'n winkel te verkoop of vir verkoop aan te bied of uit te stal,
- (iii) die verkoop van wors, polonie, afval, ham, spekvleis, eiers, botter, pluimvee of gesoute, bevrore of gepreserveerde vleis of vis in sodanige winkel, saam met die verkoop van vleis;
- (iv) die koop of verkoop van lewende hawe indien dit onderneem word saam met enigeen of meer van die werksaamhede in (ii) bedoel,

en dit omvat alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit, maar dit omvat nie die volgende nie:

- (aa) Die verkoop van voorafverpakte bevrore vleissnitte vanuit 'n kafee of deur 'n algemene handelaar wat by die Vleisraad geregistreer is om in sodanige produkte handel te dryf;
- (ab) werkgewers en hul werknemers in sover hulle onderworpe is aan die gesag van enige nywerheidsraad,
- (ac) enige werksaamhede deur 'n plaasboer verrig as deel van sy boerderybedrywighede,

en vir die doeleindes hiervan beteken—

"lewende hawe" bulle, koeie, verse, osse, tollies, kalwers, skape, lammers, bokke, varke, wildsbokke of enige ander viervoetige diere wat vir menslike verbruik bedoel is, en omvat dit perde, donkies, muile, volstruise en pluimvee, en

"vleis" vleis wat vir menslike verbruik bedoel is, en omvat dit wilds-, perde-, muil-, donkie-, konyn-, pluimvee- en volstruisvleis

"Mynbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om delfstowwe te soek, te win, te ekstraher, te proses, te affineer of te raffineer, en dit omvat die ondernemings, sake, dienste en werksaamhede, wat bykomstig is by of gepaard gaan met die Mynbedryf; en

"delfstof" beteken enige stof, hetsy in soliede, vloeibare of gasvorm, wat op natuurlike wyse in of op die aarde voorkom, en dit omvat alle metale, koolwaterstofverbindinge, edelgesteentes en aardolies.

"Druk- en Nuusbladnywerheid" beteken, sonder om die gewone betekenis van die uitdrukking enigerwys te beperk, die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die produksie van enige drukwerk van watter aard ook al, en dit omvat—

- (a) ondervermelde ambagte, tesame met die beroepe en bedrywighede wat daarmee gepaard gaan, ongeag of vermeldde ambagte, beroepe en/of bedrywighede afsonderlik of gesamentlik of saam met drukwerk of afgesien van drukwerk beoefen word, naamlik—

setwerk, proeflees, stereotipering, elektrotipering, lettergietwerk, fotoblokmaak, fotogravure, die bediening van 'n boekdrukkers, druk-

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 and lithographic artistry, lithography printers' warehousing, printer's engineering, engraving and die-stamping, bookbinding, ruling, cutting, silk screen process printing, duplicating, ink-mixing [if undertaken by employers engaged in the operations referred to in paragraphs (a), (b) and (c)],

(b) the manufacture (including any process whatsoever in the course of manufacturing) of—

- (i) stationery, rubber stamps, envelopes, paper bags, paper sacks, milk bottle discs, egg-box fillers, toilet rolls, gummed paper and/or cardboard boxes,
- (ii) corrugated cardboard from paper and/or any compound of paper and/or any like material, a constituent part of which is paper and/or any compound of paper,
- (iii) any kind of container (with or without metal parts) from fibreboard and/or cardboard (corrugated or otherwise) and/or paper and/or any compound of paper and/or any like material, a constituent part of which is fibre and/or cardboard and/or paper, and/or any compound of paper, but excluding the manufacture, mainly from fibre, of trunks, attache cases, bags and all similar containers designed to hold personal effects, sporting kit, tools and documents,
- (iv) any article whatsoever from cardboard (corrugated or otherwise) and/or paper and/or any compound of paper and/or any like material, a constituent part of which is cardboard and/or paper and/or any compound of paper. Provided that this subparagraph shall apply only to employers and their employees covered by paragraphs (a), (b), (c) and (d) of this definition;

(c) printing on paper, gummed paper, tape, gummed tape, tin or other metals, cloth, containers or other articles referred to in paragraph (b),

(d) the repairing of cardboard boxes, egg-box fillers, containers or such other articles as are referred to in paragraph (b) above.

Postal address of applicant P O. Box 6545, Johannesburg, 2000.

Office address of applicant 411 Pan African House, 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.

G. C. PAPENFUS,
 Assistant Industrial Registrar
 (30 October 1992)

kers- en litografiese tekenkuns, litografie, drukkerspakhuiswerk, drukkersingenieurswerk, gravering en stempeldrukwerk, boekbindery, liniering, snywerk, syskermprosesdruk, duplisering, inkmenging (indien onderneem deur werkgewers betrokke by die bedrywighede bedoel in paragrawe (a), (b) en (c),

(b) die vervaardiging (met inbegrip van enige proses hoegenaamd tydens vervaardiging) van—

- (i) skryfbehoeftes, rubberstempels, koeverte, kardoese, papiersakke, melkbottelskywe, eierkisvullers, toiletrolle, gompapier en/of kartondose;
- (ii) riffelkarton uit papier en/of enige samestelling van papier en/of enige dergelike materiaal waarvan papier en/of enige samestelling van papier 'n bestanddeel is;
- (iii) enige soort houers (met of sonder metaaldele) uit veselbord en/of karton (riffel of ander) en/of papier en/of enige samestelling van papier en/of enige dergelike materiaal waarvan vesel en/of karton en/of papier, en/of enige samestelling van papier 'n bestanddeel is, maar uitgesonderd die vervaardiging, hoofsaaklik uit vesel, van koffers, aktetasse, sakke en alle soortgelyke houers wat bedoel is om persoonlike besittings, sportuitrusting, gereedskap en dokumente te hou,
- (iv) enige artikel hoegenaamd uit karton (riffel of ander) en/of papier en/of enige samestelling van papier en/of enige dergelike materiaal waarvan karton en/of papier en/of enige samestelling van papier 'n bestanddeel is. Met dien verstande dat hierdie subparagraaf van toepassing is slegs op werkgewers en hul werknemers gedek deur paragrawe (a), (b), (c) en (d) van hierdie omskrywing,

(c) drukwerk op papier, gompapier, band, gom-band, tin of ander metale, weefstof, houers of ander artikels in paragraaf (b) bedoel,

(d) die herstel van kartondose, eierkisvullers, houers of die ander artikels bedoel in paragraaf (b) hierbo

Posadres van applikant Posbus 6545, Johannesburg, 2000

Kantooradres van applikant Pan African House 411, 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.

G. C. PAPENFUS,
 Assistentnywerheidsregistrateur
 (30 Oktober 1992)

New union umbrella

(134)

DURBAN — A newly-formed federation of trade unions, the United Independent Trade Unions Adhoc Committee of South Africa, was officially launched here yesterday

- (iv) assembly establishments, i.e. establishments in which motor vehicles are assembled from new components on an assembly line, which *includes* the manufacture and/or fabrication of any motor vehicle parts or components when carried on in such establishments, but which *excludes* vehicle body building, except in so far as it is carried on incidental to the assembly of motor vehicles other than caravans and trailers

"Iron, Steel, Engineering and Metallurgical Industry" means (subject to the provisions of any demarcation determination made in terms of section 76 of the Labour Relations Act, 1956) the industries concerned with the production of iron and/or steel and/or alloys, and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues, the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than a precious metal) or parts or components thereof, and structural metal work, *including* steel reinforcement work, the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys, and/or the finishing of metal goods, the building and/or alteration and/or repair of boats and/or ships, *including* the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships, and general woodwork undertaken in connection with ship repairs

Office address of applicant Commercial Centre, Suite 602, 251 Bree Street, Johannesburg

Postal address of applicant P O Box 3708, Johannesburg, 2000

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

G. C. PAPENFUS,

Assistant Industrial Registrar
(6 November 1992)

NOTICE 987 OF 1992

DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF
A TRADE UNION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an

- (iv) monteerbedryfsinrigtings, d.w.s. bedryfsinrigtings waarin motorvoertuie uit nuwe komponente op 'n monteerbaan gemonteer word, wat die vervaardiging en/of fabrisering van enige motorvoertuigonderdele of -komponente *omvat* wanneer dit in sodanige bedryfsinrigtings gedoen word, maar wat *niet* voertuigbakhou *omvat* *niet* behalwe in sover dit gepaardgaande met die montering van motorvoertuie, uitgesonderd woonwaens en sleepwaens, gedoen word

"Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid" beteken (behoudens die bepalings van enige afbakeningsvasstelling gemaak kragtens artikel 76 van die Wet op Arbeidsverhoudinge, 1956) die nywerhede betrokke by die produksie van yster en/of staal en/of legerings, en/of die verwerking en/of herwinning en/of affinering van metale (uitgesonderd edelmetale) en/of legerings uit metaalskurm en/of skroot en/of residu's; die onderhoud, vervaardiging, oprigting of montering, bou, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd 'n motorvoertuig) of artikel wat hoofsaaklik uit metaal (uitgesonderd 'n edelmetaal) bestaan of onderdele of komponente daarvan, en struktuurmetaalwerk, *met inbegrip* van staalwapeningswerk; die vervaardiging van metaal-goedere hoofsaaklik uit sodanige yster en/of staal en/of ander metale (uitgesonderd edelmetale) en/of legerings, en/of die afwerking van metaal-goedere, die bou en/of verandering en/of herstel van bote en/of skepe *met inbegrip* van die afskraap, afbik en/of ontskakeling en/of verf van die rompe van bote en/of skepe, en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word

Kantooradres van applikant Commercial Centre, Suite 602, Breestraat 251, Johannesburg

Posadres van applikant Posbus 3708, Johannesburg, 2000

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

G. C. PAPENFUS,

Assistentnywerheidsregistrator.
(6 November 1992)

KENNISGEWING 987 VAN 1992

DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat

application for registration as a trade union has been received from the Unisa Administratiewe en Vakkundige Personeelunie. 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, 123A 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

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Name of trade union Unisa Administratiewe en Vakkundige Personeelunie

Date on which application was lodged 17 July 1992.

Interests and area in respect of which application is made: Employees employed by all undertakings, sections or trades of

- (1) tertiary institutions; and
- (2) parastatal institutions,

in the Republic of South Africa, excluding persons who teach or train other persons at any university, technikon, college, school or other educational institution maintained wholly or partly from public funds.

For the purposes hereof—

“tertiary institutions” means all universities, university colleges, technikons, colleges, correspondence colleges and teachers’ training colleges instituted by an act of Parliament that provide training or education at a post-standard 10 level.

“parastatal institutions” means institutions, other than departments contemplated in section 6 (1) of the Public Service Act, 1984, that were instituted in terms of any act of Parliament and that operate independently

Postal address of applicant P O Box 311, Pretoria, 0001.

Office address of applicant Theo van Wyk Building B101, Preller Street, Muckleneuk Ridge, Unisa

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

G. C. PAPPENFUS,

Assistant Industrial Registrar

(6 November 1992)

’n aansoek om registrasie as ’n vakvereniging ontvang is van die Unisa Administratiewe en Vakkundige Personeelunie. 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 123A, Schoemanstraat 215, Pretoria (posadres Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging Unisa Administratiewe en Vakkundige Personeelunie

Datum waarop aansoek ingedien is 17 Julie 1992

Belange en gebied ten opsigte waarvan aansoek gedoen word Werknemers in diens in alle ondernemings, afdelings of bedrywe van—

- (1) tersiêre inrigtings; en
- (2) parastatale instellings,

in die Republiek van Suid-Afrika, uitgesonderd persone wat ander persone onderrig of oplei aan ’n universiteit, technikon, kollege, skool of ander opvoedkundige inrigting wat geheel of gedeeltelik uit Staatsfondse in stand gehou word.

Vir die doeleindes hiervan beteken—

“tersiêre inrigtings” alle by ’n wet van die Parlement ingestelde universiteite, universiteitskolleges, technikons, kolleges, korrespondensiekolleges en onderwysersopleidingskolleges wat onderwys of opleiding op ’n na-stander 10-vlak verskaf,

“parastatale instellings” instellings, uitgesonderd departemente in artikel 6 (1) van die Staatsdienswet, 1984, bedoel, wat ingestel is kragtens ’n wet van die Parlement en wat onafhanklik funksioneer

Posadres van applikant Posbus 311, Pretoria, 0001.

Kantooradres van applikant Theo van Wykgebou B101, Prellerstraat, Muckleneuk Ridge, Unisa

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

G. C. PAPPENFUS,

Assistentnywerheidsregistrateur

(6 November 1992)

Office address of applicant: 439 Vale Avenue, Ferndale.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

- (a) The representativeness of any employers' organisation 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.

G. C. PAPENFUS,

Assistant Industrial Registrar.

(6 November 1992)

Kantooradres van applikant: Valelaan 439, Ferndale.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

- (a) Die mate waarin 'n beswaarmakende werkgewersorganisasie 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

G. C. PAPENFUS,

Assistentnywerheidsregistrator.

(6 November 1992)

NOTICE 989 OF 1992

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from ISA. 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, 123A 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 ISA.

Date on which application was lodged: 3 September 1992

Interests and area in respect of which application is made Employees employed in all undertakings, sections or trades as undertaken by the South African Institute for Medical Research in the Republic of South Africa

Postal address of application P O Box 1038, Johannesburg, 2000

Office address of applicant: Corner of De Korte and Hospitaal Streets, Hillbrow, 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.

KENNISGEWING 989 VAN 1992

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van ISA. 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 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: ISA.

Datum waarop aansoek ingedien is 3 September 1992.

Belange en gebied ten opsigte waarvan aansoek gedoen word Werknemers in diens in alle ondernemings, afdelings of bedrywe soos onderneem word deur die Suid-Afrikaanse Instituut vir Mediese Navorsing in die Republiek van Suid-Afrika.

Posadres van applikant: Posbus 1038, Johannesburg, 2000

Kantooradres van applikant: Hoek van De Korte- en Hospitaalstraat, Hillbrow, 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) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

G. C. PAPPENFUS,
Assistant Industrial Registrar.
(6 November 1992)

134

NOTICE 990 OF 1992

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Pappenfus, 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 Mineworkers' 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, 123A 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 Mineworkers' Union.

Date on which application was lodged 30 April 1992

Interests and area in respect of which application is made Persons employed in all undertakings, sections or trades in the Local Authority Undertaking as is undertaken by the Town Council of Ellisras

For the purposes hereof—

"Local Authority Undertaking" means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority, and

"local authority" has the same meaning as that assigned to it in section 1 of the Labour Relations Act, 1956.

Postal address of applicant P.O. Box 31525, Braamfontein, 2017.

Office address of applicant Corner of Melle and De Korte Streets, Braamfontein.

Attention is drawn to the following requirements of sections 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

G. C. PAPPENFUS,
Assistant Industrial Registrar.
(6 November 1992)

- (b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

G. C. PAPPENFUS,
Assistentnywerheidsregistrator.
(6 November 1992)

KENNISGEWING 990 VAN 1992

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Gerhardus Coenraad Pappenfus, Assistentnywerheidsregistrator, 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 Mynwerkersunie. 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 123A, Schoemanstraat 215, Pretoria (posadres Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging Mynwerkersunie

Datum waarop aansoek ingedien is 30 April 1992.

Belange en gebied ten opsigte waarvan aansoek gedoen word Persone in diens in alle ondernemings, afdelings of bedrywe in die Plaaslikeowerheidsonderneming soos onderneem word deur die Stadsraad van Ellisras

Vir die doeleendes hiervan—

beteken "Plaaslikeowerheidsonderneming" die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van enige handeling, skema of werksaamheid wat deur 'n plaaslike owerheid onderneem word, en

het "plaaslike owerheid" dieselfde betekenis as dié wat daaraan geheg is by artikel 1 van die Wet op Arbeidsverhoudinge, 1956

Posadres van applikant Posbus 31525, Braamfontein, 2017.

Kantooradres van applikant Hoek van Melle- en De Kortestraat, Braamfontein.

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 ferte 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

G. C. PAPPENFUS,
Assistentnywerheidsregistrator.
(6 November 1992)

INDUST. REL. - WORKERS' ORGANISATIONS - General
1993

Political ties remain a threat to unions

TRADE unions could face criminal prosecution for political affiliation or for assisting political parties in promoting their objectives until the Labour Relations Amendment Bill had been enacted, Cape Town University Law Unit director Clive Thompson said this week.

As things stood, trade unions affiliated to political movements, offering financial or other assistance to political parties or "influencing their members with the object of assisting a political party" were liable for severe criminal sanction.

"Given the norms which ought to operate in a democratic society and given the de facto alliances between the ANC and Cosatu, the PAC and Nactu, and conservative white unions and the CP, the necessity for these amendments in the run-up to the elections is self-evident," Thompson said.

He felt that, although no union had been prosecuted in terms of the existing statute, nothing stood in the way of "antagonistic political parties" from interdicting a union breach-

ing its statutory duties.

"As the law stands, there is a legal basis for a political party to interdict Cosatu should it continue to persist with its alliance activities."

Amending the statute was "the major focus of the reconstituted National Manpower Commission", Thompson said and the removal of criminal sanctions for political activity was an essential prerequisite of holding free and fair elections in April. (134)

However, despite the commission endorsing the Bill and Cabinet approval, the joint committee on manpower — a parliamentary body consisting of manpower spokesmen from all represented political parties — was stalling the process, he said.

"The joint committee has effectively blocked the Bill pending the receipt of further public comment. January 17 has been given as the last

day for such comment," Thompson said. As a January or February sitting of Parliament was uncertain, the Bill might not be passed before the election date.

He said the Bill had been released for public comment earlier this year and amended in the light of public responses. The amendments were endorsed by a full sitting of the commission. In October, the Bill was read in Parliament and received Cabinet approval.

The joint committee's resistance apparently stemmed from the insertion of a new section pertaining to financial support of political parties by parties to a "union security agreement", or closed shop, he said.

In terms of this section, "any closed shop union is prohibited from exacting any explicitly political levy on its members and barred from directing more than 25% of its membership fee towards assisting financially or otherwise a political party or movement", Thompson said.

Cosatu was not available for comment.

B/D 22/12/93
ERICA JANKOWITZ

Economic crisis: Unions act

(134)

CS/S/93

Own Correspondent

JOHANNESBURG. — The country's three major labour federations have reached agreement on joint proposals to address the economic crisis and will soon present their views to the national economic forum.

An insistence on centralised bargaining is a key element in the joint initiative by Cosatu, Nactu and the Federation of Salaried Staff Associations of SA (Fedsal).

This position is in direct contrast to the government's policy of decentralised collective bargaining

The two-pronged strategy, announced yesterday, focuses on job cre-

ation and an end to retrenchments.

The three federations agreed on five steps to reduce retrenchments

- Centralised bargaining;
- Job security agreements,
- Training and retraining of workers and the establishment of work security funds,
- Targeted assistance for industries in structural decline, and
- The reassessment of public sector restructuring

Fedsal spokesman Mr Piet Heymans said his federation was in favour of centralisation.

Cosatu's Mr Ebrahim Patel said job security agreements should contain, among other things, disclosure of company financial information

Workers' Party: Jumping the gun?

WM 23-29/7/93 (134)

There are increasing calls for Cosatu to split from its alliance partners and for the establishment of a Workers Party.

By **FERIAL HAFFAJEE**

SAM SHILOWA summed up the perception of political negotiations among his constituents when he joked at a press briefing "I must leave now, I've got to get to the World Trade Centre to sell out the workers"

While the Congress of South African Trade Unions' assistant general secretary meant it as a broadside to critics of Cosatu's direction, it is a view which is leading to growing calls for the establishment of a Workers' Party

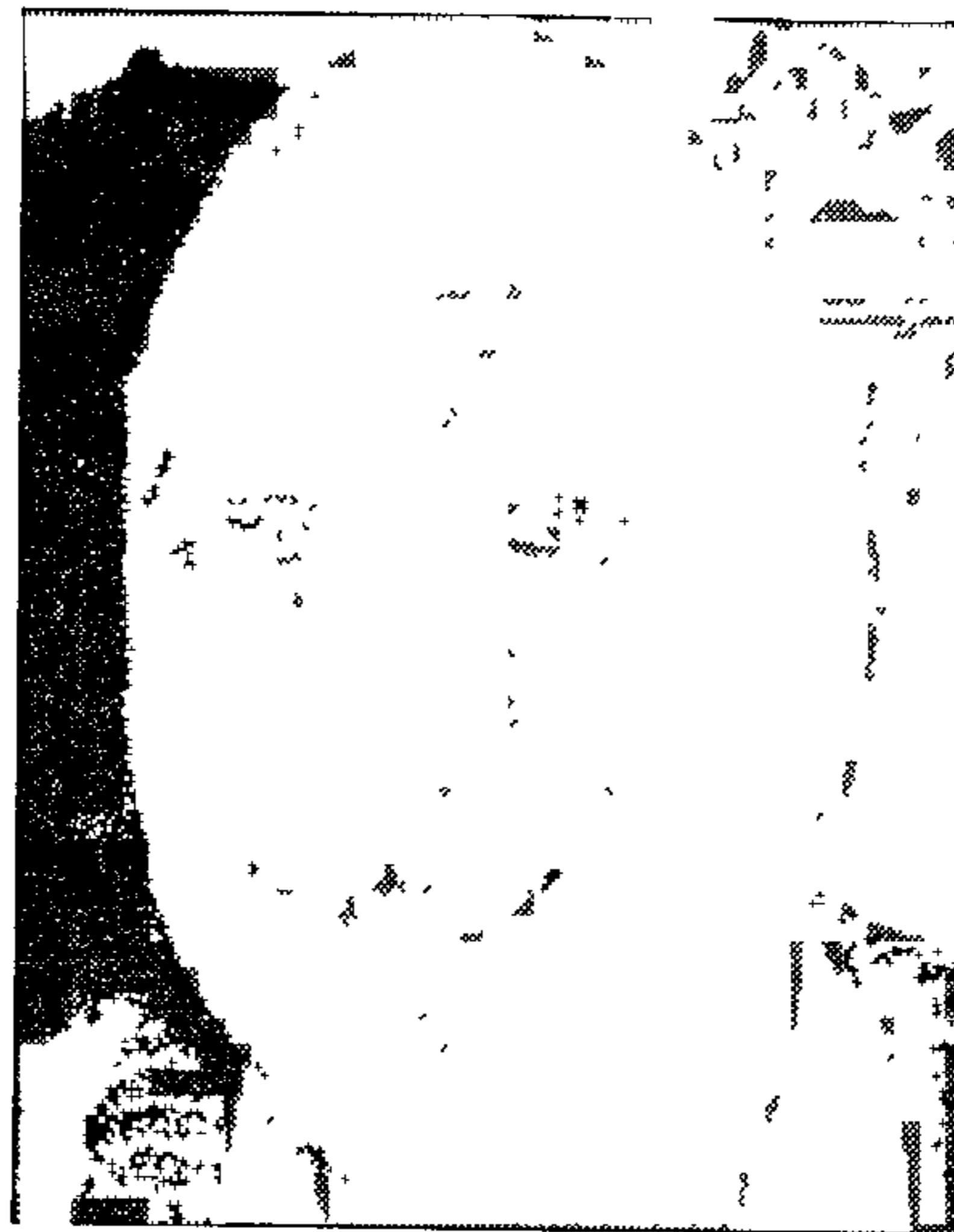
Such a party would contest elections and take up working-class interests at a governmental level. The idea is coming not only from socialist organisations like the Workers' Organisation for Socialist Action (Wosa) now, but from elements of Cosatu's major affiliates

Unions are calling for the splitting up of the African National Congress/South African Communist Party/Cosatu alliance after elections. Some are saying this should be followed by the establishment of a Workers' Party.

The view took the labour movement by surprise when it came from the National Union of Metalworkers of South Africa (Numsa) — the country's biggest trade union — which called for the formation of a working class party and for Cosatu to convene a conference on socialism

Numsa believes that the SACP should join a Workers' Party along with other leftist organisations

At its Easter conference, Wosa



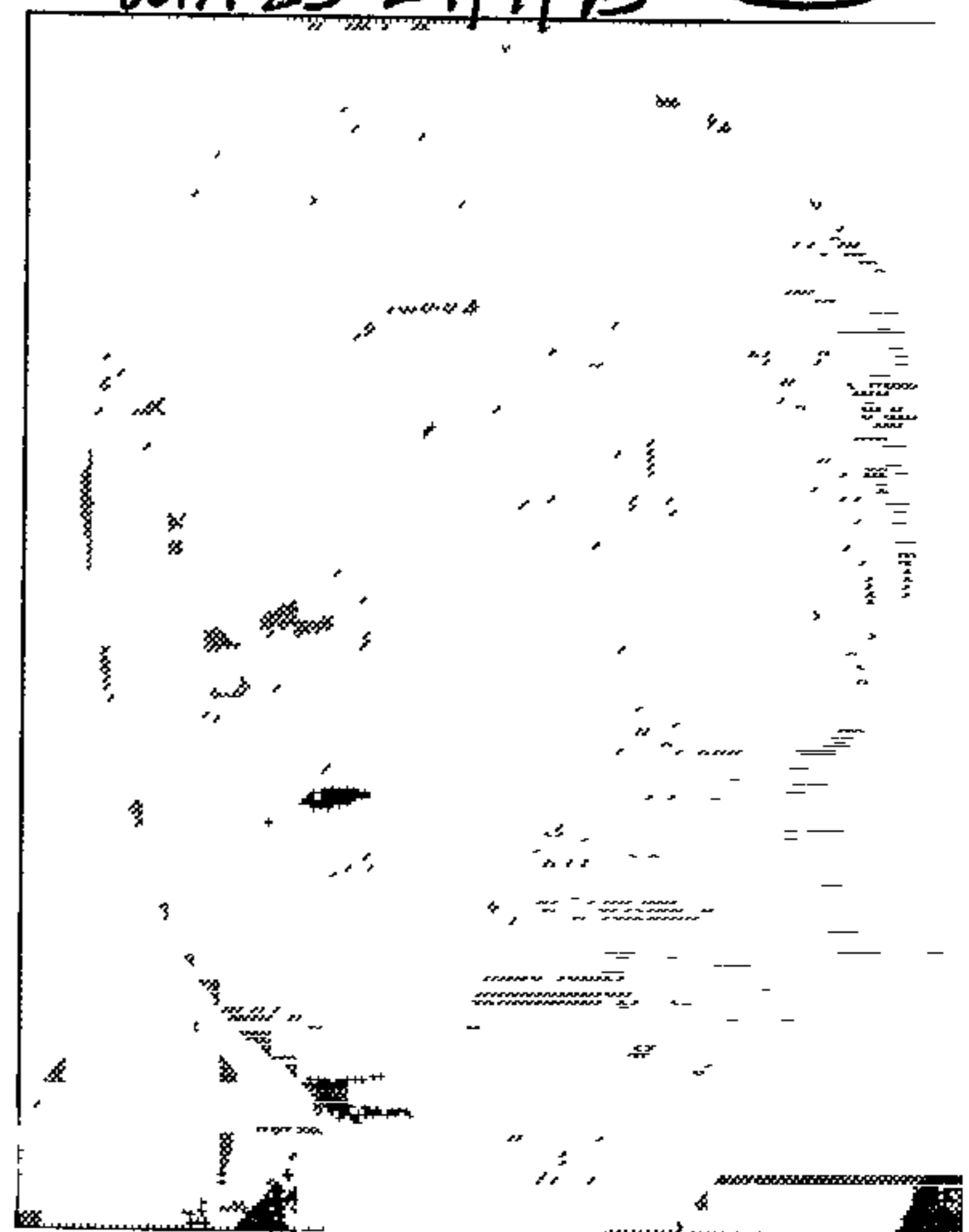
Sam Shilowa ... Striking at critics

announced that it would lobby for a Mass Workers' Party. The call from both Wosa and Numsa has generated much publicity because, says a senior member, "its an idea whose time has come"

"Only an independent Mass Workers' Party can halt and reverse the wholesale compromises of the interests of the working class by negotiators at the World Trade Centre," said Wosa chairman Neville Alexander in a statement

Wosa and other organisations on the left will use the election campaign to popularise the Workers' Party concept

The SACP's Jeremy Cronin says "The call for a Workers' Party is an understandable reaction, but it is the wrong one. There is confusion and demoralisation at negotiations which



Neville Alexander ... 'Wholesale compromises'

have dragged on for three years. Working-class formations and workers need to assert themselves more."

But this needs to be done "inside the movement — or the ANC will be handed over to non-working class currents". The ANC has always had a working-class bias, he says and this "should percolate throughout the ANC"

If Cosatu should break with the ANC, it would become an economic and corporatist entity, added Cronin

Duncan Innes, publisher of the *Innes Labour Brief*, says the trade union movement faces two options on the cusp of elections. It can either lobby for a Workers' Party or push for a reconstruction accord to extract commitments for a socio-economic programme from a future ANC gov-

ernment in return for votes.

Innes says the latter "is the more appropriate response. The ANC needs to be given an opportunity to see if they can deliver. To form a Workers' Party now is to jump the gun"

The Southern African Clothing and Textile Workers' Union's weekend congress resolved that the alliance should split after elections for a constituent assembly and a new constitution is drawn up

It did not go on to call for a Workers' Party, but sees the future of labour lying with tripartite negotiating structures

Elements in the Transport and General Workers' Union (TGWU) and the South African Commercial, Catering and Allied Workers' Union (Saccawu) are likely to push for the formation of a Workers' Party too

A recent discussion document

The call for a new and independent "workers' party" is, perhaps, an understandable reaction to much of the present confusion and dissatisfaction around the slow rate of change in our country

But it is absolutely misguided

In 1987, Neil Barnard, then head of the National Intelligence Service (NIS), wrote a trail-blazing — but secret — document. We are not beating the African National Congress with our present strategies, he argued. We need, instead, to unban it, negotiate with it, and then prolong the negotiations. The ANC's main strength, Barnard argued, is its mass support. The initial unbanning and release of leaders would be met with enthusiasm. But, with a prolonged process and with an ANC leadership locked up in remote negotiations, Barnard calculated the ANC's principal asset would drain away.

That was Barnard's screenplay. How many of us have been unwitting players?

Well, Barnard's scenario has not exactly panned out perfectly. The prolongation of the process has, since mid-1992, begun to cost President FW de Klerk a great deal more than the ANC. Nevertheless, there is enough truth in the scenario for us to be able to recognise something of ourselves within it.

The predicted constituency frustrations in particular are deep-seated. These frustrations have encouraged interventions in various directions.

Some have been tempted to exploit the frustrations with anti-white demagoguery. Others have been tempted to refloat the idea of an independent, trade union-based workers' party.

So what's wrong with the latter idea?

In the first place, it is premised on the belief that the ANC will soon be "the government", and nothing but the government. Once in power the ANC will do exactly what certain other liberation movements have done — wave goodbye to popular aspirations. Could this happen?

It certainly could. But to simply assume it will, is to walk away from the most important strategic challenge of our time: the battle for the life and soul of the ANC.

In South Africa, the regime and its backers have neither been able to defeat the ANC outright, nor have they been able to cobble together a credible "centrist" alternative to the liberation movement — as happened in Nicaragua and the Philippines.

The project from the other side has, therefore, had to focus on hijacking the ANC from its basic national democratic perspec-

'Workers' party plays into Nat hands'

134
w/m 23-29/7/93



The SACP's Jeremy Cronin
A separate party would condemn workers to permanent marginalisation, argues SACP central committee member JEREMY CRONIN

tives, while marginalising "the radicals on the left".

The ANC will almost certainly be the dominant political formation in government next year. But it will be a major disaster if the ANC becomes nothing more than "the" government. The ANC must remain a broad, mass-based national liberation movement.

The place of socialist, left and working class formations is within this broad, ANC-led movement — not out on the margins

where Barnard and director of the South African Chamber of Business Raymond Parsons would like to locate us.

This place for the left makes political sense, and this political sense is anchored in the social reality of our country. The national liberation struggle in South Africa, which continues to be the main mobilising factor for millions of our people, is occurring on the terrain of a relatively developed capitalist system.

Uniquely for Africa, the working class is the majority in our country. Workers and working class formations must increasingly assert themselves as, and within, the mainstream.

In the second place, the workers' party idea will, in practice, mark a shift away from the progressive traditions of trade unionism in our country. This may not be the intention of many of its advocates, but this is the inevitable outcome.

To argue that, after next year's elections, we will break the alliance with the ANC and only meet it (presumably along with Jacob and the like) across the negotiating table, is to reduce the ANC to government, and the trade union movement to a narrow economic movement.

The Congress of South African Trade Unions (Cosatu) represents just over one million workers. But there are seven million unemployed in our country. There are millions more unorganised workers in the informal sector and on white farms.

Cosatu, as an integral component of a national liberation movement, is a Cosatu that links the concerns of employed, skilled and semi-skilled workers with millions of others.

A Cosatu cut adrift from its alliance, is a Cosatu that runs the risk of becoming a narrow formation, only fighting defensive wage and retrenchment battles on behalf of a relative elite within the working class.

The way forward for employed and unemployed, for skilled and unskilled, lies in the direction of an ANC alliance and mass democratic movement leading a coherent, national democratic, process of reconstruction.

The alliance must continue, not for old time's sake, but for this programmatic purpose.

It is in the midst of this major and long-haul process that working class formations must assume a leading place. By contrast, the workers' party idea prepares workers for permanent opposition, permanent defence, permanent marginalisation.

Wasn't that your script, Neil Barnard?

●See PAGE 21

EVER since the adoption by the National Union of Metalworkers of South Africa of the resolution on the Reconstruction Accord, a lot has been said about renewed efforts for the formation of a "Workers' Party"

A careful look at this resolution shows that Numsa's primary call is not for a workers' party, but for "unity of the working class inside and outside of the factories, in urban and rural areas"

It is further stated that such unity and organisation could take the form of a working class party.

We in the Congress of South African Trade Unions look upon this resolution as an attempt by Numsa to keep socialism on the agenda as well as attempts to build one federation in our country.

It is also an effort to ensure that a conference of civil society is convened as soon as possible. We also believe that this resolution was prompted by one or all of the following factors

● A growing perception and feelings that three years of negotiations have brought nothing but continued violence, poverty, unemployment, retrenchment and dismissals.

● Lack of proper information and proper report-back mechanism on negotiations at various forums leave the majority of shopstewards with no answers to their constituencies who want to see tangible results within a short space

Working class unity ... not a separate party

(34)

2007 6-12/8/93

A Workers' Party or continued work within the Tripartite Alliance? A future government should focus more on working class interests

of time

● A growing perception that the African National Congress and South African Communist Party are making a lot of compromises at the talks and that the "left" have no real say in the turn of events. Concerns of a lame-duck ANC during the interim government phase need to be adequately addressed by the alliance

Having said the above, I wish to state clearly that Cosatu has not taken a decision on the formation of a workers' party and termination of the alliance at a given point and time. The latter is, however, on the agenda of the forthcoming special congress in September

It is not for the Cosatu leadership to dictate to



By **SAM SHILOWA**,
COSATU ASSISTANT
GENERAL SECRETARY

affiliates and workers as to which resolutions to adopt. We have, however, an obligation to address all of the issues that I have raised above.

How then do we move forward at this juncture?

Firstly, we need to force the regime and its surrogates to cease violence among our people. The rightwing must not be allowed to continue with its programme of mobilising for civil war. Cosatu in particular needs to force implementation of agreements reached at the National Economic Forum about job creation, job security and centralised bargaining

The alliance need to find means and ways of

ensuring that talks continue with or without the Inkatha Freedom Party and move the country to the Transitional Executive Council phase as a first step towards interim government.

● The alliance must rebuild its structures and improve its communication network. The leadership must be available to clarify any misconception created by the media on any agreement reached be it on regionalism, transitional constitution, an Interim Bill of Rights, etc.

● The ANC which, while not a socialist organisation, has to ensure the continuation of its tradition as a home of all South Africans with a working class bias. Cosatu and the SACP as part of the alliance need to ensure that the character of the ANC is maintained. We should not abandon the ANC to the bourgeoisie.

● The Reconstruction Accord must become the vehicle for the restructuring of the state, elimination of corruption and maladministration, creation of jobs, defence of worker rights, provision of houses, electricity and the elimination of poverty.

● Difficult as it may be, we need to be able to combine mass struggle with negotiations.

The implementation of the above will only succeed if all South Africans, be they socialist or not, and the working class as members of the alliance put all their energies together and fight for a non-racial, non-sexist and democratic South Africa.

Keep politics out of work, warns union

□ SA Iron & Steel predict violence

SHARON SOROUR
Labour Reporter

(134) ARG 30/8/93

POLITICS should be kept out of the workplace according to the country's largest white union, which has vowed to support employers who oppose Cosatu's voter education programme

SA Iron, Steel and Allied Industries Union (Iron and Steel) general manager Nic Celliers said politics practised "under the cover of labour affairs in the labour field already has done enough harm to the economy".

He said "If it should be blatantly brought into the workplace, the economy could be brought to a standstill"

Iron and Steel slated Cosatu's campaign to educate voters, warning that white workers would not be subjected to "the type of education the African National Congress and the SA Communist Party and their trade unions have in mind"

Another rightwing union, the Mineworkers' Union, also has said it would not take part in any voter education

The 1,1 million-strong trade union federation hopes to empower workers to vote in the election, emphasising the voter education programme will be non-partisan

But, it has come under fire from several quarters including some employer federations because of Cosatu's alliance with the ANC and SACP and its intention to support the ANC in the election

Mr Celliers said Iron and Steel already had opposed the programme and union members would not allow themselves to be subjected to it

The union welcomed resistance from big business to allowing shop stewards to attend election rallies and for business premises to be used for this purpose

Mr Celliers warned that workplaces might be transformed into "battlefields" if supporters of opposing political parties "lost control"

Businesses which made their premises available for political rallies would have to accept responsibility for protecting other workers against "erupting violence"

Union urges members not to vote in April

Sowetan 6/12/93

By Mokgadi Pela

THE Black Allied Mining and Construction Workers' Union decided yesterday not to take part in next year's April 27 elections (134) (S)

The union said the elections fell short of empowering black workers and delivering liberation (S)

The congress was attended by about 1 500 workers

The union committed itself and the Azanian People's Organisation to politically educating its 50 000 members

Bamcwu also resolved to demand repayment of unlawfully deducted income tax which was often high and inconsistent

On Saturday, Bamcwu president Mr Paulos Mosae, called on Azapo to initiate a conference of the left

"Such a conference should deal with only two issues — socialism and the establishment of a Socialist Workers Republic of Azania," he said to thunderous applause.

A locality sketch of the area affected by the proposed communal launching facility lies for inspection at the office of the Chief Director: Nature and Environmental Conservation, Provincial Administration of the Cape of Good Hope, Room 302, Utilitas Building, Dorp Street, Cape Town.

Objections to the proposed lease must be lodged with the Chief Director: Nature and Environmental Conservation, Private Bag X9086, Cape Town, 8000, on or before 8 February 1993.

NOTICE 24 OF 1993

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the National Catering, Commercial, Hotel, Liquor and Allied Workers' Union (NACCHAWU). 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, 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 1

Name of trade union: National Catering, Commercial, Hotel, Liquor and Allied Workers' Union (NACCHAWU)

Date on which application was lodged: 20 November 1992.

Interests and area in respect of which application is made:

Persons employed in the undermentioned industries and trades in the Republic of South Africa:

1. Baking and/or Confectionery Industry;
2. Biscuit Manufacturing Industry;
3. Brewing Industry;
4. Commercial Distributive Trade;
5. Hotel and Liquor Trade; and
6. Catering, Restaurant, Cafe and Tearoom Trade.

For the purposes hereof the above-mentioned industries and trades are defined as follows:

1. "Baking and/or Confectionery Industry" means the industry in which employers and employees are associated for the purpose of baking and/or making bread and/or confectionery and includes—

(a) the baking and/or making of rolls, buns, current bread, doughnuts, rusks, mosbolletjies, cakes, pastries, pies, yeast goods, and other products of a bakehouse of which dough or batter forms a component part;

'n Liggingsplan van die gebied wat deur die voorgestelde kleinboot-vasmeerfasiliteit geraak word, lê ter insae by die kantoor van die Hoofdirekteur. Natuur- en Omgewingsbewaring, Provinsiale Administrasie van die Kaap die Goeie Hoop, Kamer 302, Utilitasgebou, Dorpstraat, Kaapstad.

Besware teen die voorgestelde verhuring moet by die Hoofdirekteur: Natuur- en Omgewingsbewaring, Privaatsak X9086, Kaapstad, 8000, ingedien word voor of op 8 Februarie 1993.

KENNISGEWING 24 VAN 1993

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die National Catering, Commercial, Hotel, Liquor and Allied Workers' Union (NACCHAWU). 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, Schoemanstraat 215, Pretoria (posadres. Privaat Sak X117, Pretoria, 0001).

TABEL 1

Naam van vakvereniging: National Catering, Commercial, Hotel, Liquor and Allied Workers' Union (NACCHAWU).

Datum waarop aansoek ingedien is: 20 November 1992.

Belange en gebiede ten opsigte waarvan aansoek gedoen word: Persone in diens in ondervermelde nywerhede en bedrywe in die Republiek van Suid-Afrika:

1. Bak- en/of Banketnywerheid;
2. Beskuitnywerheid;
3. Brounywerheid;
4. Kommersiële Distribusiebedryf;
5. Hotel- en Drankbedryf; en
6. Verversings-, Restourant-, Kafee- en Teekamerbedryf.

Vir die doeleindes hiervan word bovermelde nywerhede en bedrywe soos volg omskryf:

1. "Bak- en/of Banketnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om brood en/of banket te bak en/of te maak, en dit omvat ook—

(a) die bak en/of maak van broodrolletjies, bolletjies, korentebrood, oliebolle, beskuit, mosbolletjies, koek, fyngebakkies, pasteie, suurdeeggebak en ander produkte van 'n bakkerij waarvan deeg of beslag 'n samestellende deel uitmaak;

(b) the manufacture of any confectionery if carried on by employers and employees engaged in the activities referred to in paragraph (a); (134) (281)

(c) all activities carried on by such employers which are incidental to, connected with or consequent on the activities referred to in paragraph (a) or the distribution of the products referred to therein, if carried on by such employers or their employees.

2. "Biscuit Manufacturing Industry" means the industry in which employers and employees are associated for the purpose of manufacturing by hand or machine biscuits, wafers, ice-cream wafers, cones, matzos, pretzel sticks, dog and/or puppy biscuits, cakes and Christmas puddings for sale, and includes all operations incidental to or consequent on any of the aforesaid activities.

3. "Brewing Industry" means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and employees are associated for the purpose of brewing malt liquor in terms of the Liquor Act, 1977, and/or for the manufacture of malt in connection with the brewing of malt liquor.

4. "Commercial Distributive Trade" means the trade in which employers and their employees are associated for the purpose of conducting the business of a shop and includes all operations incidental thereto. In this context "shop" means—

(a) any premises to which persons are invited for the purpose of purchasing either by retail or wholesale the goods displayed therein or goods of the type displayed therein; and

(b) any premises or part thereof in which or from which such goods are stored, packed or unpacked, or from which such goods are delivered or despatched to purchasers or from which wholesale or retail orders are executed.

5. "Hotel and Liquor Trade" means the trade in which employers and their employees are associated for the purpose of providing accommodation and one or more meals per day for reward on premises where the sale of liquor is carried on and in connection with which one or more than one liquor licence is held or deemed to be held or has been issued in terms of the Liquor Act, 1989: Provided that, for the purposes of this definition, the expression "accommodation" shall mean bedroom accommodation and the services ordinarily associated therewith.

6. "Catering, Restaurant, Cafe and Tearoom Trade" means, without in any way limiting the ordinary meaning of the expression, the trade in which persons carry on business and/or in which employers and their employees are associated, whether wholly, mainly or incidentally, for any one or more of the following activities or purposes

Preparing, making, serving, supplying, selling, distributing, marketing, producing or providing meals, portions of meals, sandwiches, snacks, fast foods, confectioneries, wheaten products, beverages, liquid refreshments of all kinds and/or any other eatables

(b) die vervaardiging van enige banket indien dit uitgevoer word deur werkgewers en werknemers wat betrokke is by die werksaamhede in paragraaf (a) bedoel;

(c) alle werksaamhede wat deur sodanige werkgewers verrig word wat gepaard gaan met, in verband staan met of voortvloei uit die werksaamhede in paragraaf (a) bedoel of die verspreiding van die produkte daarn bedoel, indien dit deur sodanige werkgewers of hul werknemers verrig word.

2. "Beskuitnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die maak, per hand of masjien, van beskuitjies, wafels, roomyswafeltjies of -honnkies, matso's, pretzelstokkies, honde- en/of klein hondjie-beskuitjies, koeke en kerspoedings vir verkoop, en dit omvat alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit.

3. "Brounywerheid" beteken sonder om die gewone betekenis van die woord in enigermate te beperk, die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om bier ingevolge die Drankwet, 1977, te brou en/of mout in verband met die brou van bier te vervaardig

4. "Kommersiële Distribusiebedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om 'n winkel te dryf, en dit omvat alle bedrywighede wat daarmee gepaard gaan. In hierdie verband beteken "winkel"—

(a) enige perseel waarheen persone uitgenooi word met die doel om, hetsy by die klein maat of by die groot maat, die goedere daarin uitgestal of goedere van die soort daarin uitgestal te koop; en

(b) enige perseel of gedeelte daarvan waarin sodanige goedere geberg, verpak of uitgepak word, of waarvandaan sodanige goedere aan kopers afgelewer of versend word of waarvandaan groothandels- of kleinhandelsbestellings uitgevoer word.

5. "Hotel- en Drankbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om huisvesting en een of meer etes per dag teen vergoeding te verskaf op persele waar die verkoop van drank bedryf word en in verband waarmee een of meer as een dranklisensie gehou word of geag word gehou te word of uitgereik is kragtens die Drankwet, 1989: Met dien verstande dat vir die doeleindes van hierdie omskrywing die uitdrukking "huisvesting" slaapkamerakkommodasie en die dienste wat gewoonlik daarmee geassosieer word, beteken.

6. "Verversings-, Restourant-, Kafee- en Tee-kamerbedryf" beteken, sonder om die gewone betekenis van die uitdrukking enigsins te beperk, die bedryf waarin persone besigheid dryf en/of waarin werkgewers en hulle werknemers met mekaar geassosieer is, hetsy uitsluitlik of hoofsaaklik of by geleentheid vir een of meer van die volgende bedrywighede of doeleindes:

Die voorbereiding, bereiding, bediening, verskaffing, verkoop, verspreiding, bemarking, produsering of voorsiening van maaltye, gedeeltes van maaltye, toebroodjies, versnaperings, kitskos, banket, graanprodukte, drankke, vloeibare verversings van alle

or drinkables ready for consumption either on or off any premises where such activities are carried on, including the supply of liquor where this occurs in conjunction with or incidental to the serving, supplying, selling or providing of any of the foregoing, and all activities and purposes incidental to or consequent upon any of the aforementioned activities or purposes carried on, in, or from any establishment, premises, facility or place or portion thereof, whether permanent or temporary, indoors or in the open air, stationary or mobile, including restaurants, casinos, cafés, tearooms, roadhouses, fish-and-chips shops, take-away food outlets, fast food shops, snack bars, supermarkets, public bars, company canteens, cinemas, drive-in cinemas, theatres, places of entertainment, clubs, hospitals, showgrounds or any similar business or activity, but not including any of the aforementioned purposes or activities where these are carried on in hotels, boarding houses or lodging houses by the proprietors of such hotels, boarding houses or lodging houses for their own account, and are merely incidental to or an adjunct of their main purpose or activity.

Postal address of applicant: P.O. Box 7593, Johannesburg, 2000.

Office address of applicant: 191 Jeppe Street, 10th Floor, Chung Hua Mansions, 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.

G. C. PAPENFUS,

Assistant Industrial Registrar.

NOTICE 25 OF 1993

NOTICE UNDER SECTION 7 (5) OF THE EXPROPRIATION ACT, 1975 (ACT No 63 OF 1975) AS AMENDED

To:

All heirs of the late Philippus Petrus Roets, deceased 31 January 1941;

or their Executors or any successor in right or title or anyone with an interest in terms of section 7 (4) of the Expropriation Act, 1975 (Act No. 63 of 1975), as amended, in the expropriated properties.

soorte en/of enige ander eetgoed of drinkgoed gereed vir verbruik hetsy op of weg van enige perseel waar sulke bedrywighede uitgeoefen word, met inbegrip van die verskaffing van sterk drank waar dit tesame met of in verband met die bediening, verskaffing, verkoop of voorsiening van enige van die voormelde geskied, en alle bedrywighede en doelstellings in verband met of voortspruitend uit enige van voormelde bedrywighede of doeleindes uitgeoefen op, in of vanuit enige bedryfsinrigting, perseel, fasiliteit of plek of gedeelte daarvan, hetsy permanent of tydelik, binnenshuis of in die buitelig, stilstaande of mobiel, met inbegrip van restourante, casino's, kafees, teekamers, padkafees, vis-en-skyfiewinkels, wegneemkosverkoopspunte, kitskoswinkels, versnaperingskroegies, supermarkte, openbare kroee, maatskappypersoneelkafees, bioskope, inrybioskope, teaters, plekke van vermaaklikheid, klubs, hospitale, tentoonstellingsterreine of enige soortgelyke besigheid of bedrywigheid, maar dit omvat nie enige van voormelde doeleindes of bedrywighede nie waar dit uitgeoefen word in hotelle, losieshuise of huurkamerhuise deur die eienaars van sodanige hotelle, losieshuise of huurkamerhuise vir hulle eie rekening, en bloot verbandhoudend met of 'n bykomstigheid by hulle hoofdoeleinde of -bedrywigheid is.

Posadres van applikant Posbus 7593, Johannesburg, 2000.

Kantooradres van applikant Jeppestraat 191, 10de Verdieping, Chung Hua Mansions, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waan '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.

G. C. PAPENFUS,

Assistentnywerheidsregistrateur

KENNISGEWING 25 VAN 1993

KENNISGEWING KRAGTENS ARTIKEL 7 (5) VAN DIE ONTEIENINGSWET, 1975 (WET No 63 VAN 1975), SOOS GEWYSIG

Aan:

Alle erfgename van wyle Philippus Petrus Roets, oorlede 31 Januarie 1941;

of hulle Eksekuteurs of enige opvolgers in reg of titel of enigeen wat 'n belang soos bedoel in artikel 7 (4) van die Onteieningswet, 1975 (Wet No. 63 van 1975), soos gewysig, in die onteierende eiendomme het.

NOTICE 32 OF 1993

DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956

134

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as trade union has been received from the United Peoples Union of South Africa. 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, 123A 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 United Peoples Union of South Africa.

Date of which application was lodged 30 June 1992.

Interests and area in respect of which application is made Persons employed in the—

- I. Clothing and Knitting Industry in the Magisterial Districts of Newcastle and Port Shepstone;
- II. Textile Manufacturing Industry in the Magisterial Districts of Johannesburg and Newcastle;
- III. Food, Edible Nuts and Snacks Industry in the Magisterial Districts of Durban and Port Shepstone;
- IV. Mining Industry in the Magisterial District of Port Shepstone;
- V. Cleaning Services Undertaking in the Magisterial Districts of Mooi River and Port Shepstone;
- VI. Local Authority Undertaking in the Magisterial District of Port Shepstone;
- VII. Meat Industry in the Magisterial District of Port Shepstone;
- VIII. Civil Engineering Industry in the Magisterial Districts of Pinetown and Port Shepstone;
- IX. Catering Trade in the Magisterial District of Port Shepstone;
- X. Security Services Undertaking in the Magisterial District of Port Shepstone;
- XI. Building Industry in the Magisterial District of Port Shepstone; and
- XII. Hotel and Liquor Trade in the Magisterial District of Port Shepstone.

For the purposes hereof the above-mentioned industries, undertakings and trades are defined as follows

I. "Clothing and Knitting Industry" means the industry in which employers and their employees are associated for the purpose of—

(a) making, irrespective of the process or method used in such making, any one or more of the following classes of clothing and includes the knitting of any such articles of clothing

(i) Outer garments, underwear or nightwear,

KENNISGEWING 32 VAN 1993

DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die United Peoples Union of South Africa. 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 123A, Schoemanstraat 215, Pretoria (posadres. Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging United Peoples Union of South Africa.

Datum waarop aansoek ingedien is 30 Junie 1992

Belange en gebied ten opsigte waarvan aansoek gedoen word Persone in diens in die—

- I. Klerasie- en Breinywerheid in die landdrostdistrikte Newcastle en Port Shepstone,
- II. Tekstielynerwerheid in die landdrostdistrikte Johannesburg en Newcastle;
- III. Voedsel-, Eetbare Neute- en Versnaperingsnywerheid in die landdrostdistrikte Durban en Port Shepstone;
- IV. Mynbedryf in die landdrostdistrik Port Shepstone;
- V. Skoonmaakdiensonderneming in die landdrostdistrikte Mooirivier en Port Shepstone,
- VI. Plaaslike Owerheidsonderneming in die landdrostdistrik Port Shepstone;
- VII. Vleisbedryf in die landdrostdistrik Port Shepstone,
- VIII. Siviele Ingenieursnywerheid in die landdrostdistrikte Pinetown en Port Shepstone,
- IX. Verversingsbedryf in die landdrostdistrik Port Shepstone,
- X. Sekuriteitsdiensonderneming in die landdrostdistrik Port Shepstone;
- XI. Bounywerheid in die landdrostdistrik Port Shepstone; and
- XII. Hotel- en Drankbedryf in die landdrostdistrik Port Shepstone.

Vir die doeleindes hiervan word bovermelde nywerhede, bedrywe en ondernemings soos volg omskryf:

I "Klerasie- en Breinywerheid" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om—

(a) ongeag die proses of metode wat by die maak daarvan gebruik word, enigeen of meer van die volgende klasse klerasie te maak, en dit omvat die brei van enige sodanige kledingstukke

(i) Boklere, onderklere of nagklere;

(ii) ties;

(134)

(iii) men's or boy's tweed or linen hats or caps,

(iv) garments made to the order of any Government department, any provincial administration, any local authority or Transnet;

(v) stockings or socks;

(b) knitting clothing fabric where it is carried on in conjunction with the manufacture of any one or more of the articles listed in (a),

but does not include the following:

(i) The making of garments to the measurement of individual persons;

(ii) the making of clothing from furs or pelts;

(iii) the making of women's or girls' hats.

II "Textile Manufacturing Industry" means the joint enterprise in which employers and their employees are associated for any of the following purposes:

(a) (i) The manufacture, either in whole or in part and by any process whatsoever, of all classes of blankets, blanketing, travelling-rugs and shawls, whether plain or raised or dyed or otherwise treated, including all operations incidental thereto and consequent thereon in the course of such manufacture,

(ii) the manufacture, by any process whatsoever, including all operations incidental thereto and consequent thereon in the course of such manufacture, of yarns for sale or on commission, if such yarns in the final mass-measuring in the case of worsted, woollen or mixed yarns measure 8 063,49 metres or less to the kilogram, for use in the manufacture of the articles referred to in subparagraph (i), except where such yarns are sold by the manufacturers thereof for the purpose of manufacturing articles other than those referred to in subparagraph (i);

(b) (i) the manufacture, either in whole or in part and by any process whatsoever, of kaffir sheeting, whether plain or raised or dyed or printed or otherwise treated, including all operations incidental thereto and consequent thereon in the course of such manufacture;

(ii) the manufacture, by any process whatsoever, including all operations incidental thereto and consequent thereon in the course of such manufacture, of yarns for sale or on commission, if such yarns, in the final mass-measuring, measure 8 063,49 metres or less to the kilogram, and are used in the manufacture of kaffir sheeting, except where such yarns are sold by the manufacturers thereof for the purpose of manufacturing articles other than those referred to in subparagraph (i),

(ii) dasse;

(iii) mans- of seunshoede of -pette van tweed of linne;

(iv) kledingstukke gemaak op bestelling van enige Staatsdepartement, enige provinsiale administrasie, enige plaaslike owerheid of Transnet;

(v) kouse of sokkies;

(b) kledingsmateriaal te brei waar dit verrig word tesame met die vervaardiging van enigeen of meer van die artikels wat in (a) gelys word;

maar dit omvat nie die volgende nie.

(i) Die maak van kledingstukke volgens die maat van individuele persone;

(ii) die maak van kledingstukke van pelse of kortwolvellie;

(iii) die maak van vroue- of meisieshoede.

II. "Tekstielnywerheid" beteken die gesamentlike onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is vir enige van die volgende doeleindes:

(a) (i) Die vervaardiging, hetsy in die geheel of gedeeltelik en deur middel van enige proses hoegenaamd, van alle klasse komberse, kombersstof, reisdekens en tjalies, hetsy effe of gepluis of gekleur of andersins behandel, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan en daaruit voortspuit;

(ii) die vervaardiging, deur middel van enige proses hoegenaamd, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan en daaruit voortspruit, van garing vir verkoop of volgens opdrag, indien sodanige garing, wanneer die massa finaal bepaal word, in die geval van kamwolgaring, kaardwolgaring of mengkleurgaring na maat 8 063,49 meter of minder per kilogram is, vir gebruik by die vervaardiging van die artikel is subparagraaf (i) bedoel, behalwe wanneer sodanige garing deur die vervaardigers daarvan verkoop word met die doel dat ander artikels daarmee vervaardig word as dié in subparagraaf (i) bedoel;

(b) (i) die vervaardiging, hetsy in die geheel of gedeeltelik en deur middel van enige proses hoegenaamd, van kafferbaai, hetsy effe of gepluis of gekleur of bedruk of andersins behandel, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan en daaruit voortspruit;

(ii) die vervaardiging, deur middel van enige proses hoegenaamd, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan en daaruit voortspruit, van garing vir verkoop of volgens opdrag, indien sodanige garing, wannneer die massa finaal bepaal word, na maat 8 063,49 meter of minder per kilogram is en gebruik word by die vervaardiging van kafferbaai, behalwe wanneer sodanige garing deur die vervaardigers daarvan verkoop word met die doel dat ander artikels daarmee vervaardig word as dié in subparagraaf (i) bedoel,

(c) the warping, weaving and/or finishing of canvas, duck, tapes and webbing by any process whatsoever, including all operations incidental thereto and consequent thereon in the course of such activities;

(d) (i) the manufacture of flock, wadding, sized wadding, padding and underfelt by any process whatsoever, including all operations incidental thereto and/or consequent thereon in the course of such manufacture;

(ii) the manufacture of felt by any process whatsoever, including all operations incidental thereto and/or consequent thereon in the course of such manufacture,

(iii) the manufacture of medical wadding or cotton wool by any process whatsoever, including all operations incidental thereto and consequent thereon in the course of such manufacture

III. "Food, Edible Nuts and Snacks Industry" means the industry in which employers and their employees are associated for the purpose of—

(a) manufacturing, packing, concentrating or preserving (by means of any process, excluding freezing) any one or more of the following commodities:

(i) Glacé or crystallised fruit (other than dried or minced fruit);

(ii) chutney, achar, mayonnaise, sandwich spread or table sauce;

(iii) potato powder, cheese powder, pea flour, bean flour, matzos flour, self-raising flour or binding agents;

(iv) gravy powder, soup (including the ready-mixed dry ingredients used in the making of soup), curry powder or spices,

(v) cooked or raw macaroni, vermicelli, spaghetti or noodles;

(vi) jelly, custard powder, blancmange, instant puddings, icing sugar, castor sugar or ice cream powder;

(vii) baking powder, yeast, flavouring essences, colouring matter for foodstuffs, extracts or vinegar,

(viii) ready-to-serve breakfast foods,

and includes all operations incidental to or consequent on any of the aforesaid activities and further includes the manufacture or packing of infant or invalid foods if conducted in the same establishment in which any of the activities referred to in (a) above are carried on, but does not include the manufacture, packing, concentrating or preserving (by means of any process, excluding freezing) of the products specified in (ii), (iii) and (viii) above if such activity is carried on on the same premises by an employer in conjunction with some other trade or trades in which his employees on such premises, taken collectively, are mainly engaged,

(c) die opskering, weef en/of afwerk van seil, seil-doek, bande en webband deur middel van enige proses hoegenaamd, met inbegrip van alle werksaamhede wat in die loop van sodanige bedrywighede daarmee gepaard gaan en daaruit voortspruit,

(d) (i) die vervaardiging van vlokkies, watteersel, gelymde watteersel, opstopseel en ondervilt deur middel van enige proses hoegenaamd, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan en/of daaruit voortspruit;

(ii) die vervaardiging van vilt deur middel van enige proses hoegenaamd, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan en/of daaruit voortspruit;

(iii) die vervaardiging van mediese watteersel of verbandwatte deur middel van enige proses hoegenaamd, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan en daaruit voortspruit

III. "Voedsel-, Eetbare Neute- en Versnaperingsnywerheid" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om—

(a) enigeen of meer van die volgende kommoditeite te vervaardig, te verpak, te konsentreer of te preserveer (deur middel van enige proses, uitgesonderd bevriesing):

(i) Glans- of gekristalliseerde vrugte (uitgesonderd droe- of gemaalde vrugte),

(ii) blatjang, atjar, mayonnaise, toebroodjiesmeer of tafelsous,

(iii) aartappelpoeier, kaaspoeier, ertjiemeel, boontjiemeel, matsomeel, bruismeel of bindmiddels,

(iv) souspoeier, sop (met inbegrip van die klaargemengde droe bestanddele wat by die maak van sop gebruik word), kerriepoeier of speserye,

(v) gaar of rou macaroni, vermicelli, spaghetti of noedels,

(vi) jellie, vlapoeier, blanc-mange, kitsnageregte, versiersuiker, strooisuiker of roomspoeier,

(vii) bakpoeier, gis, geuressense, kleursel vir voedingsmiddels, ekstrakte of asyn,

(viii) dienklaar ontbytkosse,

en dit omvat alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit en dit omvat voorts die vervaardiging of verpakking van baba- of siekekosse indien dit onderneem word in dieselfde bedryfsinrigting waarin enige van die werksaamhede bedoel in (a) hierbo, verrig word, maar dit omvat nie die vervaardiging, verpakking, konsentring of preservering (deur middel van enige proses, uitgesonderd bevriesing) van die produkte vermeld in (ii), (iii) en (viii) hierbo nie indien sodanige bedrywighede deur 'n werkgewer op dieselfde perseel onderneem word saam met 'n ander bedryf of bedrywe waarin sy werknemers op sodanige perseel, as groep geneem, hoofsaaklik werksaam is;

(b) cleaning, peeling, cutting, chopping, blanching, or half-cooking vegetables, including cooking, half-cooking or freezing potatoes, and includes all activities incidental thereto or consequent thereon;

(c) mixing, roasting, packing, bottling or processing groundnuts or any other edible nuts in any manner for human consumption, and includes the manufacture of—

(i) nut butters or pastes;

(ii) granulated, desiccated, flaked or sliced groundnuts or any other edible nuts;

(iii) any product of which groundnuts or any other edible nuts form the main ingredient,

and further includes all activities incidental thereto or consequent thereon, but does not include the following:

(aa) The expressing of oil, and

(ab) any activities conducted by a manufacturer of sweets in connection with the processing of nuts for use by him in the manufacture of sweets;

(d) manufacturing, packing, concentrating or preserving (by means of any process, excluding freezing) of potato crisps, cheese twists, puffed wheat, puffed rice, puffed maize or similar eatables or snacks, and includes all activities incidental thereto or consequent thereon.

IV. **“Mining Industry”** means the industry in which employers and their employees are associated for the purpose of searching for, winning, extracting, processing or refining minerals, and includes those undertakings, enterprises, services and operations which are ancillary or incidental to the Mining Industry, and

“mineral” means any substance, whether in solid, liquid or gaseous form, occurring naturally in or on the earth, and includes all metals, hydrocarbons, precious stones and natural oils.

V. **“Cleaning Services Undertaking”** means the undertaking in which employers and their employees are associated for the purpose of cleaning and maintaining industrial and commercial premises and buildings, and includes workers engaged in operations incidental to and consequent on the above-mentioned operations.

VI. **“Local Authority Undertaking”** means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority; and

“local authority” has the same meaning as that assigned to it by section 1 (1) of the Labour Relations Act, 1956

(b) groente skoon te maak, te skil, te sny, te kap, te blansjeer of halfgaar te kook, asook om aartappels te kook, halfgaar te kook of te bevries, en dit omvat alle werksaamhede wat gepaard gaan of daaruit voortspruit;

(c) grondboontjies of enige ander eetbare neute op enige wyse vir menslike verbruik te meng, te bak, te verpak, te bottel of te prosesseeer, en dit omvat die vervaardiging van—

neutebottlers of -pastas;

(ii) verkorrelde, gedroogde, gevlokte of gekerfde grondboontjies of enige ander eetbare neute;

(iii) enige produk waarvan grondboontjies of enige ander eetbare neute die hoofbestanddeel uitmaak,

en dit omvat voorts alle werksaamhede wat daarmee gepaard gaan of daaruit voortspruit, maar dit omvat nie die volgende nie.

(aa) Die uitpersing van olie; en

(ab) enige bedrywighede wat deur 'n vervaardiger van lekkergoed onderneem word in verband met die prosesering van neute vir gebruik deur hom by die vervaardiging van lekkergoed,

(d) aartappelskyfies, kaaskrulle, pofkoring, pofrys, pofmielies of soortgelyke eetware of versnaperings te vervaardig, te verpak, te konsentreer of te preserveer (deur middel van enige proses, uitgesonderd bevriesing), en dit omvat alle werksaamhede wat daarmee gepaard gaan of daaruit voortspruit

IV **“Mynbedryf”** beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om delfstowwe te soek, te win, te ekstraher, te prosesseeer, te affineer of te raffineer, en dit omvat die ondernemings, sake, dienste en werksaamhede wat bykomstig is by of gepaard gaan met die Mynbedryf; en

“delfstof” beteken enige stof, hetsy in soliede, vloeibare of gasvorm, wat op natuurlike wyse in of op die aarde voorkom, en dit omvat alle metale, koolwaterstofverbindinge, edelgesteentes en aardolies

V. **“Skoonmaakdiensonderneming”** beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om nywerheids- en handelspersele en -geboue skoon te maak en in stand te hou, en dit omvat werkers wat werksaamhede verrig wat met bovermelde bedrywighede gepaard gaan en daaruit voortspruit.

VI. **“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 werksaamheid wat deur 'n plaaslike owerheid onderneem word; en

“plaaslike owerheid” het dieselfde betekenis as dié wat daaraan geheg is by artikel 1 (1) van die Wet op Arbeidsverhoudinge, 1956.

VII. "Meat Industry" means the industry in which employers and their employees are associated for—

- (i) the slaughtering of livestock; (134)
- (ii) the handling, preparation, preservation, sale or distribution of meat by any person who, in terms of a proclamation published under section 14 of the Marketing Act, 1968 (Act No. 59 of 1968), is required to be registered with the Meat Board, or the business of selling or offering or displaying meat for sale in any quantity in a shop;
- (iii) the sale in such shop, in conjunction with the sale of meat, of sausages, polonies, offal, ham, bacon, eggs, butter, poultry or salted, frozen or preserved meat or fish, and
- (iv) the purchase or sale of livestock if carried on in conjunction with any one or more of the activities referred to under (ii),

and includes all operations incidental to or consequent on any of the aforesaid activities;

and for the purposes of this industry—

"livestock" means bulls, cows, heifers, oxen, tollies, calves, sheep, lambs, goats, pigs, antelopes or any other quadruped intended for human consumption, and includes horses, donkeys, mules, ostriches and poultry, and

"meat" means meat intended for human consumption and includes venison, horse, mule, donkey, rabbit, poultry and ostrich meat.

VIII. "Civil Engineering Industry" means (subject to the provisions of the Demarcation Determination published under Government Notice No. R. 1831 of 11 October 1968) the industry in which employers (other than local authorities) and their employees are associated for the purpose of carrying out work of a civil engineering character and includes such work in connection with any one or more of the following activities:

- (a) The construction of aerodrome runways or aprons, aqueducts, bins or bunkers, bridges, cable ducts, caissons, rafts or other marine structures, canals, cooling, water or other towers, dams, docks, harbours, quays or wharves, earthworks, encasements, housings, or supports for plant, machinery or equipment, factory or works chimneys, filter beds, land or sea defence works, mine headgears, pipelines, piers, railways, reservoirs, river works, roads or streets, sewerage works, sewers, shafts or tunnels, silos, sportsfields or grounds, swimming-baths, viaducts or water treatment plants;
- (b) excavation work or the construction of foundations, lift shafts, piling, retaining walls, underground parking garages or other underground structures;
- (c) the asphaltting, concreting, gravelling, levelling or paving of parking areas, pavements, roads, streets, aerodrome runways or aprons, premises or sites.

VII "Vleisbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is vir—

- (i) die slag van lewende hawe;
- (ii) die hantering, voorbereiding, preservering, verkoop of verspreiding van vleis deur enige persoon van wie ingevolge 'n proklamasie gepubliseer kragtens artikel 14 van die Bemarkingswet, 1968 (Wet No. 59 van 1968), vereis word om by die Vleisraad geregistreer te wees, of die besigheid om vleis in enige hoeveelheid in 'n winkel te verkoop of vir verkoop aan te bied of uit te stal;
- (iii) die verkoop van wors, polonie, afval, ham, spekvleis, eiers, botter, pluimvee of gesoute, bevrore of gepreserveerde vleis of vis in sodanige winkel, saam met die verkoop van vleis;
- (iv) die koop of verkoop van lewende hawe indien dit onderneem word saam met enigeen of meer van die werksaamhede in (ii) bedoel,

en dit omvat alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit,

en vir die doeleindes van hierdie bedryf beteken—

"lewende hawe" bulle, koeie, verse, osse, tollies, kalwers, skape, lammers, bokke, varke, wildsbokke of enige ander viervoetige diere wat vir menslike verbruik bedoel is, en omvat dit perde, donkies, mule, volstruise en pluimvee; en

"vleis" vleis wat vir menslike verbruik bedoel is, en omvat dit wilds-, perde-, mull-, donkie-, konyn-, pluimvee- en volstruisvleis.

VIII "Siviele Ingenieursnywerheid" beteken (behoudens die bepalings van die Afbakeningvasstelling gepubliseer by Goewermentskennisgewing No. R. 1831 van 11 Oktober 1968) die nywerheid waarin werkgewers (uitgesonderd plaaslike owerhede) en hul werknemers met mekaar geassosieer is met die doel om werk van 'n siviele-ingenieurswese aard te verrig, en dit omvat sodanige werk in verband met enigeen of meer van die volgende werksaamhede:

- (a) Die konstruksie van vliegveldaanloopbane of laaiblaaie, akwadukte, opgaarbakke of bunkers, brûe, kabelgange, caissons, vlotte of ander skeepstrukture, kanale, koel-, water- of ander torings, damme, dokke, hawens, kaaie, grondwerke, bedekings, omhulsels of stutte vir installasies, masjinerie of uitrusting, fabrieks- of werkeskooerstene, filtreerbeddings, land- of seeverdedigingswerke, mynskagtorings, pyleidings, piere, spoorwee, reservoirs, rivierwerke, paaie of strate, roolwerke, role, skagte of tonnels, silo's, sportvelde of -terreine, swembaddens, viadukte of waterbehandelingsaanlêe;
- (b) uitgrawingswerk of die konstruksie van fondamente; hyserskagte, heiwark, keermure, ondergrondse parkeergarages of ander ondergrondse strukture;
- (c) die asfaltering, betonnering, begruising, gelyk-making of bestrating van parkeergebiede, sygaardjies, paaie, strate, vliegveldaanloopbane of laaiblaaie, persele of terreine.

IX. "Catering Trade" means the trade in which employers and their employees are associated wholly or mainly for the purpose of preparing, serving or providing meals or refreshments (whether liquid or otherwise) or both such meals and refreshments in or from any establishment or part thereof, whether permanent, temporary, indoors or in the open air, and includes such activities when carried on in or from one or more classes of premises or parts thereof— (134)

(a) which are used as public restaurants, cafés or tearooms;

(b) where meals or non-alcoholic drinks are served for consumption on the premises or are provided for consumption away from the premises;

(c) where aerated or mineral waters are supplied in glasses or other containers for consumption on the premises;

(d) where the above-mentioned activities are carried on in or in connection with any theatre, bioscope, bioscope tearoom or other entertainment or any function,

and further includes the supply of liquor in any such establishments or in or on any such premises in terms of a liquor licence held by such employers under the Liquor Act, 1989, and further includes all operations incidental to or consequent on any of the aforesaid activities.

X. "Security Services Undertaking" means the undertaking in which employers and their employees are associated for the purpose of guarding or protecting premises, buildings, structures or any other fixed property, vehicles, vessels or boats or other craft and employees or other persons and includes the depositing, withdrawal and cashing or transportation of money for or on behalf of a client, the making up thereof in specified amounts, the placing of specified amounts in envelopes and the handing over of envelopes to persons, as instructed by the client, or the transportation of any other goods that have to be guarded or protected while in transit.

XI. "Building Industry" means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings or structures (which are in the nature of buildings) and/or making articles for use in the erection, completion or alteration of buildings or structures, where the work is performed and the material is prepared on the sites of the buildings or structures, and includes all work executed or carried out by persons therein who are engaged in the following activities or subdivisions thereof, including excavations and the preparing of sites for buildings, as well as the demolition of buildings:

Asphalting, which includes covering floors or flat and/or sloping roofs, or waterproofing or damp-proofing basements or foundations, whether or not with prepared roll roofing or asphalt sheeting having glazed or unglazed surfaces, whether or not using

IX "Verversingsbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is uitsluitlik of hoofsaaklik met die doel om etes of verversings (hetsy vloeibaar of ander) of sowel sodanige etes as sodanige verversings te berei, te bedien of te verskaf in of vanuit enige bedryfsinrigting of gedeelte daarvan, hetsy permanent, tydelik, binnehuus of in die ope lug, en dit omvat sodanige werksaamhede wanneer verrig in of vanuit een of meer klasse persele of gedeeltes daarvan—

(a) wat as openbare restourante, kafees of teekamers gebruik word;

(b) waar etes of nie-alkoholiese drankie bedien word vir verbruik op die perseel of verskaf word vir verbruik weg van die perseel;

(c) waar spuit- of mineraalwater in glase of ander houers verskaf word vir verbruik op die perseel;

(d) waar bovermelde werksaamhede verrig word in of in verband met enige teater, bioskoop, kafee-bioskoop of ander vermaaklikheid of enige onthaal,

en dit omvat voorts die verskaffing van drank in enige sodanige bedryfsinrigtings of in of op enige sodanige persele kragtens 'n dranklisensie wat kragtens die Drankwet, 1989, deur sodanige werkgewers gehou word, en dit omvat voorts alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit.

X. "Sekuriteitsdiensonderneming" beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om persele, geboue, strukture of enige ander vaste eiendom, voertuie, skepe of bote of ander vaartuie en werknemers of ander persone te bewaak of te beskerm, en dit omvat die deponering, onttrekking en wisseling of vervoer van geld vir of namens 'n kliënt, die opmaak daarvan in gespesifiseerde bedrae, die plasing van gespesifiseerde bedrae in koeverte en die oorhandiging van koeverte aan persone ooreenkomstig die klient se opdrag, of die vervoer van enige ander goedere wat bewaak of beskerm moet word terwyl dit in transito is.

XI. "Bouwyerheid" beteken, sonder om die gewone betekenis van die uitdrukking enigerwys te beperk, die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om geboue of bouwerke (wat op die geaardheid van geboue is) op te rig, te voltooi, op te knap, te herstel, in stand te hou of te verbou en/of om artikels te maak vir gebruik by die oprigting, voltooiing of verbouing van geboue of bouwerke, waar die werk verrig en die materiaal voorberei word op die terreine van die geboue of bouwerke, en dit omvat alle werk wat daarin uitgevoer of verrig word deur persone wat by ondervermelde bedrywighede of onderafdelings daarvan betrokke is, met inbegrip van uitgrawings en die voorbereiding van terreine vir geboue, sowel as die sloping van geboue:

Asfaltering, wat die volgende insluit: die bedekking van vloere of plat en/of skuins dakke, of die waterdigting of vogdigting van kelders of fondamente, hetsy met bereide roldakbedekking of asfaltvulle met geglasuurde of ongeglasuurde oppervlakke, hetsy

tarmacadam, neuchatel, limmer or any other type of solid or semi-solid asphalt, mastic or emulsified asphalts or bitumens, applied either hot or cold to such roofs, floors, basements or foundations,

bricklaying, which includes concreting and the fixing of concrete blocks, slabs or plates and glass bricks, the tiling of walls and floors, pointing, paving, mosaic work, facing work in slate, in marble and in composition, drainlaying, slating and roof tiling, bituminous work, asphaltting and sheeting; (134)

French polishing, which includes polishing with a brush or pad and spraying with any composition,

glazing, which includes the cutting and/or fixing of all kinds of glass or other like products into the rebates formed in wooden or metal doors, windows, frames or like fixtures, and all operations incidental thereto;

joinery, which includes the fixing of all wooden fittings and the manufacture of all articles of joinery incidental to such fittings, whether or not the fixing in the building or structure is done by the person making or preparing the article used, including cupboards, kitchen dressers or other kitchen fixtures which accrue to the building as a permanent part thereof;

lead light-making, which includes the manufacture and/or fixing of lead and/or other metal lights and display signs (excluding electrical fittings incidental thereto) and the glazing relating thereto;

masonry, which includes stone cutting and building, also the cutting and building of ornamental and monumental stonework and the manufacture and erection of gravestones and cemetery memorials of all types, concreting and the fixing or building of pre-cast and/or artificial stone or marble, paving, mosaic work, pointing, wall and floor tiling, operating stoneworking machinery other than stone-polishing machinery, and the sharpening of mason's tools, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

metalwork, which includes the fixing of steel ceilings, metal windows, metal doors, builders' smithwork, metal frames, metal stairs and architectural metalwork, together with the manufacture and/or fixing of drawn metalwork and sheet and extruded metal, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

painting, which includes the processes of decorating, enamelling, graining, marbling, staining, varnishing, gilding, lining, stencilling, paperhanging, spraying, wax-polishing, distemperring, lime and colour washing, and woodwork preservation, and which also includes paint removal, scraping, washing and cleaning painted or distempered walls and washing and cleaning woodwork when such removal, scraping, washing and cleaning are preparatory to any of the said processes;

met gebruikmaking van teermacadam, neuchatel, limmer of enige ander tipe soliede of halfsoliede asfalt, mastiek of emulsieasfalt of -bitumen, wat óf warm óf koud aan sodanige dakke, vloere, kelders of fondamente aangewend word,

messelwerk, wat die volgende insluit: Betonnering en die aanbring van betonblokke, -blaaie of -plate en glasstene, die beteeling van mure en vloere, voegvulling, plaveiwerk, mosaiekwerk, voorwerk met leie, met marmer en met komposisiemateriaal, roollêwerk, leiwêrk en pandekking, bitumenwerk, asfaltering en beplating,

lakpolitoering, wat politoering met 'n kwas of kusinkie en bespuiting met 'n komposisiesstof insluit;

beglasing, wat die volgende insluit: Die sny en/of aanbring van alle soorte glas of dergelike produkte in die sponnings gevorm in hout- of metaaldeure, -vensters, -rame of dergelike vaste toebehore, en alle werksaamhede wat daarmee gepaard gaan,

skrynwerk, wat die volgende insluit: Die aanbring van alle houttoebehore en die vervaardiging van alle skrynwerkartikels wat met sodanige toebehore gepaardgaan, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie, met inbegrip van rakkaste, kombuiskaste of ander kombuisvaste toebehore wat by die gebou hoort as permanente deel daarvan;

ruit-in-lood-werk, wat die volgende insluit: Die vervaardiging en/of aanbring van ruite in lood en/of ander metaal en van reklameligte (uitgesonderd elektriese toebehore wat daarmee gepaard gaan) en die beglasing in verband daarmee;

klipmesselwerk, wat die volgende insluit: Klipkap- en klipbouwerk, ook die kap en bou van sier- en monumentklipwerk en die vervaardiging en oprigting van grafstene en begraafplaasgedenktekens van alle soorte, betonnering en die aanbring of inbou van voorafgegiëte en/of kunsklip of marmer, plaveiwerk, mosaiekwerk, prikking, muur- en vloerbeteeling, die bediening van klipwerkmasjinerie, uitgesonderd klip-poleermasjinerie, en die skerpmaak van klipmessaarsgereedskap, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

metaalwerk, wat die volgende insluit: Die aanbring van staalplafonne, metaalvensters, metaaldeure, siermetaalwerk, metaalrame, metaaltrappe en boumetaalwerk, tesame met die vervaardiging en/of aanbring van getrokke metaalwerk, plaatmetaal en uitgedrukte metaal, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

verfwerk, wat die volgende prosesse insluit: Versiering, emaljering, vlamskildering, marmering, beitsing, vernissing, vergulding, belyning, sjablonering, muurplakking, spuitskildering, waspolering, distemperring, afwitting, kleurekalking en houtverduursaming, en wat ook insluit die verwydering van verf, skraping, die was en skoonmaak van geverfde of gedistemperde mure en die was en skoonmaak van houtwerk wanneer sodanige verwydering, skraping, was en skoonmaak enige van vermelde prosesse voorafgaan;

Postal address of applicant: P.O. Box 61651, Marshalltown, 2107.

Office address of applicant: 24 Fereirra Street, 304 Fereirra House, 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.

D. W. JAMES,
Industrial Registrar.
(15 January 1993)

NOTICE 33 OF 1993

HARMFUL BUSINESS PRACTICES ACT, 1988

BUSINESS PRACTICES COMMITTEE

In terms of the provisions of section 8 (4) of the Harmful Business Practices Act, 1988 (Act No. 71 of 1988), notice is herewith given that the Business Practices Committee intends to undertake an investigation in terms of section 8 (1) (b) of the said Act into business practices concerning—

Any agreement for the use of a truck, minibus or any other vehicle, in terms of which a person, the client, pays a remuneration or commission of whatever nature, to or on behalf of another person, the broker, and the broker undertakes to negotiate transport contracts for execution by the client

Any person may within a period of 60 days from the date of this notice make written representations regarding the above-mentioned investigation to the Business Practices Committee. Representations must be addressed to:

The Secretary
Business Practices Committee
Private Bag X84
PRETORIA
0001.

[Ref.: H101/20/10/134 (92). Enquiries: Mrs J. M. van der Merwe, Tel. (012) 310-9579]

(15 January 1993)

NOTICE 36 OF 1993

DEPARTMENT OF TRANSPORT

INTERNATIONAL AIR SERVICES ACT, 1949
(ACT No. 51 OF 1949), AS AMENDED

Pursuant to the provisions of sections 5 (a) and (b) of Act No. 51 of 1949 and regulation 5 of the Civil Air Services Regulations, 1964, it is hereby notified for general information that the applications, details of which appear in the Schedule hereto, will be heard by the National Transport Commission.

Posadres van applikant: Posbus 61651, Marshalltown, 2107.

Kantooradres van applikant Fereirrastraat 24, Fereirra House 304, 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.

D. W. JAMES,
Nywerheidsregistrateur.
(15 Januarie 1993)

KENNISGEWING 33 VAN 1993

WET OP SKADELIKE SAKEPRAKTYKE, 1988

SAKEPRAKTYKEKOMITEE

Ingevolge die bepalings van artikel 8 (4) van die Wet op Skadelike Sakepraktyke, 1988 (Wet No 71 van 1988), word hiermee bekendgemaak dat die Sakepraktykekomitee van voorneme is om kragtens die bepalings van artikel 8 (1) (b) van gemelde Wet ondersoek in te stel na sakepraktyke wat betrekking het op—

Enige ooreenkoms vir die gebruik van 'n vragmotor, minibus of enige ander voertuig, waarkragtens 'n persoon, die kliënt, 'n vergoeding of kommissie van watter aard ook al betaal aan of ten behoeve van 'n ander persoon, die makelaar, en die makelaar onderneem om vervoeropdragte vir uitvoering deur die kliënt te beding.

Enige persoon kan binne 'n tydperk van 60 dae vanaf die datum van hierdie kennisgewing skriftelike ver-
toe aangaande die voorgestelde ondersoek tot die Sakepraktykekomitee rig. Vertoe moet gerg word aan:

Die Sekretans
Sakepraktykekomitee
Privaatsak X84
PRETORIA
0001.

[Verw.: H101/20/10/134 (92). Verw : Mev. J. M van der Merwe. Tel. (012) 310-9579]

(15 Januarie 1993)

KENNISGEWING 36 VAN 1993

DEPARTEMENT VAN VERVOER

WET OP INTERNASIONALE LUGDIENSTE, 1949
(WET No. 51 VAN 1949), SOOS GEWYSIG

Hierby word ingevolge die bepalings van artikels 5 (a) en (b) van Wet No. 51 van 1949 en regulasie 5 van die Regulasies vir Burgerlugdienste, 1964, vir algemene inligting bekendgemaak dat die Nasionale Vervoerkommissie die aansoeke waarvan besonderhede in die Bylae hieronder verskyn, sal aanhoor

SIDAY 25/1/93.

Unions may merge (134)

THREE public sector unions affiliated to Cosatu would meet on Thursday to discuss merger plans, Cosatu spokesman Siphso Binda said in Cape Town.

The unions are the National Education, Health and Allied Workers' Union, the SA Municipal Workers' Union and Post and Telecommunication Workers' Association. Together they represent about 126 000 members.

CT. 1/2/93 (134)

Trade unionists in SA for probe

JOHANNESBURG. — A delegation of 50 international trade unionists will spend the next week in South Africa investigating the violence and deciding what action to take to help remedy the situation.

The general secretary of the International Confederation of Trade Union (ICTU), Mr Enzo Friso, told a news briefing here yesterday that the group would, together with the two local union federations, visit Durban, Cape Town and Johannesburg to investigate issues like violence and trade union rights.

He said the ICTU would in collaboration with the Congress of South African Trade Unions and the National Council of Trade Unions decide what action should be taken, including a decision on sanctions.

● Cosatu yesterday expressed concern about the proposed changes and extensions to the Labour Relations Act as well as the Wage Act, both in relation to farmworkers.

Cosatu said it did not approve of suggested limitations on the right to strike, the introduction of labour codes for agriculture and a special labour courts for farmworkers which would only "entrench the baasskap of farmers". — Sapa

Trade ⁽¹³⁴⁾
unionists
arrive
in city

APR 21 1993
SHARON SOROUR
Labour Reporter

A TOP-LEVEL delegation of international trade unionists arrived in Cape Town today

The members of the International Confederation of Free Trade Unions (ICFTU) are here for a week to demonstrate solidarity with the "democratic trade union movement".

The main thrust of the mission is to investigate the violence and its causes and implications for working men and women and its effect on free political and trade union activity.

The delegation, led by general secretary Mr Enzo Friso, was invited by union federations Cosatu and Nactu, and will visit Western Cape townships today.

Nactu spokesman in the Western Cape, Mr Brian Williams, said the federation would attempt to show the mission what impact political, social and economic violence had on its members and workers in general

Mr Williams said "It is very important that the ICFTU increases its support. Violence is on the increase. Between 1984 and 1990, 5 565 people died in political violence while 7 739 people died between 1990 and 1992 alone."

The ICFTU hoped to assess "the overall situation regarding continued violations of human and trade union rights and will seek to identify companies which "undermine the presence of democratic trade unions".

The mission would formulate recommendations on how the ICFTU "family" could assist in putting pressure on governments to ensure an increased United Nations presence and role, and encourage progress towards democracy

SA poll date 'critical'

JOHANNESBURG — ANC president Mr Nelson Mandela yesterday said it was critical for South Africa that a date be set soon for the country's first non-racial elections

Speaking here after meeting a delegation of the International Confederation of Free Trade Unions (ICFTU), he said "I told them it was critical that a date for a general election be set soon."

However, there remained differences between the ANC and the

government regarding power-sharing and a government of national unity

The head of the ICFTU delegation, Mr Bob White, said they were in South Africa to assess the violence plaguing "progressive movements" and trade union federations.

The Brussels-based ICFTU represents 113 million workers worldwide

Mr Mandela and the ANC's economics chief, Mr Trevor Manuel, yesterday also met with a delegation from Caltex International. — Sapa

SA unions 'in need of world backing'

SHARON SOROUR, Labour Reporter

SOUTH Africa's trade unions will need stronger support from international bodies when a new government is in place; a top-level delegation of visiting unionists has been told.

Members of the International Confederation of Free Trade Unions (ICFTU) were warned by the National Council of Trade Unions (Nactu) that a new government was likely to restrain workers in an attempt to attract new investment.

The ICFTU delegation is in South Africa this week to demonstrate solidarity with the union movement and to investigate the causes of the violence in South Africa and its effect on workers.

The delegation, led by general secretary Mr Enzo Frizo, was invited by the trade union federations Cosatu and Nactu.

"We believe solidarity with the union movement should be stepped up when a new government takes over, because we anticipate wage freezes and other cost-cutting exercises to be enforced in order to attract investment," said Nactu Western Cape spokesman Mr Brian Williams.

"Workers will be restricted

"They will create conditions favourable to investment, which will not favour workers"

Mr Williams explained to the ICFTU members that a new government could even introduce new legislation to further restrain and hamper workers — which would make it even more difficult for them to take industrial action.

The ICFTU members felt the confederation should continue to provide financial and other support, but "it will become necessary for the union movement here to develop strategies to become self-reliant"

"They gave us a signal that we cannot expect an indefinite flow of international solidarity resources to South Africa," said Mr Williams.

During the two-day visit to Cape Town the group went to squatter areas and Peninsula townships, accompanied by Nactu and Cosatu representatives.

By JAN TALJAARD
 "WE can now darken Africa in five minutes," the Afrikaner Weerstandsbeweging's Eugene Terre-Blanche proclaimed at a public meeting in Pretoria last week.

One would not expect these sentiments from a leading exponent of white supremacy. What Terre-Blanche was actually hinting at was white mischief at Eskom — with a little help from the white trade unions. Sharing the stage with him were Len van Niekerk Venter, a leader of the 40 000-strong Yster en Staal union, and Krappies Cronje, a senior official of the 30 000-member Mine

White mischief among the blue collars

WJ/Mail 12/2-18/2/93

Workers Union (MWU). Yster en Staal and the MWU are the largest all-white unions in the country.

The next day an Afrikaners newspaper latched on to their appearance, reporting in its lead story that the AWB had gained 80 000 members.

The Herstigte Nasionale Party and the Conservative Party have tried to mobilise white labour for political ends. But this is not as simple as it sounds.

(134)

The average white blue-collar worker is still a long way from the kind of activism associated with members of the Congress of South African Trade Unions. Calls for strikes have met with a poor response, and not all the unions' members are far-rightwingers or willing to be part of an organisation like the AWB.

Serious differences in style and substance represent an even larger obstacle to a unified front between



white labour and the AWB. Van Niekerk Venter and Cronje may have shared a stage, but it is doubtful whether their bosses — Yster en Staal general secretary Nic Cilliers and MWU general secretary Peet Ungerer — will soon sit round the same fire.

Mutual recriminations between the two unions and their bosses have abounded in recent years, with both accusing the other of membership poaching.



Plans for a "super-white union" — a link-up between Yster en Staal, the MWU and other white worker bodies such as the Transnet Union of South Africa — also fell apart because of feuding between the two big unions.

While the MWU's style has been described as bordering on the impulsive and extreme, Cilliers has said he will not sacrifice his members' well-being for "political adventures".

Cilliers is, however, keeping his options open: he is known to lurch regularly with movers and shakers from across the rightwing spectrum — but without committing himself.



DEPARTMENT OF WATER AFFAIRS AND FORESTRY

No. 282 **26 February 1993**

SAFETY OF DAMS: APPLICATION OF THE PROVISIONS OF SECTION 9C OF THE WATER ACT, 1956 (ACT No 54 OF 1956), TO PARTICULAR DAMS, IN TERMS OF SECTION 9C (2) OF THE SAID ACT

By virtue of the powers delegated to me by the Minister of Water Affairs and Forestry by Government Notice No. 966 of 19 May 1989, I, Noel Marius Krige, in my capacity as Deputy Director-General, Water Resources Development in the Department of Water Affairs and Forestry, hereby declare in terms of section 9C (2) of the Water Act, 1956, that the provisions of section 9C of the said Act are with effect from the date of publication hereof applicable to the proposed Boschmanskop Nos. 1, 2 and 3 Dams, situated in the Woes-Alleen Spruit on portions of the farm Boschmanskop 154 IS and Optimum 554 IS, District of Middelburg (Transvaal) and of which Optimum Colliery-Pullen's Hope Open Cast Mine is the owner

N. M. KRIGE,

Deputy Director-General, Water Resources Development.

p p. Minister of Water Affairs and Forestry.

No. 283 **26 February 1993**

KALAHARI EAST WATER BOARD, DISTRICTS OF KURUMAN AND POSTMASBURG, PROVINCE OF THE CAPE OF GOOD HOPE: EXTENSION OF SUPPLY AREA

I, Magnus André de Merindol Malan, Minister of Water Affairs and Forestry, in terms of section 108 (2) of the Water Act, 1956 (Act No 54 of 1956), hereby extend the area of the Kalahari East Water Board as set out in Government Notice No 2233 of 4 November 1988, by the inclusion of the farm Millar 35/11, District of Kuruman.

M. A. de M. MALAN,

Minister of Water Affairs and Forestry

GENERAL NOTICES

NOTICE 161 OF 1993

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Municipal Health and Allied Workers Union. Particulars of the application are reflected in the subjoined table.

DEPARTEMENT VAN WATERWESSE EN BOSBOU

No. 282 **26 Februarie 1993**

VEILIGHEID VAN DAMME: TOEPASSING VAN DIE BEPALINGS VAN ARTIKEL 9C VAN DIE WATERWET, 1956 (WET No 54 VAN 1956), OP BEPAALDE DAMME, INGEVOLGE ARTIKEL 9C (2) VAN GENOEMDE WET

Kragtens die bevoegdheid aan my gedelegeer deur die Minister van Waterwese en Bosbou by Goewermentskennisgewing No. 966 van 19 Mei 1989, verklaar ek, Noel Marius Krige, in my hoedanigheid as Adjunkdirekteur-generaal Waterbronontwikkeling in die Departement van Waterwese en Bosbou, hiermee ingevolge artikel 9C (2) van die Waterwet, 1956, dat die bepalings van artikel 9C van die genoemde Wet met ingang van die datum van publikasie hiervan op die voorgestelde Boschmanskop Nos. 1, 2 en 3-damme gelee in die Woes-Alleenspruit of sytakke daarvan op gedeeltes van die plaas Boschmanskop 154 IS en Optimum 554 IS, distrik Middelburg (Transvaal) en waarvan Optimum Steenkoolmyn-Pullen's Hope-oopgroefmyn die eienaar is, van toepassing is.

N. M. KRIGE,

Adjunkdirekteur-generaal Waterbronontwikkeling

p p. Minister van Waterwese en Bosbou.

No. 283 **26 Februarie 1993**

KALAHARI-OOS-WATERRAAD, DISTRIKTE KURUMAN EN POSTMASBURG, KAAPPROVINSIE: UITBREIDING VAN VOORSIENINGSGBIED

Ek, Magnus André de Merindol Malan, Minister van Waterwese en Bosbou, brei hierby kragtens artikel 108 (2) van die Waterwet, 1956 (Wet No 54 van 1956), die gebied van die Kalahari-Oos-waterraad soos vervat in Goewermentskennisgewing No. 2233 van 4 November 1988, uit deur die plaas Millar 35/11, distrik Kuruman, daarby in te sluit.

M. A. de M. MALAN,

Minister van Waterwese en Bosbou.

ALGEMENE KENNISGEWINGS

KENNISGEWING 161 VAN 1993

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Municipal Health and Allied Workers Union. Besonderhede van die aansoek word in onderstaande tabel verstrek

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, Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

(134) (105)

TABLE

Name of trade union Municipal Health and Allied Workers Union.

Date on which application was lodged: 20 July 1992.

Interests and area in respect of which application is made: All persons employed in the undermentioned undertakings in the Magisterial Districts of Groblersdal, Potgietersrus, Pretoria and Warmbaths:

- (i) Health and Medical Services Undertaking; and
- (ii) Local Authority Undertaking.

For the purposes hereof the above-mentioned undertakings are defined as follows:

(i) "Health and Medical Services Undertaking" means the undertaking in which employers and their employees are associated for the purpose of rendering health and medical services in hospitals, clinics and homes for the aged that are not administered by any Government Department or any provincial administration.

(ii) "Local Authority Undertaking" means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority, and

"local authority" has the same meaning as that assigned to it by section 1 (1) of the Labour Relations Act, 1956.

Postal address of applicant P.O. Box 97207, Presas, 0114.

Office address of applicant 222 Pretorius Street, Fifth Floor, Southern Building, Room 21, Pretoria, 0002.

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) 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.

G. C. PAPENFUS,
Assistant Industrial Registrar.
(26 February 1993)

Enige geregistreeerde 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, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: Municipal Health and Allied Workers Union.

Datum waarop aansoek ingedien is: 20 Julie 1992

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in diens in ondergemelde ondernemings in die landdrostdistrikte Groblersdal, Potgietersrus, Pretoria en Warmbad:

- (i) Gesondheids- en Mediesediensonderneming; en
- (ii) Plaaslike Owerheidsonderneming.

Vir die doeleindes hiervan word bogemelde ondernemings soos volg omskryf:

(i) Gesondheids- en Mediesediensonderneming beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om gesondheids- en mediese dienste te lewer in hospitale, klinieke en ouetehuse wat nie deur 'n Staatsdepartement of 'n provinsiale administrasie geadministreer word nie.

(ii) "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 werksaamheid wat deur 'n plaaslike owerheid onderneem word; en

"plaaslike owerheid" het dieselfde betekenis as dié wat daaraan geheg is by artikel 1 (1) van die Wet op Arbeidsverhoudinge, 1956.

Posadres van applikant: Posbus 97207, Presas, 0114.

Kantooradres van applikant: Pretoriusstraat 222, Vyfde Verdieping, Southerngebou, Kamer 21, Pretoria, 0002

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waann '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.

G. C. PAPENFUS,
Assistentnywerheidsregistrator.
(26 Februarie 1993)

NOTICE 165 OF 1993**DEPARTMENT OF TRADE AND INDUSTRY**

GRANTING OF TARIFF CONCESSIONS BY THE REPUBLIC OF SOUTH AFRICA TO THE REPUBLIC OF MOZAMBIQUE

CORRECTION

Annexure A to Notice 95 in *Government Gazette* No. 14554 of 5 February 1993 should be corrected to read as follows

ANNEXURE A**QUOTA PRODUCTS TO BE IMPORTED FROM MOZAMBIQUE PER ANNUM**

| Tariff heading | Description | Quota level |
|-----------------|-------------------------|-------------|
| 03.02 | Fish, fresh or chilled. | 2 000 tons |
| 03.03 | Fish, frozen | |
| 03 05 | Fish, dried | |
| 0801.30 | Cashew nuts. | 1 000 ton |
| 2006 00 90 | Cashew nuts .. . | |

(26 February 1993)

NOTICE 166 OF 1993**DEPARTMENT OF TRADE AND INDUSTRY**

GRANTING OF TARIFF CONCESSIONS BY THE REPUBLIC OF SOUTH AFRICA TO THE REPUBLIC OF MOZAMBIQUE

In General Notice 749 in *Government Gazette* No 11991 of 7 July 1989, information was furnished concerning tariff rebates on certain goods of Mozambican origin and in General Notice 336 in *Government Gazette* No 13911 of 10 April 1992 it is notified *inter alia* that a preferential quota of 1 000 tons for langoustines has been granted

It is hereby notified for general information that the preferential quota for langoustines, classifiable under tariff subheading 0306 19, is valid with retrospective effect to 7 July 1989.

(26 February 1993)

NOTICE 168 OF 1993**DEPARTMENT OF MANPOWER****LABOUR RELATIONS ACT, 1956****APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION**

I, Gerhardus Coenraad Papenfus, 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 East London Municipal 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, Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

KENNISGEWING 165 VAN 1993**DEPARTEMENT VAN HANDEL EN NYWERHEID**

VERLENING VAN TARIEFKONSESSIES DEUR DIE REPUBLIEK VAN SUID-AFRIKA AAN DIE REPUBLIEK VAN MOSAMBIEK

REGSTELLING

Bylae A by Kennisgewing 95 in *Staatskoerant* No 14554 van 5 Februarie 1993 moet reggestel word om soos volg te lui:

BYLAE A**KWOTAPRODUKTE WAT JAARLIKS VANAF MOSAMBIEK INGEVOER STAAN TE WORD**

| Tariefpos | Beskrywing | Kwotapeil |
|------------------|--------------------------|-----------|
| 03 02 | Vis, vars of verkoel . . | 2 000 ton |
| 03 03 | Vis, bevrore | |
| 03.05 | Vis, gedroog | |
| 0801 30 | Kasjoeneute | 1 000 ton |
| 2006.00 90 . . . | Kasjoeneute | |

(26 Februarie 1993)

KENNISGEWING 166 VAN 1993**DEPARTEMENT VAN HANDEL EN NYWERHEID**

VERLENING VAN TARIEFKONSESSIES DEUR DIE REPUBLIEK VAN SUID-AFRIKA AAN DIE REPUBLIEK VAN MOSAMBIEK

In Algemene Kennisgewing 749 in *Staatskoerant* No. 11991 van 7 Julie 1989 word inligting verstrekkende betreffende tariefkortings op sekere goedere van Mosambiekse oorsprong en in Algemene Kennisgewing 336 in *Staatskoerant* No. 13911 van 10 April 1992 word onder andere bekendgemaak dat 'n voorkeurkwota van 1 000 ton vir langoustines toegestaan word.

Hiermee word vir algemene inligting bekendgemaak dat die voorkeurkwota vir langoustines, indeelbaar by tariefsubpos 0306.19, met terugwerkende krag tot 7 Julie 1989 geldig is.

(26 Februarie 1993)

KENNISGEWING 168 VAN 1993**WET OP ARBEIDSVERHOUDINGE, 1956****AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING**

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator, 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 East London Municipal 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, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

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(134) TABLE

Name of trade union East London Municipal Workers' Union.

Date on which application was lodged: 28 December 1992.

Interests and area in respect of which application is made: Persons employed in the Local Authority Undertaking in the Magisterial District of King William's Town.

For the purposes hereof—

“Local Authority Undertaking” means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority; and

“local authority” has the same meaning as that assigned to it by section 1 of the Labour Relations Act, 1956.

Postal address of applicant P.O. Box 410, East London, 5200.

Office address of applicant 39 Union Street, East London.

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.

G. C. PAPENFUS,

Assistant Industrial Registrar.
(26 February 1993)

NOTICE 169 OF 1993**DEPARTMENT OF FINANCE**

EXPORT INCENTIVE SCHEME IN TERMS OF THE DEFINITION OF “EXPORTED” IN SECTION 1 OF THE VALUE-ADDED TAX ACT, 1991 (ACT No. 89 OF 1991)

The Export Incentive Scheme which has originally been published as Notice 397 of 1992 in *Government Gazette* No. 13949 of 27 April 1992, has been amended by the addition of a fourth paragraph, as approved by the Deputy Minister of Finance, particulars of which are set out in the Schedule and are hereby notified for general information

J. W. HATTINGH,

Commissioner for Inland Revenue.

TABEL

Naam van vakvereniging East London Municipal Workers' Union.

Datum waarop aansoek ingedien is: 28 Desember 1992.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Persone in diens in die Plaaslike Owerheidsonderneming in die landdrostdistrik King William's Town.

Vir die doeleindes hiervan—

“Plaaslike Owerheidsonderneming” die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van enige handeling, skema of werksaamheid wat deur 'n plaaslike owerheid onderneem word; en

het “plaaslike owerheid” dieselfde betekenis as dié wat daaraan geheg is by artikel 1 van die Wet op Arbeidsverhoudinge, 1956.

Posadres van applikant: Posbus 410, Oos-Londen, 5200.

Kantooradres van applikant. Unionstraat 39, Oos-Londen.

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.

G. C. PAPENFUS,

Assistentnywerheidsregistrator.
(26 Februarie 1993)

KENNISGEWING 169 VAN 1993**DEPARTEMENT VAN FINANSIES**

UITVOERAANSPORINGSKEMA KRAGTENS DIE WOORDOMSKRYWING VAN “UITGEVOER” IN ARTIKEL 1 VAN DIE WET OP BELASTING OP TOEGEVOEGDE WAARDE, 1991 (WET No. 89 VAN 1991)

Die Uitvoeraansporingskema wat oorspronklik as Kennisgewing 397 van 1992 in *Staatskoerant* No 13949 van 27 April 1992 gepubliseer is, is gewysig deur die byvoeging van 'n vierde paragraaf, soos deur die Adjunkminister van Finansies goedgekeur, waarvan die besonderhede in die Bylae uiteengesit is en vir algemene inligting bekendgemaak word

J. W. HATTINGH,

Kommissaris van Binnelandse Inkomste.

DEPARTMENT OF WATER AFFAIRS AND FORESTRY

No. 282 **26 February 1993**

SAFETY OF DAMS: APPLICATION OF THE PROVISIONS OF SECTION 9C OF THE WATER ACT, 1956 (ACT No. 54 OF 1956), TO PARTICULAR DAMS, IN TERMS OF SECTION 9C (2) OF THE SAID ACT

By virtue of the powers delegated to me by the Minister of Water Affairs and Forestry by Government Notice No. 966 of 19 May 1989, I, Noel Marius Krige, in my capacity as Deputy Director-General: Water Resources Development in the Department of Water Affairs and Forestry, hereby declare in terms of section 9C (2) of the Water Act, 1956, that the provisions of section 9C of the said Act are with effect from the date of publication hereof applicable to the proposed Boschmanskop Nos 1, 2 and 3 Dams, situated in the Woes-Alleen Spruit on portions of the farm Boschmanskop 154 IS and Optimum 554 IS, District of Middelburg (Transvaal) and of which Optimum Colliery-Pullen's Hope Open Cast Mine is the owner.

N. M. KRIGE,

Deputy Director-General: Water Resources Development.

p.p Minister of Water Affairs and Forestry.

No. 283 **26 February 1993**

KALAHARI EAST WATER BOARD, DISTRICTS OF KURUMAN AND POSTMASBURG, PROVINCE OF THE CAPE OF GOOD HOPE: EXTENSION OF SUPPLY AREA

I, Magnus André de Merindol Malan, Minister of Water Affairs and Forestry, in terms of section 108 (2) of the Water Act, 1956 (Act No. 54 of 1956), hereby extend the area of the Kalahari East Water Board as set out in Government Notice No 2233 of 4 November 1988, by the inclusion of the farm Millar 35/11, District of Kuruman.

M. A. de M. MALAN,

Minister of Water Affairs and Forestry.

GENERAL NOTICES

NOTICE 161 OF 1993
DEPARTMENT OF MANPOWER
 LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Municipal Health and Allied Workers Union. Particulars of the application are reflected in the subjoined table.

DEPARTEMENT VAN WATERWESE EN BOSBOU

No. 282 **26 Februarie 1993**

VEILIGHEID VAN DAMME: TOEPASSING VAN DIE BEPALINGS VAN ARTIKEL 9C VAN DIE WATERWET, 1956 (WET No. 54 VAN 1956), OP BEPAALDE DAMME, INGEVOLGE ARTIKEL 9C (2) VAN GENOEMDE WET

Kragtens die bevoegdheid aan my gedelegeer deur die Minister van Waterwese en Bosbou by Goewermentskennisgewing No 966 van 19 Mei 1989, verklaar ek, Noël Marius Krige, in my hoedanigheid as Adjunkdirekteur-generaal: Waterbronontwikkeling in die Departement van Waterwese en Bosbou, hiermee ingevolge artikel 9C (2) van die Waterwet, 1956, dat die bepalings van artikel 9C van die genoemde Wet met ingang van die datum van publikasie hiervan op die voorgestelde Boschmanskop Nos. 1, 2 en 3-damme gelee in die Woes-Alleenspruit of sytakke daarvan op gedeeltes van die plaas Boschmanskop 154 IS en Optimum 554 IS, distrik Middelburg (Transvaal) en waarvan Optimum Steenkoolmyn-Pullen's Hope-oopgroefmyn die eienaar is, van toepassing is.

N. M. KRIGE,

Adjunkdirekteur-generaal. Waterbronontwikkeling

p.p Minister van Waterwese en Bosbou

No. 283 **26 Februarie 1993**

KALAHARI-OOS-WATERRAAD, DISTRIKTE KURUMAN EN POSTMASBURG, KAAPPROVINSIE. UITBREIDING VAN VOORSIENINGSGBIED

Ek, Magnus André de Merindol Malan, Minister van Waterwese en Bosbou, brei hierby kragtens artikel 108 (2) van die Waterwet, 1956 (Wet No. 54 van 1956), die gebied van die Kalahari-Oos-waterraad soos vervat in Goewermentskennisgewing No 2233 van 4 November 1988, uit deur die plaas Millar 35/11, distrik Kuruman, daarby in te sluit.

M. A. de M. MALAN,

Minister van Waterwese en Bosbou.

ALGEMENE KENNISGEWINGS

KENNISGEWING 161 VAN 1993
DEPARTEMENT VAN MANNEKRAG
 WET OP ARBEIDSVERHOUDINGE, 1956
 AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Municipal Health and Allied Workers Union. Besonderhede van die aansoek word in onderstaande tabel verstrek

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, Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

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TABLE

Name of trade union Municipal Health and Allied Workers Union.

Date on which application was lodged 20 July 1992.

Interests and area in respect of which application is made. All persons employed in the undermentioned undertakings in the Magisterial Districts of Groblersdal, Potgietersrus, Pretoria and Warmbaths

- (i) Health and Medical Services Undertaking; and
- (ii) Local Authority Undertaking.

For the purposes hereof the above-mentioned undertakings are defined as follows:

(i) "Health and Medical Services Undertaking" means the undertaking in which employers and their employees are associated for the purpose of rendering health and medical services in hospitals, clinics and homes for the aged that are not administered by any Government Department or any provincial administration.

(ii) "Local Authority Undertaking" means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority; and

"local authority" has the same meaning as that assigned to it by section 1 (1) of the Labour Relations Act, 1956.

Postal address of applicant P O Box 97207, Presas, 0114

Office address of applicant: 222 Pretorius Street, Fifth Floor, Southern Building, Room 21, Pretoria, 0002

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) 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

G. C. PAPENFUS,

Assistant Industrial Registrar.

(26 February 1993)

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, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging Municipal Health and Allied Workers Union.

Datum waarop aansoek ingedien is: 20 Julie 1992.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in diens in ondergemelde ondernemings in die landdrostdistrikte Groblersdal, Potgietersrus, Pretoria en Warmbad:

- (i) Gesondheids- en Mediesediensonderneming, en
- (ii) Plaaslike Owerheidsonderneming

Vir die doeleindes hiervan word bogemelde ondernemings soos volg omskryf:

(i) Gesondheids- en Mediesediensonderneming beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om gesondheids- en mediese dienste te lewer in hospitale, klinieke en ouetehuse wat nie deur 'n Staatsdepartement of 'n provinsiale administrasie geadministreer word nie.

(ii) "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 werksaamheid wat deur 'n plaaslike owerheid onderneem word; en

"plaaslike owerheid" het dieselfde betekenis as dié wat daaraan geheg is by artikel 1 (1) van die Wet op Arbeidsverhoudinge, 1956.

Posadres van applikant: Posbus 97207, Presas, 0114

Kantooradres van applikant: Pretoriusstraat 222, Vyfde Verdieping, Southerngebou, Kamer 21, Pretoria, 0002.

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.

G. C. PAPENFUS,

Assistentnywerheidsregistrateur.

(26 Februarie 1993)

three years ago; Gxanyana said he said.

LABOUR BRIEFS 26/2

Strikes settle 452

THE latest *South African Labour Bulletin*, published today, notes a dramatic drop in strike action and major disputes in the first two months of 1993, compared with the past three years.

Only four significant strikes had been reported in *South African Labour News* in this period: two strikes involving 500 Transport and General Workers' Union members and two Food and Allied Workers' Union strikes continuing from last year.

And the only dispute looming is a national campaign against Shoprite/Checkers by the South African Commercial, Catering and Allied Workers' Union.

Nursing wounds 455

PATIENTS and their needs should never become part of the collective bargaining process, South African Nursing Council head Wilma Kotze told 200 nurses from Edendale hospital in Pieter-

burg this week.

The nurses were found guilty of disgraceful conduct for participating in a wage strike two years ago.

The disciplinary committee however found there was no evidence to suggest patients suffered because of the strike.

A salary strike by 700 nurses this week brought Lebowa's biggest hospital, Groothoek, to a standstill.

No carte blanche for MWU

THE Media Council this week dismissed a complaint by the whites-only Mynwerkers Unie (MWU) against a programme broadcast on M-Net's *Carte Blanche*.

The programme, about MWU members defecting to join the National Union of Mineworkers, was "unfair, unbalanced, propagandistic and amounted to 'trial by television'" alleged the MWU. But the Media Council found the complaint "groundless" and dismissed it.

**'Unions making
bosses efficient'**

(34)
BY demanding higher wages the trade unions are not undermining the economy but "forcing management to become more efficient and competitive", Moletsu Mbeki, consultant to the Congress of SA Trade Unions (Cosatu) told a conference at the Stellenbosch Graduate School of Business yesterday CT 27/2/93

BIDAY 2/4/93
White union
goes to court

(134)
DIRK VAN EEDEN (29)

THE Mineworkers' Union (MWU) is taking Randcoal to court after Rietspruit coal mine refused to recognise the whites-only union because of its racial policy.

A Randcoal spokesman said this was the first time a company had refused to recognise a union because of racism, and he expected it to be a test case (26)

The MWU, representing 54 of Rietspruit's total staff of 1514, applied for recognition a year ago.

When Rietspruit refused to recognise the MWU, the matter was referred to a conciliation board where further deadlock was reached. The MWU then said it would take the matter to the Industrial Court.

MWU general secretary Piet Ungerer yesterday declined to comment other than saying "The MWU does not fight its battles in the newspapers. The lines between the MWU and Business Day's readers have been drawn."

Rietspruit is reviewing the recognition of another whites-only union, the Amalgamated Engineering Union which has 44 members at Rietspruit.

250 men waiting for pay

Labour broker withholds wages

SHARON SOROUR
Labour Reporter

HUNDREDS of Cape Town workers who shut down a Sasol operation claim they have not been paid by the labour broker who hired them.

The workers — crane drivers, mechanical fitters, operators and riggers — were employed by labour broker Mr Felix Gerber of ISM Inter SA cc.

The operation ended more than two weeks ago and the men were sent back to Cape Town. But they have yet to be paid.

Mrs Nazeema Isaacs, the Cape Town agent who put Mr Gerber in touch with the workers, said she sent five busloads of men to Johannesburg to work on the project after Mr Gerber interviewed them in Cape Town in February.

She said, "Mr Gerber asked me to help him and I sent him about 250 workers on February 25."

Trouble began when Mr Gerber refused to pay the agreed wage of R14 an hour.

"He insisted on paying them R6 an hour and after a work stoppage upped the wages to R9 an hour. The men accepted this because they felt it was better than nothing and they were already in Johannesburg."

The men were given enough money to get home when the job was finished but did not receive pay slips recording hours worked and money earned.

"Now they have nothing and many of them have families to support and bills to pay. They do not have money to keep phoning Johannesburg to find out where their money is," Mrs Isaacs said.

On the two occasions she had been able to reach Mr Gerber, he had assured her the men would be paid "But every time he has another story about when or why they have not been."

Several attempts by The Argus to find Mr Gerber proved fruitless.

Mrs Isaacs said he told her the delay was caused by his having more than 1 700 workers to pay and his losing certain papers.

One of the workers, Mr Kenneth Pangle of Athlone, said he had been working on shutdowns for a number of years.

"This has never happened before. This man has conned us. He owes us five weeks' wages but the problem is we do not even have pay slips. We want the problem settled but nobody can get hold of him."

Mr Pangle said he could not afford to telephone Johan-

nesburg every day to find out when he would get his money.

Another worker, Mr Michael Wagenstroom, said the workers were told to open bank accounts so Mr Gerber could deposit their salaries.

"I opened the account and now what? We have been trying to get our money for more than two weeks. I am desperate. I got R600 but my electricity is going to be cut off if I do not get the rest."

Golden Arrow fares pegged

Staff Reporter

FARES on Golden Arrow buses are not to be increased in spite of the higher fuel price from today and VAT from April 7.

A statement said "In spite of the negative impact of these increased costs on the company, the board of Golden Arrow has decided not to increase bus fares now, but to absorb the additional costs for as long as possible." **ARL 2/4/93**

The company, which increased fares in December, hoped its decision would assist commuters.

Firemen's open day

THE Goodwood Fire and Rescue Services will host an open day tomorrow featuring demonstrations and station tours from 10am to 2pm. Details 591 4111 — Staff Reporter



Picture OBED ZILWA, The Argus

FAREWELL: Senior nursing services manager at Red Cross Children's Hospital, Mrs Anneline Chadwick, left, shakes the hand of Mrs Florance Thompson, who is retiring as specialised auxiliary services officer after working at the hospital for 37 years. Mrs Chadwick also bade farewell to 19 other retiring staff members.

Wosa's national conference

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Political Correspondent

ET 7/4/73
THE Workers' Organisation for Socialist Action (Wosa) is to hold its third national conference in Cape Town this weekend. The conference, with the theme, "Socialism is democracy — building the socialist alternative", is to be addressed by a member of the Workers' Party in Brazil, Ms Elisabete Burigo. It is to be held at Community House, Salt River.

NOTICE 327 OF 1993**DEPARTMENT OF MANPOWER****LABOUR RELATIONS ACT, 1956****APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION**

I, Gerhardus Coenraad Papenfus, 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 National Union of Employees of 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, 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. National Union of Employees of Local Authorities.

Date on which application was lodged 18 December 1992.

Interests and area in respect of which application is made All persons employed in the Local Authority Undertaking in the Magisterial Districts of Hennenman, Odendaalsrus, Theunissen and Ventersburg.

For the purposes hereof—

“**Local Authority Undertaking**” means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority, and

“**local authority**” bears the same meaning as that assigned to it by section 1 of the Labour Relations Act, 1956.

Postal address of applicant P O Box 13023, Katlehong, 1832

Office address of applicant 1 Khumalo Street, Katlehong.

Attention is drawn to the following requirements for sections 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.

G. C. PAFENFUS,

Assistant Industrial Registrar

(16 April 1993)

KENNISGEWING 327 VAN 1993**DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956****AANSOEK OM VERANDERING VAN REGISTRASIEBESTEK VAN 'N VAKVERENIGING**

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator, 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 National Union of Employees of 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, Schoemanstraat 215, Pretoria (posadres Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging National Union of Employees of Local Authorities

Datum waarop aansoek ingedien is 18 Desember 1992

Belange en gebied ten opsigte waarvan aansoek gedoen word Alle persone in diens in die Plaaslike Owerheidsonderneming in die landdrostdistrikte Hennenman, Odendaalsrus, Theunissen en Ventersburg.

Vir die doeleindes hiervan—

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 werksaamheid wat deur 'n plaaslike owerheid onderneem word, en

het “**plaaslike owerheid**” dieselfde betekenis as dié wat daaraan geheg is by artikel 1 van die Wet op Arbeidsverhoudinge, 1956.

Posadres van applikant Posbus 13023, Katlehong, 1832.

Kantooradres van applikant Khumalostraat 1, Katlehong

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.

G. C. PAFENFUS,

Assistentnywerheidsregistrator

(16 April 1993)

Time off and transport sought for funeral

THE whites only Mine Workers' Union demand to employers for paid time off and subsidised transport for members to attend CP leader Andries Treurnicht's funeral today has received a mixed reception

Union spokesman Flip Buys said yesterday Iscor's plant in Vanderbijlpark — with about 3 600 union members — would give members five hours of paid leave and provide transport to a service in the town. Iscor spokesman Neels Howatt said other employees could apply for a day's leave or unpaid time off. Those who did not apply would have a day's pay deducted and disciplinary action would be considered.

Eskom said requests for leave would be

ERICA JANKOWITZ (134)

6/14/72 6401/8
treated sympathetically. No disciplinary action would be taken against union members who did not report for work. A Chamber of Mines spokesman said the union's request had been referred to local mine management for a decision.

Buys said the Atomic Energy Corporation and engineering companies had agreed to grant leave, and Highveld Steel had agreed to this and to transport.

The TPA agreed to give time off "as far as possible, taking into account the provision of certain essential services".

The funeral will be broadcast on TV1 from 11am today.

White workers return

Sowetan 27/4/93

MORE than 500 white workers at the Volkswagen plant in Port Elizabeth resumed work yesterday following a walkout on Friday. ~~34~~ (34)

The men, who are all members of the Iron and Steel Workers Union, downed tools over a disciplinary case involving one of their colleagues. Volkswagen public affairs manager Mr Matt Genrich said the disciplinary case had not resulted in any employee being fired and that production at the plant had not been affected by the walkout.

World union body urges Hani probe

ARC 28/4/93 (134)

SHARON SOROUR, Labour Reporter

THE International Confederation of Free Trade Unions, representing 113 million workers worldwide, has called on President De Klerk to set up an independent commission of inquiry into the assassination of Chris Hani

In a message to President De Klerk, confederation general secretary Mr Enzo Friso said it was clear the killing of this prominent black figure was designed to jeopardise the process of peaceful change to a united, non-racial and democratic South Africa.

Mr Friso said in a statement the confederation also demanded that international observers stationed in South Africa be given "a full mandate" and allowed free access to townships to monitor events and "be in a position to contribute in a meaningful way" to ending the carnage.

The confederation had called on its affiliates in 117 countries to approach their governments to make investigative specialists available to assist investigation teams working for the Goldstone Commission.

A confederation delegation which visited South Africa in February to investigate violence had already called for the powers of the Goldstone Commission to be expanded.

"We called for its findings and recommendations to be translated into action, bringing the perpetrators of violence to justice," Mr Friso said.

White workers back generals

THE biggest white workers' union in the country, the Mynwerkers Unie (MWU), has been "flooded by calls to support the (former police and army) generals" who plan to mobilise the white right. (21) (134)

The MWU has 46 000 members on the mines and in key parastatals.

Media reports on a meeting of generals last week have yielded an unprecedented response from members, the union's media representative Stephan

LABOUR BRIEFS

Wimand 7/5-13/5/93
Maninger said this week.

White workers were growing more militant because of the "reverse discrimination" they were seeing at the workplace. "We believe in equal opportunities, not extra equal," he said.

Big pay demands on mines

THE National Union of Mineworkers has tabled a wage demand for

increases ranging between 20 and 25 percent on gold mines and between 40 and 90 percent on collieries.

The goal is an industry monthly minimum of R900 for surface workers and R1 000 a month for underground miners. Wimand 7/5-13/5/93

Non-wage demands include calls for a social plan act — which encompasses a number of benefits for retrenched workers — and for an industry-wide adult basic education scheme. Industry negotiations get under way at the end of the month. (21) (134)

6709105793

Workers win appeal

THE Natal division of the Labour Appeal Court has ordered the reinstatement of 79 dismissed Blue Waters Hotel workers with 29 months' back pay, Black Allied Workers' Union national organiser Dumsani Sithole said at the weekend. (134)



NOTICE 421 OF 1993**DEPARTMENT OF MANPOWER****LABOUR RELATIONS ACT, 1956****APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION**

I, Gerhardus Coenraad Papenfus, 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 Master Masons' and Quarry Owners' Association (Southern Africa). Particulars of the application are reflected in the subjoined Table

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 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 1

Name of employers' organisation Masters Masons' and Quarry Owners' Association (Southern Africa)

Date on which application was lodged 10 March 1993

Interests and area in respect of which application is made: Employers engaged in the Stone Industry in the Republic of South Africa

For the purposes hereof—

"Stone Industry" means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the purpose of—

- (i) quarrying and processing natural dimension stone, and/or
- (ii) manufacturing, erecting, completing, renovating, restoring, repairing, maintaining and altering monuments or buildings or structures with natural stone, and/or
- (iii) supplying, installing, maintaining and repairing specialised machinery, equipment and/or tooling used in any of the operations contemplated in (i) and (ii) above,

"masonry" includes quarrying, processing and fixing stone, and also the cutting, polishing and profiling thereof by means of stone working machinery, whether or not the fixing is done by the person making or preparing the article used; and

"stone" means and includes natural dimension stone used in the erection of buildings, structures and monuments

Postal address of applicant P O Box 1619, Halfway House, 1685

Office address of applicant 14 Alexandra Avenue, Halfway House, Midrand

KENNISGEWING 421 VAN 1993**DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956****AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE**

Ek, Gerhardus Coenraad Papenfus, 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 Master Masons' and Quarry Owners' Association (Southern Africa). Besonderhede van die aansoek word in onderstaande Tabel verstrek

Enige geregistreerde werkgewersorganisasie 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, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001)

TABEL 1

Naam van werkgewersorganisasie Masters Masons' and Quarry Owners' Association (Southern Africa)

Datum waarop aansoek ingedien is 10 Maart 1993.

Belange en gebied ten opsigte waarvan aansoek gedoen word Werkgewers betrokke by die Klipnywerheid in die Republiek van Suid-Afrika

Vir die doeleindes hiervan—

beteken "Klipnywerheid", sonder om die gewone betekenis van die uitdrukking enigerwys te beperk, die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om—

- (i) natuurlike maatklip uit te breek en te verwerk; en/of
- (ii) monumente of geboue of strukture met natuurlike klip te vervaardig, op te rig, te voltooi, op te knap, te restoureer, te herstel, te onderhou en te verbou, en/of
- (iii) gespesialiseerde masjinerie, toerusting en/of gereedskap wat gebruik word by enige van die werksaamhede bedoel in (i) en (ii) hierbo, te verskaf, te installeer, te onderhou en te herstel,

omvat "klipmesselwerk" die uitbreek, verwerking en aanbring van klip, en ook die kap, polering, profieling daarvan met behulp van klipwerkmasjinerie, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, aangebring word of nie, en

beteken "klip" en omvat natuurlike maatklip wat gebruik word by die oprigting van geboue, strukture en monumente.

Posadres van aplikant Posbus 1619, Halfway House, 1685.

Kantooradres van aplikant Alexandralaan 14, Halfway House, Midrand

Attention is drawn to the following requirements of sections 4 and 7 of the Act.

- 134
- (a) The representativeness of any employers' organisation 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.

G. C. PAPENFUS,

Assistant Industrial Registrar.

(14 May 1993)

NOTICE 422 OF 1993

CUSTOMS AND EXCISE TARIFF APPLICATIONS LIST 18/93

The following application concerning the Customs and Excise Tariff has been received by the Board on Tariffs and Trade. Any objections to or comments on this representation must be submitted to the Chairman, Board on Tariffs and Trade, Private Bag X753, Pretoria, 0001, within six weeks of the date of this notice. Attention is drawn to the fact that the rate of duty mentioned in the application is that requested by the applicant and that the Board may, depending on its findings, recommend a lower or higher rate of duty.

Increase in the duty on:

Coated fabrics of a kind used for interlinings, classifiable under tariff subheadings 5903 10 30, 5903 20 30 and 5903 90.30, from 25 per cent *ad valorem* or 120 c/m² less 75 per cent *ad valorem* to 50 per centum *ad valorem* with a maximum of 2 160 c/kg or 1 730 c/kg

[BTT Ref. T5/2/11/3/1 (930137)
(Ms B. Bieldt)]

Applicant:

Textile Federation, P. O. Box 16278, Doornfontein, 2028

List 17/93 was published under General Notice No 394 of 7 May 1993.

(14 May 1993)

NOTICE 423 OF 1993

CUSTOMS AND EXCISE TARIFF APPLICATIONS LIST 3/93

A. The following applications considered by the Board on Tariffs and Trade have not been supported

Rebate of the duty on:

1. Dimethylaminoethylacrylate for the manufacture of cationic polymers or copolymers (List 45/91) (Report 3256).

Die aandag word gevestig op onderstaande ver-
eistes van artikels 4 en 7 van die Wet.

- (a) Die mate waarin 'n beswaarmakende werkge-
wersorganisasie 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

G. C. PAPENFUS,

Assistentnywerheidsregistrator.

(14 Mei 1993)

KENNISGEWING 422 VAN 1993

DOEANE- EN AKSYNSTARIEFAANSOEKE LYS 18/93

Onderstaande aansoek betreffende die Doeane- en
Aksynstarief is deur die Raad op Tariewe en Handel
ontvang. Enige beswaar teen of kommentaar op hier-
die vertoe moet binne ses weke na die datum van hier-
die kennisgewing aan die Voorsitter, Raad op Tariewe
en Handel, Privaat Sak X753, Pretoria, 0001, gerig
word. Die aandag word daarop gevestig dat die skale
van reg wat in die aansoeke genoem word, die is wat
deur die applikante aangevra is en dat die Raad,
afhangende van sy bevindinge, hoer of laer skale van
reg mag aanbeveel.

Verhoging van die reg op:

Bestrykte stowwe van 'n soort gebruik as tussen-
voerings, indeelbaar by tariefsubposte 5903 10 30,
5903 20 30 en 5903 90 30, van 25 persent *ad valorem*
of 120 c/m² min 75 persent *ad valorem* tot 50 persent
ad valorem met 'n maksimum van 2 160 c/kg of 1 730
c/kg

[RTH-verw. T5/2/11/3/1 (930137)
(Mev. B. Bieldt)]

Applikant:

Tekstiefederasie, Posbus 16278, Doornfontein,
2028.

Lys 17/93 is by Algemene Kennisgewing No 394
van 7 Mei 1993 gepubliseer.

(14 Mei 1993)

KENNISGEWING 423 VAN 1993

DOEANE- EN AKSYNSTARIEFAANSOEKE LYS 3/93

A. Die volgende aansoeke wat deur die Raad op
Tariewe en Handel oorweeg is, is nie gesteun nie

Korting van die reg op:

1. Dimetielaminoetielaktrilaat vir die vervaardiging
van kationiese polimere of kopolimere (Lys
45/91) (Verslag 3256).

Sowetan 24/5/93

Sabsa shuts five radio stations

By Tsale Makam



THE South African Broadcasting Staff Association blacked out TV and radio programmes on Saturday after wage increase talks deadlocked

Radio Zulu and Highveld stereo were among the five radio stations affected by the 10-minute blackout imposed also on TV, upsetting, among other programmes, a rugby game beamed internationally. (243) ()

The 1 700-member union wants a 10 percent

■ TV also hit by workers' anger:

increase against the SABC's "final offer" of 7,5 percent

The SABC threatened to withhold the May salaries of those members who still rejected the final offer. (134)

Refusing to be bulldozed Sabsa, which consists mainly of white technical staff, blacked out TV and radio channels (151)

They are fighting the May salary issue in the Industrial Court today ()

Internal Registered Stock, 6,50 Per Cent, 1993 (R030).
 Internal Registered Stock, 9,80 Per Cent, 2001 (R101).
 Internal Registered Stock, 12,00 Per Cent, 1994 (R156).
 Internal Registered Stock, 13,00 Per Cent, 2005 (R124).
 (28 May 1993)

Binnelandse Geregistreeerde Effekte, 6,50 Persent, 1993 (R030).
 Binnelandse Geregistreeerde Effekte, 9,80 Persent, 2001 (R101).
 Binnelandse Geregistreeerde Effekte, 12,00 Persent, 1994 (R156).
 Binnelandse Geregistreeerde Effekte, 13,00 Persent, 2005 (R124).
 (28 Mei 1993)

NOTICE 452 OF 1993**DEPARTMENT OF TRADE AND INDUSTRY**

Notice is hereby given that the following promissory note issued by the Department of Trade and Industry to Frank R Thorold (Pty) Ltd as set hereunder, has been mislaid:

Promissory note issued to Frank R. Thorold (Pty) Ltd

| Promissory Note No. | Date of issue | Due date | Face value (R) |
|---------------------|---------------|--------------|----------------|
| 00003165 | 16 June 1992 | 1 April 1993 | 115 433 |

The above-mentioned promissory note will after the date of publication be regarded as cancelled. Should the warrant voucher be retrieved, it must please be returned to the Department of Trade and Industry, Private Bag X84, Pretoria, 0001.
 (28 May 1993)

NOTICE 453 OF 1993**DEPARTMENT OF MANPOWER****LABOUR RELATIONS ACT, 1956****APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION**

I, Gerhardus Coenraad Papenfus, 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 Eastern Province Clothing Manufacturers' Association. Particulars of the application are reflected in the sub-joined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 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 employers' organisation: Eastern Province Clothing Manufacturers' Association.

Date on which application was lodged: 29 March 1993.

Interest and area in respect of which application is made. Employers engaged in the Clothing Industry in the Municipal areas of Grahamstown and Jeffreys Bay and the Magisterial Districts of King William's Town and Uitenhage.

KENNISGEWING 452 VAN 1993**DEPARTEMENT VAN HANDEL EN NYWERHEID**

Hiermee word kennis gegee dat die volgende promesse uitgereik deur die Departement van Handel en Nywerheid aan Frank R. Thorold (Edms.) Bpk soos hieronder uiteengesit, verlore geraak het:

Promesse uitgereik aan Frank R. Thorold (Edms.) Bpk.

| Promesse No | Uitreikingsdatum | Vervaldatum | Sigwaarde (R) |
|-------------|------------------|--------------|---------------|
| 00003165 | 16 Junie 1992 | 1 April 1993 | 115 433 |

Na datum van publikasie word bogenoemde promesse as gekanselleer beskou. Indien die promesse gevind sou word, moet dit asseblief aan die Departement van Handel en Nywerheid, Privaatsak X84, Pretoria, 0001, teruggestuur word.
 (28 Mei 1993)

KENNISGEWING 453 VAN 1993**DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956****AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE**

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator, 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 Eastern Province Clothing Manufacturers' Association. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreeerde werkgewersorganisasie 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, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van werkgewersorganisasie: Eastern Province Clothing Manufacturers' Association.

Datum waarop aansoek ingedien is. 29 March 1993.

Belange en gebied ten opsigte waarvan aansoek gedoen word. Werkgewers betrokke by die Klerasienuwerheid in die munisipale gebiede van Grahamstad en Jeffreysbaai en die landdrostdistrikte King William's Town en Uitenhage.

For the purposes hereof "Clothing Industry" means, without in any way limiting the ordinary meaning of the expression, the industry concerned with dressmaking, the making of all classes of outer and undergarments, including nightwear, and all classes of tweed and linen hats and caps, and ties, the manufacture of handkerchiefs, and the making of all classes of garments to the order of any Government department any provincial administration, Transnet or any local authority, but excludes bespoke tailoring. (134) (1226)

Postal address of applicant: P.O. Box 2221, North End, Port Elizabeth, 6056.

Office address of applicant: MCI Building, Grahams-town Road, Port Elizabeth.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

- (a) The representativeness of any employers' organisation 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.

G. C. PAPENFUS,

Assistant Industrial Registrar.

(28 May 1993)

NOTICE 458 OF 1993

DEPARTMENT OF AGRICULTURE

NOTICE OF MEETING OF CREDITORS IN TERMS OF SECTION 22 (1) OF THE AGRICULTURAL CREDIT ACT, 1966

A meeting of the undermentioned applicant and his creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicant and of considering a proposal for a compromise by the Agricultural Credit Board.

J. H. SMIT,

Director: Directorate Financial Assistance, Department of Agriculture.

Vir die doeleindes hiervan beteken "Klerasienywerheid", sonder om die gewone betekenis van die uitdrukking enigerwys te beperk, die nywerheid betrokke by modemakery, die maak van alle klasse bo- en onderklere, met inbegrip van slaapklere, en alle klasse hoede en pette van tweed en linne en dasse, die vervaardiging van sakdoeke, en die maak van alle klasse kledingstukke op bestelling van enige Staatsdepartement, enige provinsiale administrasie, Transnet of enige plaaslike owerheid, maar omvat dit nie klere-makery-op-maat nie.

Posadres van applikant: Posbus 2221, North End, Port Elizabeth, 6056.

Kantooradres van applikant: MCI-gebou, Grahamstadweg, Port Elizabeth.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

- (a) Die mate waarin 'n beswaarmakende werkgeversorganisasie 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.

G. C. PAPENFUS,

Assistentnywerheidsregistrator.

(28 Mei 1993)

KENNISGEWING 458 VAN 1993

DEPARTEMENT VAN LANDBOU

KENNISGEWING VAN VERGADERING VAN SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIET, 1966

Hierby word 'n vergadering van ondergenoemde applikant en sy skuldeisers op die plek en datum hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikant te bewys en 'n skikkingsvoorstel van die Landboukredietraad te oorweeg.

J. H. SMIT,

Direkteur: Direktoraat Finansiële Bystand, Departement van Landbou.

| Application by Aansoek van | Place of meeting Plek van byeenkoms | Date and time Datum en tyd |
|--|--|---------------------------------|
| Johannes Malan Oosthuizen (Id. No. 4010095027004) of the farm/van die plaas Landhoek, P O Box/Posbus 150, Petrus Steyn, 9640 | Magistrate's Office/Kantoor van die Landdros, Petrus Steyn | 12 July/Julie 1993 at/om 10:00. |

From ERICA JANKOWITZ

JOHANNESBURG — Chamber of Mines' outgoing president, Bobby Godsell, said an essential aspect of the mining sector's ability to withstand the economic challenges of present-day SA was the achievement of constructive, co-operative labour relations.

Addressing the chamber's AGM yesterday, Godsell said unions had settled wage negotiations over the past two years "in a spirit that has at least limited job loss."

According to the chamber's annual report, protracted negotiations last year resulted in a 5% increase in gold and 7,34% to 15,86% increases on coal mines. Four of the chamber's

'Constructive labour relations the key'

member groups also agreed to the implementation of gold price or cost-containment bonus schemes. President F W de Klerk, addressing the same meeting, said profit-sharing schemes linked to productivity represented a "laudable breakthrough that would greatly contribute to still better teamwork in the future."

The NUM is aiming to get all groups to agree to the implementation of a single scheme for the industry. Such a scheme should provide for the disbursement to employees of up to 20% of a profit pool defined at company level, according to company-level formulae. At present only the Anglo American profit-sharing agreement complies with this ideal.

At the same time it should guarantee employment security, health and safety standards, disclosure of information, monitoring and training.

Meanwhile, the chamber has decided to change its financial year end to November because of wage negotiations Godsell said it was disruptive for a newly-elected president to find his feet during what was often a protracted process.

Current office bearers would retain their positions until November 8, when the new president of the chamber, Anglovaal's Jure Geldenhuis, would replace Godsell. The two elected vice presidents, Gold Field of SA's Alan Munro and Randgold's John Turner would also take up their positions in November.

(134) ARG 7/6/93
Postal Union hits at MWU

JOHANNESBURG. — The Postal Union of South Africa has accused the Mineworkers' Union of trying to gain sole authority over white workers

Postal union chief secretary Mr T J Ferreira said the MWU was claiming to be the strongest union and able to influence Post Office staff. — Sapa.

News in Brief

Jobless plunder shop

(134)

(225)

MEMBERS of the Unemployed Workers Union yesterday plundered Shoprite, Mitchells Plain, making off with dozens of loaves of bread and litres of milk, after a demonstration.

CT 11/6/93

NOTICE 517 OF 1993**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956
(ACT No. 28 OF 1956)

It is hereby notified for general information in terms of section 17 (8) of the Labour Relations Act, 1956 (Act No. 28 of 1956), that the Minister of Manpower has appointed the following persons at the Industrial Court in the position, and with effect from the dates as indicated against their names:

| Name | Position | Date of appointment |
|------------------------|-------------------|---------------------|
| Adolph Adriaan Landman | President | 7 June 1993 |
| Almero Deyzel | Member | 1 June 1993 |

(18 June 1993)

NOTICE 521 OF 1993**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenfus, 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 Allied Orange Free State Municipal Workers' Union. Particulars of the application are reflected in the sub-joined 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, 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: Allied Orange Free State Municipal Workers' Union.

Date on which application was lodged: 29 January 1993.

Interests and area in respect of which application is made All persons employed in the Local Authority Undertaking, as undertaken by the Municipalities of Bains's Vlei and Bloemspruit and the City Councils of Bloemfontein and Mangaung in the municipal areas of Bains's Vlei, Bloemfontein, Bloemspruit and Mangaung

KENNISGEWING 517 VAN 1993**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956
(WET No. 28 VAN 1956)

Hierby word ingevolge artikel 17 (8) van die Wet op Arbeidsverhoudinge, 1956 (Wet No 28 van 1956), vir algemene inligting bekendgemaak dat die Minister van Mannekrag die ondergenoemde persone in die ampte en vanaf die datums soos teenoor hul name aangedui, aangestel het by die Nywerheidshof:

| Naam | Amp | Datum van aanstelling |
|--------------------------|---------------|-----------------------|
| Adolph Adriaan Landman . | President ... | 7 Junie 1993 |
| Almero Deyzel | Lid | 1 Junie 1993 |

(18 Junie 1993)

KENNISGEWING 521 VAN 1993**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator, 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 Allied Orange Free State Municipal Workers' 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, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: Allied Orange Free State Municipal Workers' Union.

Datum waarop aansoek ingedien is: 29 Januarie 1993.

Belange en gebied ten opsigte waarvan aansoek gedoen word Alle persone in diens in die Plaaslike Owerheidsonderneming soos onderneem deur die Munisipaliteite van Bains's Vlei en Bloemspruit en die Stadsrade van Bloemfontein en Mangaung in die munisipale gebiede van Bains's Vlei, Bloemfontein, Bloemspruit en Mangaung.

For the purposes hereof—

134
 "Local Authority Undertaking" means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority; and

"local authority" has the same meaning as that assigned to it by section 1 (1) of the Labour Relations Act, 1956.

Interests and area in respect of which registration is held: Black workers employed in the Local Authority Undertaking as undertaken by the City Council of Bloemfontein in the municipal area of Bloemfontein

Postal address of applicant: P.O. Box 7643, Bloemfontein, 9300.

Office address of applicant: Hostel No. 1, Mkuhlane Street, Botshabelo, Bloemfontein.

Attention is drawn to the following requirements of sections 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.

G. C. PAPENFUS,

Assistant Industrial Registrar
 (18 June 1993)

NOTICE 522 OF 1993

DEPARTMENT OF TRADE AND INDUSTRY

Notice is hereby given that the following promissory note issued by the Department of Trade and Industry to Deciduous Fruit Board as set hereunder, has been mislaid:

Promissory note issued to Deciduous Fruit Board

| Promissory Note No | Date of Issue | Due Date | Face value (R) |
|--------------------|---------------|----------|----------------|
| 6186 | 91-05-03 | 93-05-02 | 6 505 470 |

The above-mentioned promissory note will after the date of publication be regarded as cancelled. Should the promissory note be retrieved, it must please be returned to the Department of Trade and Industry, Private Bag X84, Pretoria, 0001.

(18 June 1993)

Vir die doeleindes hiervan—

"Plaaslike Owerheidsonderneming" die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van enige handeling, skema of werksaamheid wat deur 'n plaaslike owerheid onderneem word; en

"plaaslike owerheid" dieselfde betekenis as die wat daaraan geheg is by artikel 1 (1) van die Wet op Arbeidsverhoudinge, 1956

Belange en gebied ten opsigte waarvan registrasie gehou word: Swart werkers in diens in die Plaaslike Owerheidsonderneming soos onderneem deur die Stadsraad van Bloemfontein in die munisipale gebied van Bloemfontein.

Posadres van applikant: Posbus 7643, Bloemfontein, 9300.

Kantooradres van applikant: Hostel No. 1, Mkuhlanestraat, Botshabelo, Bloemfontein.

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 at 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.

G. C. PAPENFUS,

Assistentnywerheidsregistrator.
 (18 Junie 1993)

KENNISGEWING 522 VAN 1993

DEPARTEMENT VAN HANDEL EN NYWERHEID

Hiermee word kennis gegee dat die volgende promesse uitgereik deur die Departement van Handel en Nywerheid aan die Sagtevrugteraad soos hieronder uiteengesit, verlore geraak het:

Promesse uitgereik aan die Sagtevrugteraad

| Promesse No | Uitreikingsdatum | Vervaldatum | Sigwaarde (R) |
|-------------|------------------|-------------|---------------|
| 6186 | 91-05-03 | 93-05-02 | 6 505 470 |

Na datum van publikasie word bogenoemde promesse as gekanselleer beskou. Indien die promesse gevind sou word, moet dit asseblief aan die Departement van Handel en Nywerheid, Privaatsak X84, Pretoria, 0001, teruggestuur word.

(18 Junie 1993)

Sata repudiates Postel statement

Sowetan 22/6/93

THE South African Telecommunications Association — representing 14 000 technicians — yesterday distanced itself from a statement by a white union which said it would not hand over facilities to an ANC government

On Sunday the Postel Union, which says it represents white post office, telecommunications and electrical workers, warned that many of the country's strategic companies were unable to function without its white technicians

It told President FW de Klerk in a statement "Do not tempt us to demonstrate our abilities. We will not accept the handing over of all our structures and the Afrikaner nation to a communist-influenced Mandela government"

But yesterday Sata general secretary Mr

Dries Dreyer said his organisation was nonpolitical "and we cannot associate ourselves with statements by Postel".

He added the impression could have been given by the Postel statement that it represented all or most technicians within Telkom

Communications giant

Dreyer added Sata represented some 14 000 technicians within Telkom and charged Postel had only about 500 members within the communications giant

"Postel has no right to say or hint they represent all technicians. I wish to reiterate that Sata is a non-political organisation and we cannot associate ourselves with the statement made by Postel at the weekend," he said — Sapa.

(vi) the transporting of ready-mixed concrete to customers and the discharging thereof, and includes the performance of all operations incidental to or consequent on the activities listed above

Postal address of applicant: P O. Box 261136, Excom, 2023

Office address of applicant Seventh Floor, Budget House, 42 Church 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) 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

G. C. PAPENFUS,

Assistant Industrial Registrar

(25 June 1993)

NOTICE 542 OF 1993

DEPARTMENT OF TRADE AND INDUSTRY

Notice is hereby given that the following promissory note issued by the Department of Trade and Industry to Automotive Chemical Products as set hereunder, has been mislaid:

Promissory note issued to Automotive Chemical Products

| Promissory Note No | Date of issue | Due date | Face value (R) |
|--------------------|---------------|--------------|----------------|
| 00003115 | 16 June 1992 | 1 April 1993 | 16 067 |

The above-mentioned promissory note will after the date of publication be regarded as cancelled. Should the warrant voucher be retrieved, it must please be returned to the Department of Trade and Industry, Private Bag X84, Pretoria, 0001

(25 June 1993)

NOTICE 543 OF 1993

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Hendrik Christiaan Slabbert, 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 Black Allied Workers Union (South Africa). 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, Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

(vi) die vervoer van klaarbeton na klante en die afvoer daarvan,

en omvat dit die verrigting van alle werksaamhede wat gepaard gaan met of voortspruit uit die bedrywighede hierbo vermeld.

Posadres van applikant: Posbus 261136, Excom, 2023.

Kantooradres van applikant: Sewende Verdieping, Budget House, Kerkstraat 42, 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.

G. C. PAPENFUS,

Assistentnywerheidsregistrator.

(25 Junie 1993)

KENNISGEWING 542 VAN 1993

DEPARTEMENT VAN HANDEL EN NYWERHEID

Hiermee word kennis gegee dat die volgende promesse uitgereik deur die Departement van Handel en Nywerheid aan Automotive Chemical Products soos hieronder uiteengesit, verlore geraak het:

Promesse uitgereik aan Automotive Chemical Products

| Promesse No | Uitreikingsdatum | Vervaldatum | Sigwaarde (R) |
|-------------|------------------|--------------|---------------|
| 00003115 | 16 Junie 1992 | 1 April 1993 | 16 067 |

Na datum van publikasie word bogenoemde promesse as gekanselleer beskou. Indien die promesse gevind sou word, moet dit asseblief aan die Departement van Handel en Nywerheid, Privaatsak X84, Pretoria, 0001, teruggestuur word.

(25 Junie 1993)

KENNISGEWING 543 VAN 1993

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Hendrik Christiaan Slabbert, 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 Black Allied Workers Union (South Africa). 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, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABLE

Name of trade union Black Allied Workers Union (South Africa). (134) (129)

Date on which application was lodged 7 April 1993.

Interests and area in respect of which application is made All persons employed in the Hotel and Liquor Trade in the Magisterial District of Durban

For the purposes hereof "Hotel and Liquor Trade" means the trade in which employers and their employees are associated for the purpose of providing accommodation and one or more meals per day for reward on premises where the sale of liquor is carried on and in connection with which one or more than one liquor licence is held or deemed to be held by such employers or has been issued in terms of the Liquor Act, 1989. Provided that, for the purposes of this definition, the expression "accommodation" shall mean bedroom accommodation and the services ordinarily associated therewith

Postal address of applicant P.O.Box 2691, Durban, 4000

Office address of applicant 1401 Salisbury Centre, Tower C, 347-351 West Street, Durban.

Attention is drawn to the following requirements of sections 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

H. C. SLABBERT,
Industrial Registrar.
(25 June 1993)

NOTICE 544 OF 1993**DEPARTMENT OF TRANSPORT**

INTERNATIONAL AIR SERVICES ACT, 1949
(ACT No. 51 OF 1949), AS AMENDED

Pursuant to the provisions of sections 5 (a) and (b) of Act No 51 of 1949 and regulation 5 of the Civil Air Services Regulations, 1964, it is hereby notified for general information that the applications, details of which appear in the Schedules hereto, will be heard by the International Air Service Council.

Representations in accordance with section 6 (1) of Act No 51 of 1949 in support of or in opposition to an application should reach the Chairman of the International Air Service Council, Private Bag X193, Pretoria, 0001, and the applicant within 21 days of the date of publication hereof, stating whether the party or parties making such representation intend to be present or represented at the hearing.

The International Air Service Council will cause notice of the time, date and place of the hearing to be given in writing to the applicant and all parties who have made representations as aforesaid and who desire to be present or represented at the hearing

TABEL

Naam van vakvereniging: Black Allied Workers Union (South Africa).

Datum waarop aansoek ingedien is: 7 April 1993

Belange en gebied ten opsigte waarvan aansoek gedoen word Alle persone in diens in die Hotel- en Drankbedryf in die landdrostdistrik Durban

Vir die doeleindes hiervan beteken "Hotel- en Drankbedryf" die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om huisvesting en een of meer etes per dag teen vergoeding te verskaf op persele waar die verkoop van drank bedryf word in verband waarmee een of meer as een dranklisensie gehou word of geag word gehou te word deur sodanige werkgewers of uitgereik is kragtens die Drankwet, 1989. Met dien verstande dat vir die doeleindes van hierdie omskrywing die uitdrukking "huisvesting" slaapkamerakkommodasie en die dienste wat gewoonlik daarmee geassosieer word, beteken.

Posadres van applikant: Posbus 2691, Durban, 4000

Kantooradres van applikant: Salisburyentrum 1401, Toring C, Weststraat 347-351, Durban.

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.

H. C. SLABBERT,
Nywerheidsregistrateur.
(25 Junie 1993)

KENNISGEWING 544 VAN 1993**DEPARTEMENT VAN VERVOER**

WET OP INTERNASIONALE LUGDIENSTE, 1949
(WET No. 51 VAN 1949), SOOS GEWYSIG

Hierby word ingevolge die bepalings van artikels 5 (a) en (b) van Wet No. 51 van 1949 en regulasie 5 van die Regulasies vir Burgerlugdienste, 1964, vir algemene inligting bekendgemaak dat die Raad op Internasionale Lugdienste die aansoeke waarvan besonderhede in die Bylaes hieronder verskyn, sal aanhoor

Vertoe ingevolge artikel 6 (1) van Wet No. 51 van 1949 ter ondersteuning of bestryding van 'n aansoek moet die Voorsitter van die Raad op Internasionale Lugdienste, Privaatsak X193, Pretoria, 0001, en die aansoeker binne 21 dae na die datum van publikasie hiervan bereik en daarin moet gemeld word of die persoon of persone wat aldus vertoe ng van plan is om die verrigtinge by te woon of om daar verteenwoordig te word.

Die Raad op Internasionale Lugdienste sal reel dat kennis van die datum, tyd en plek van die verrigtinge skriftelik gegee word aan die aansoeker en al die persone wat aldus vertoe geng het en wat verlang om aldus teenwoordig of verteenwoordig te wees.

NOTICE 541 OF 1993**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

**APPLICATION FOR REGISTRATION OF A
TRADE UNION**

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the United Mine Workers Union of South Africa. 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, 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: United Mine Workers Union of South Africa.

Date on which application was lodged: 21 April 1993.

Interests and area in respect of which application is made: Employees employed in the Mining Industry and the Quarrying Industry in the magisterial Districts of Kempton Park, Middelburg, Randfontein, Vryheid and Witbank

For the purposes hereof—

"Mining Industry" means the industry in which employers and their employees are associated for the purpose of searching for, winning, extracting, processing or refining minerals, and includes those undertakings, minerals, enterprises, services and operations which are ancillary or incidental to the Mining Industry;

"mineral" means any substance, whether in solid, liquid or gaseous form, occurring naturally in or on the earth, and includes all metals, hydrocarbons, precious stones and natural oils; and

"Quarrying Industry" means the industry in which employers and their employees are associated for—

- (i) the quarrying, mining and winning of stone and/or sand for aggregate or for any other purpose;
- (ii) the quarrying, mining or winning of slate,
- (iii) the crushing, screening or other processing of stone or sand for aggregate or for any other purpose;
- (iv) the transporting by the quarry itself of stone or sand or slate within the quarry area or from the quarry to the customer or to a rail-head;
- (v) the making of ready-mixed concrete, mortar and screed for the purpose of sale to customers, but excluding the making of such ready-mixed concrete by a contractor for his own use;

KENNISGEWING 541 VAN 1993**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

**AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING**

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die United Mine Workers Union of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreeerde 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, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging: United Mine Workers Union of South Africa.

Datum waarop aansoek ingedien is: 21 April 1993.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Werknemers in diens van die Mynbedryf en die Steengroefbedryf in die landdrostdistrikte Kempton Park, Middelburg, Randfontein, Vryheid en Witbank.

Vir die doeleindes hiervan beteken—

"Mynbedryf" die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om delfstowwe te soek, te win, te ekstraheer, te prosesseer, te affineer of te raffineer, en omvat dit die ondernemings, delfstowwe, sake, dienste en werksaamhede wat bykomstig is by of gepaard gaan met die Mynbedryf,

"delfstof" enige stof, hetsy in soliede, vloeibare of gasvorm, wat op natuurlike wyse in of op die aarde voorkom, en omvat dit alle metale, koolwaterstofverbindinge, edelgesteentes en aardolies; en

"Steengroefbedryf" die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is vir—

- (i) die uitgroef, ontginning en winning van klip en/of sand vir aggregraat of vir enige ander doel;
- (ii) die uitgroef, ontginning of winning van leiklip;
- (iii) die vergruising, sifting of ander prosesering van klip of sand vir aggregraat of vir enige ander doel;
- (iv) die vervoer deur die steengroef self van klip of sand of leiklip binne die steengroefterrein of van die steengroef na die klant of na 'n spoorwegeindpunt;
- (v) die maak van klaarbeton, mortel en vlaklaagmateriaal met die doel om dit aan klante te verkoop, maar uitgesonderd die maak van sodanige klaarbeton deur 'n kontrakteur vir eie gebruik,

(vi) the transporting of ready-mixed concrete to customers and the discharging thereof, and includes the performance of all operations incidental to or consequent on the activities listed above

Postal address of applicant: P O Box 261136, Excom, 2023

Office address of applicant: Seventh Floor, Budget House, 42 Church 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) 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.

G. C. PAPPENFUS,
Assistant Industrial Registrar
(25 June 1993)

NOTICE 542 OF 1993

DEPARTMENT OF TRADE AND INDUSTRY

Notice is hereby given that the following promissory note issued by the Department of Trade and Industry to Automotive Chemical Products as set hereunder, has been mislaid:

Promissory note issued to Automotive Chemical Products

| Promissory Note No | Date of issue | Due date | Face value (R) |
|--------------------|---------------|--------------|----------------|
| 00003115 | 16 June 1992 | 1 April 1993 | 16 067 |

The above-mentioned promissory note will after the date of publication be regarded as cancelled. Should the warrant voucher be retrieved, it must please be returned to the Department of Trade and Industry, Private Bag X84, Pretoria, 0001
(25 June 1993)

NOTICE 543 OF 1993
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Hendrik Christiaan Slabbert, 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 Black Allied Workers Union (South Africa). 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, Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

(vi) die vervoer van klaarbeton na klante en die afvoer daarvan, en omvat dit die verrigting van alle werksaamhede wat gepaard gaan met of voortspruit uit die bedrywighede hierbo vermeld.

Posadres van applikant: Posbus 261136, Excom, 2023.

Kantooradres van applikant: Sewende Verdieping, Budget House, Kerkstraat 42, 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.

G. C. PAPPENFUS,
Assistentnywerheidsregistrator.
(25 Junie 1993)

KENNISGEWING 542 VAN 1993

DEPARTEMENT VAN HANDEL EN NYWERHEID

Hiermee word kennis gegee dat die volgende promesse uitgereik deur die Departement van Handel en Nywerheid aan Automotive Chemical Products soos hieronder uiteengesit, verlore geraak het:

Promesse uitgereik aan Automotive Chemical Products

| Promesse No | Uitreikingsdatum | Vervaldatum | Sigwaarde (R) |
|-------------|------------------|--------------|---------------|
| 00003115 | 16 Junie 1992 | 1 April 1993 | 16 067 |

Na datum van publikasie word bogenoemde promesse as gekanselleer beskou. Indien die promesse gevind sou word, moet dit asseblief aan die Departement van Handel en Nywerheid, Privaatsak X84, Pretoria, 0001, teruggestuur word
(25 Junie 1993)

KENNISGEWING 543 VAN 1993
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Hendrik Christiaan Slabbert, 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 Black Allied Workers Union (South Africa). 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, Schoemanstraat 215, Pretoria (posadres Privaat Sak X117, Pretoria, 0001)

But what about the (white) workers?

SI Times 4/7/93

134

THERE are two taboo subjects in South African politics. Each is as shocking to the politically correct as sex was to the Victorian English.

The first is the failure of black Africa. There is a stricken silence when you point out that black Africa under majority rule is a catastrophe, much worse than South Africa under apartheid.

The second is the white working class. The same silence falls when you point out that it was only the privileged whites who opposed apartheid and that the white working class supported it all the way.

A political chasm divides white South Africa. It is not between the English and Afrikaners but between rich and poor. The rich welcome the new South Africa, the poor deplore it. On one side are the accountants and academics who live in northern Johannesburg and Pretoria's Waterkloof, on the other are the boilermakers and mechanics who live in Vanderbijlpark and Secunda.

You can see this division glaring with menace from the negotiations at Kempton Park, where the white ruling class is represented by the NP, the DP and the ANC, and the white underclass is represented by Cosag.

The fact that white workers were the strongest supporters of apartheid was only to be expected. All over the world, racial and national differences are felt more keenly lower down the social scale.

As people advance economically and socially, they become more secure, they are able to move into suburbs further removed from the racial frontline, and they begin to copy the liberal fashions of the international bourgeoisie.

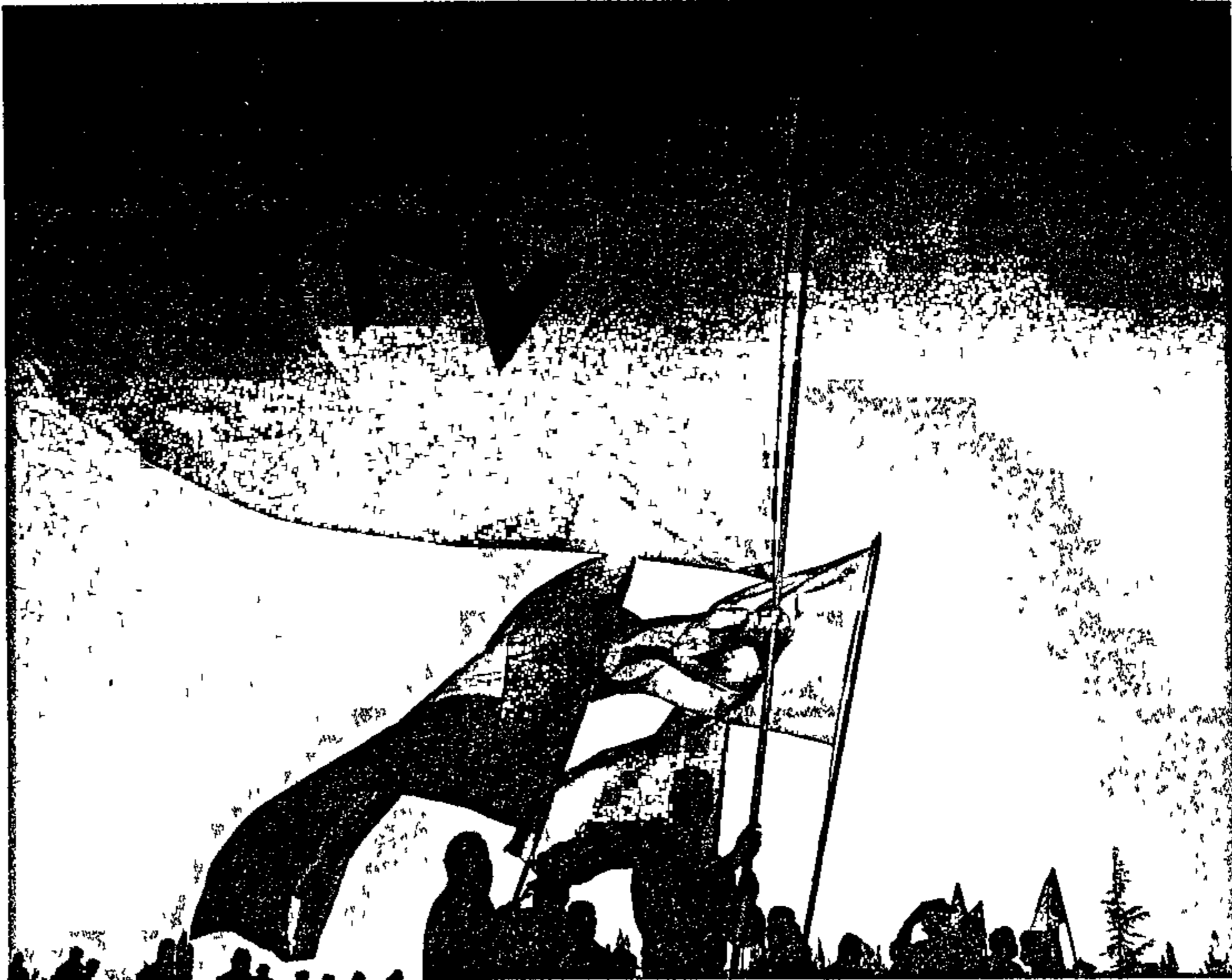
THE fundamental reason for the collapse of apartheid was that since 1948 a large fraction of the whites had moved from the working class to the middle class and had adopted the liberal ideas of the upper class. Sanctions, by slowing down this process, merely prolonged apartheid (which I believe was the aim, conscious or unconscious, of the sanctions campaign).

The whites who remain in the working class are not only potentially dangerous politically but are of crucial importance to the economy. South Africa is awash with university graduates but it has a critical shortage of tradesmen.

The white artisans, foremen and supervisors are the bedrock of South African industry. It is mainly because of them that we have the best infrastructure in Africa. When black workers have gone on strike at large factories, production has been little affected, if white workers went on strike, production would cease completely.

During a recent visit to Zimbabwe, I was struck by the failure of Zesa (Zimbabwe's Eskom) to provide

When the AWB broke into the World Trade Centre, the almost universal reaction of white workers at the factory at which **ANDREW KENNY** works was one of chortling delight. He explains why.



FEARFUL white workers, abandoned by the National Party, now rally around the AWB flag. Picture CHRISTINE NESBITT

sufficient electricity, despite having good power stations, particularly at Hwange. The reason is that it lacks the skilled men to run them. The white artisans left Zimbabwe en masse when President Robert Mugabe took over, and the economy has been devastated by their departure.

At our mill in South Africa, there are a number of these ex-Rhodesians, all excellent, skilled workers who could easily run those power stations. All of them still love the country of Zimbabwe, and all of them hate Mugabe, as he seems to hate them.

A similar mutual loathing exists in South Africa between white workers and the ANC. The leaders of the ANC, who are quite at ease in the company of the white capitalist bosses, seem unable to talk to the white toiling masses. Support for the ANC and the Communist Party is limited to the most privileged whites, such as the precious souls who inhabit our universities.

The white workers overwhelmingly prefer Inkatha to the ANC. Part of the reason might be that Inkatha, even if it contains the ancient Zulu enemy, is clearly indigenous — of South African soil — whereas the ANC, with its overseas funding and advice, seems foreign, condescending and anti-South African.

The National Party, which

was once the party of the white workers, abandoned them as it moved up the social ladder. The CP and its allies, being closer to the land and the workshop, have moved in to woo them.

In the 70s, business leaders, from the vantage point of their head offices in Johannesburg and their swimming pools in Sandton, realised that there must be a redistribution of wealth. So, facing the challenge with unflinching resolve, they dug deep into the pockets of their white workers to give to their black workers.

THE result is that skilled white workers in South Africa are now worse off than skilled workers in Western Europe (from where they originated), whereas unskilled black workers are enormously better off than unskilled workers in black Africa.

On the factory floor, white workers sullenly endure the reforming edicts of their remote bosses, including affirmative action (which, they believe, is a plot to replace them with black men). Ordinary, decent men though they are, they are driven, by the imperious attitudes of senior management, to seek security in other directions.

When I asked an engineering foreman, an English

immigrant, why he had joined the whites-only Iron and Steel Union, which is sympathetic to the CP, he replied in a thick Lancashire accent "Because nobody else looks after the white worker." After work, the white workers buy guns, cheer the CP, attend the rallies of the AWB, and are now looking to General Constand Viljoen for salvation.

In England, newspapers like the Daily Mirror and the Sun express the concerns of the working man. In South Africa, the white workers have no public voice. Public debate among whites consists entirely of middle-class chatter among journalists, politicians, academics and businessmen — among people who have no experience, and no understanding, of life in factories and mines.

When majority rule came to Zimbabwe, the white workers left. But the white workers in South Africa have nowhere to flee. Brooding, unsettled and fearful, they feel cut out of the deal for the new South Africa. They are rejected by the NP, ignored by the academics and editors, abused by big business and despised by the ANC.

They are vital to the economy. They are heavily armed. I suggest we start talking to them.

□ Andrew Kenny is an engineer at a South African factory.

Leftist group calls for mass workers' party

JOHANNESBURG. — Calls for a mass workers' party to represent worker interests in a new South Africa have gained impetus following a weekend conference of the leftist Workers' Organisation for Socialist Action (Wosa).

After a conference here, Wosa said yesterday it would use the forthcoming election campaign to promote and support a workers' party "to expose the unprincipled middle-class compromises now being hatched" at multi-party negotiations.

Last week, the National Union of Metalworkers of South Africa, the second largest union in the Congress of South African Trade Unions federation, supported similar calls at its conference.

Wosa chairman Dr Neville Alexander said only a mass workers' party could "halt the wholesale compromise of the interests of the working-class by the negotiators".

Dr Alexander said "The main purpose of these elections will be to crown the process of negotiations for power-sharing by electing a so-called government of national unity."

CT 13/7/93

CT 13/7/93

CT 13/7/93

CT 13/7/93

Dr Alexander added that Wosa would decide whether to participate in the elections in an internal referendum. The demands of a mass workers' party would include jobs for all, a living wage, decent housing, free education and health care and women's rights.

Sapa, Political Staff

AWB men move on steel plant

Own Correspondent

JOHANNESBURG — More than 70 armed AWB members tried to occupy the Highveld Steel & Vanadium works in Witbank yesterday morning after three days of tension between Numsa and the whites-only Mineworkers' Union (MWU).

Numsa regional secretary Mr Frank Bothiello said AWB mem-

bers arrived at the gates of the plant about 7am, where they were stopped by Highveld Steel security

The heavily armed right-wingers ignored requests by a small group of police for them to leave

The group withdrew just before 10am after a compromise was reached between management, Numsa and the MWU, Mr

Bothiello said. Workers then returned to work. CT 14/7/93

The tension at the plant arose over the alleged assault of a black worker by a white worker

AWB headquarters said yesterday the AWB action at the Highveld Steel plant had been taken without their knowledge, and did not have official sanction (3/14) (134)

Worker party will halt compromise

1717 - 217193

MOUNTING calls for a Workers' Party to stem the "compromise of workers' interests" by political negotiators have raised questions about the role of the South African Communist Party (SACP) in negotiations.

The National Union of Metal Workers of South Africa (Numsa) — the largest Congress of South African Trade Unions (Cosatu) affiliate — recently expressed concern at the lack of worker participation in negotiations.

Numsa resolved to ask Cosatu to investigate new forms of organisations to "unify working class organisations and take forward a programme to implement socialism". This could take the form of a Working Class Party.

At its conference last week, the Workers Organisation for Socialist Action (Wosa) also resolved to support the formation of a "Mass Workers' Party".

"Only an independent Mass Workers' Party can halt and reverse the wholesale compromise

of the interests of the working class by the negotiations at the World Trade Centre," said Wosa chairperson Mr Neville Alexander.

Alexander said Wosa would use the election campaign to promote the Workers' Party.

The SACP adviser at the negotiations, Mr Essop Pahad, conceded this week that workers had a "valid criticism".

The ANC and the SACP, Pahad said, represented the interest of the working class at the negotiations.

He conceded the party was not effective enough in ensuring that workers received regular and sufficient reports on how their interests were being defended at Kempton Park. But he said he would not accept there had been a "sell-out" of worker interests at the talks.

"It is quite clear that there should be more report-backs to the organised constituencies of the working class: the trade union movement."

Pahad said the SACP believed the responsibility to report back to



NEVILLE ALEXANDER

workers on the negotiations lay "first and foremost" with Cosatu. Cosatu assistant general secretary Mr Sam Shilowa was also an adviser at the negotiations and was reporting back regularly to his organisation.

Numsa had also discussed the future of the tripartite alliance and resolved that Cosatu should remain independent of political parties or the government.

Numsa will encourage its members to support the ANC in the coming elections, but once an interim government is established

the union should not have a formal alliance with the ANC.

Pahad disagreed with the "rupture" of the alliance, although he believed the trade union movement should make its decisions independently on how long it should last.

"I would argue that the need to broaden the alliance to include all mass democratic forces would become more critical after the elections," he said.

"We need to work and fight together to bring about a policy of reconstruction and radically transform South Africa

"To bring about a national democratic revolution requires that the alliance continues after elections."

Pahad said he did not believe it was necessary to work towards the establishment of a Workers Party.

Other political formations of the left which believed the SACP was not fulfilling its role would have an opportunity during the elections to test their popularity.

REHANA ROSSOUW



Leather strike ahead?

Saturday 24/7-28/7/93

By Barbara-Ann
Boswell

LEATHER compa-
nies could be on the
brink of a strike.

The National Coun-
cil of the National
Union of Leather
Workers (NULW) is
conducting a strike bal-
lot in the footwear and
tanning sections coun-
trywide. (152) (134)

Mr Kessie Moodley,
a spokesperson from
the legal department of
the NULW, said: "We
are in the process of
visiting over 300 facto-
ries and informing
employers and employ-
ees about the strike."

Workers demand a
10 percent increase,
but employers have
offered only a seven
percent hike, subject to
three conditions. (140)

The employers want
the options to pay
workers through bank-
ing accounts, cut and
split employees' annual
four-week leave, and
the option to individu-
ally introduce Industrial
Council Wage Incen-
tive Schemes. (355)

"Workers are paid
weekly and are used to
this. Electronic banking
will cause workers
immense problems,"
Moodley said.

Workers are also
opposed to the intro-
duction of individual
Industrial Council
Wage Incentive
schemes. "We believe
that whatever scheme
to be devised should be
a national and uniform
one", said Moodley.

Meanwhile, Cape
Town leather workers
who stopped work last
week to protest against
management proposals,
have been persuaded to
return to work by the
NULW until the strike
becomes legal.

Moodley said the
workers would proba-
bly vote to strike:
"The mood of the
workers is such that
they will reject of the
employers' offer".

Scabs prepare for war with workers

C/Press 25/7/93

By BERENG MTIMKULU

OVER 400 hostel dwellers hired as scabs during last year's general workers strike at Baragwanath Hospital are adamant that they will not relinquish their supposedly temporary jobs. (134)

And although it could not be officially confirmed, rumour has it that confrontation looms between reinstated members of the National Education Health and Allied Workers Union (Nehawu) and hostel dwellers who are members of the Inkatha-affiliated United Workers Union of SA (Uwusa).

Hostel dwellers, mostly

from Diepkloof, Jabulani and Merafe hostels, have threatened to blockade hospital entrances to stop general workers from reporting for duty on August 1 - the day on which they should relinquish temporary work, according to a Nehawu shopsteward whose name cannot be disclosed.

Of the 456 hostel dwellers, 335 are expected to end their work from August 1 and the rest should leave on August 31.

Some are reportedly armed with firearms while doing errands and cleaning the floors, hospital nursing staff told City Press. (132)

Baragwanath Hospital superintendent Hester Vorster would not deny the allegation but said the latter allegation would be a "police matter" if Uwusa supporters carry unlicensed firearms to work. (132)

Vorster further said the Uwusa-supporting workers would not accept the conditions of temporary employment as they were given the impression they were permanent staff when they were hired.

Asked to elaborate, she said she could not comment further, saying the conditions of employment were linked to the hospi-

tal's employment policy and she was "not allowed to comment on issues relating to hospital policy".

A memorandum submitted to the hospital's chief superintendent Dr Chris Van Der Heever by Uwusa members and members of the Hospital Personnel Association (Hospersa), says the two groups "adamantly" object to the plight of their scabs.

"Those to be retrenched had offered their services voluntarily during the strike - thereby helping the hospital in (a) time of need. (We strongly disapprove of) the inappropriate manner in which their help and goodwill is now being rewarded," said the memorandum.

The general workers strike began last year after Nehawu-affiliated hospital workers demanded a minimum wage of R1 100 and an across-the-board increase of R400 a month as well as six months' paid maternity leave. About 800 workers were subsequently dismissed when they did not report for duty after the TPA did not meet the demands.

On September 25 last year the union and TPA finally reached an agreement.

Star 27/7/93

Union warns on ANC levy

The white right-wing Iron, Steel and Allied Workers Union has called ANC economics deputy Tito Mboweni's proposal for a reconstruction levy "racist" and warned that it may "lead to unrest and violence in the labour field"

— Labour Correspondent.

134

Don't dismiss a workers' party

(134) W/M 30/7-5/8/93

We need a workers' party because of the failure of the communist party, argues
Neville Alexander

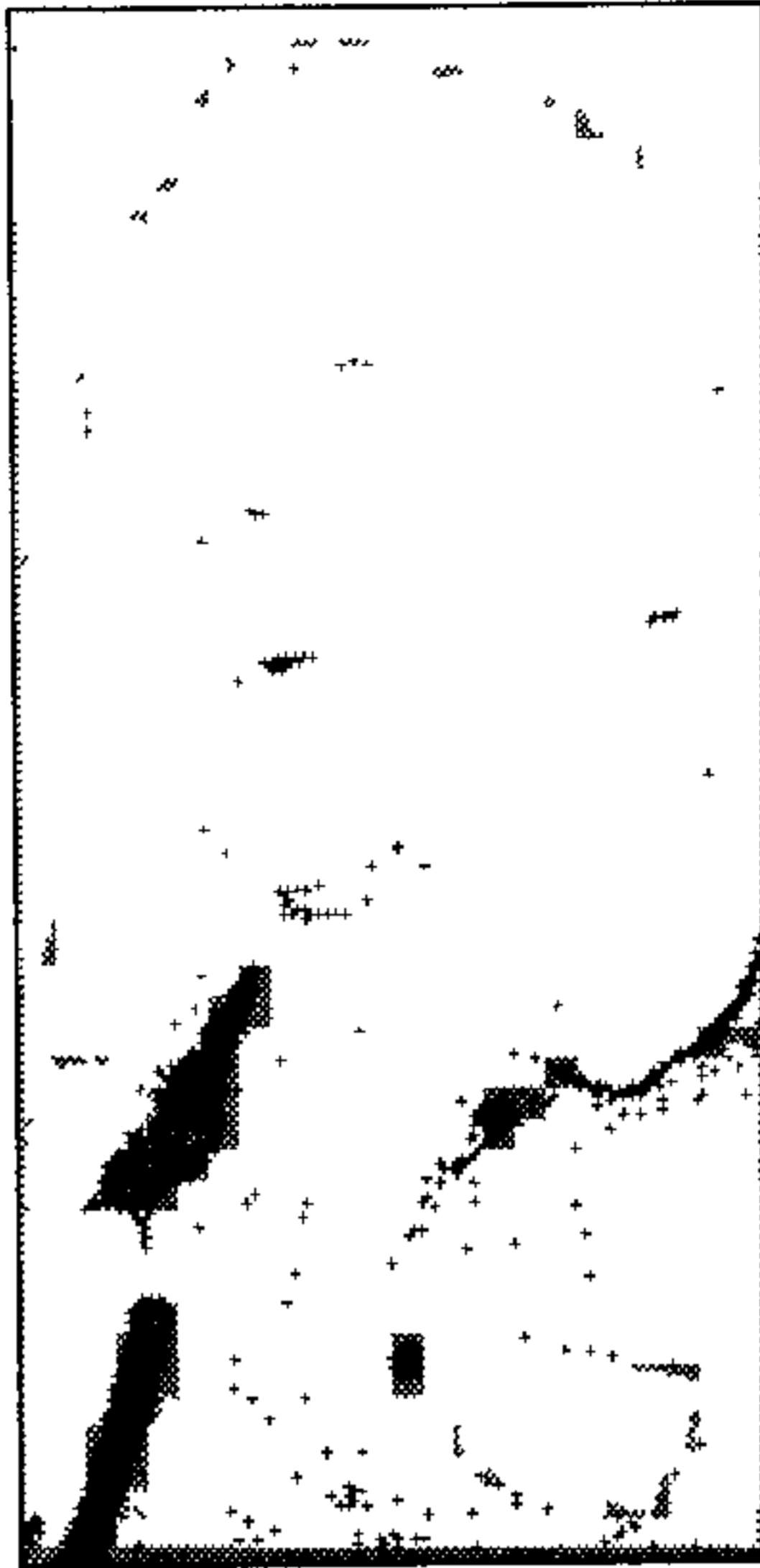
BECAUSE of the desperate innuendo in Jeremy Cronin's article on the workers' party (*The Weekly Mail*, July 23 to 29 1993) to the effect that the promoters of the mass workers' party are the dupes, or perhaps even the agents of the National Intelligence Service and possibly other evil forces, I should like to restate clearly the case for the workers' party.

In all modern capitalistic states, workers are organised in political parties of their choice. In very few of them, incidentally, are workers organised in only one particular party. Workers, like other normal human beings, have different opinions about how best to attain their goals. Hence they belong to different parties.

In most countries where a strong socialist and Marxist tradition exists, workers tend to support specifically workers' parties, as opposed to parties that are committed to upholding the bourgeois-capitalist status quo. At various times in Europe and elsewhere, this specifically worker-orientated role has been played by social-democratic, labour and communist parties. In many European countries today, social democratic and communist (or ex-communist) parties compete with one another for the workers' allegiance. For reasons that cannot be discussed in this article, most of these parties have tended eventually to become simply a leftwing or radical version of the status-quo parties.

In South Africa between 1928 and 1950, roughly, the South African Communist Party had acquired the status of the party of the workers in spite of its tiny membership and the fact that the majority of black workers were organised in one or other multi-class black nationalist organisation, mainly the African National Congress, because of the facts of racial oppression and the exclusion of the black people from power in the segregationist white-minority state.

After 1953, and definitely after 1960, the SACP tied itself firmly to the ANC and its allied structures. This was explained in terms of the now forgotten theory of colonialism of a special type and its strategic corollary of a two-stage revolution. In terms of this theory/strategy, the ANC was to lead the first stage of the revolution against "apartheid" while the SACP would lead



Neville Alexander

the second stage against "capitalism"

In effect, however, this simply meant that the SACP was formally abandoning its historic mission of leading the workers in their struggle against capitalist exploitation, at least during the "first stage" which could conceivably last for centuries. Indeed, what stage have we reached now, we cannot cease to wonder. Never mind as the left wing of a multi-class, essentially middle-class, alliance, the SACP was in both theory and practice putting a limit on the developmental and explosive potential of the workers' movement.

Usually, the interests or preoccupation of the middle classes would — and did — prevail, as we see all too clearly now in the present negotiations. This is justified in terms of "realism", ("politics is the art of the possible", "politics is about power" and so forth). Those who oppose such opportunism are immediately decried as "Utopian" and "Trotskyites", earlier even more egregiously as "fascists". This was the fate of Comrade Joe Forster and his friends in Fosatu (the Federation of South African Trade Unions) at the end of the 1970s and when they dared to argue for the formation of an independent workers' movement as the political culmination of the explosion of trade union and labour organisation in that period. This is the fate of those who now call for an independent workers' party,

since calling them "fascists" and "Trotskyites" would be considered a bad joke today, they are "condemned" as Niel Barnard's men and women.

This descent into the gutter only defiles those who write such piffle. The mass workers' party is indeed an idea whose time has come. This is so simply because the black nationalist element of the national liberation movement has run its course. It has "taken its stand on capitalism" in Rosa Luxemburg's profound formulation.

It has agreed (in the present negotiations) to conform to the dictates of capitalism and the market, to rescue the system from economic and political stagnation and collapse. It can no longer be creative because it can no longer promote the democratic aspirations of the workers.

Whatever happened to the Constituent Assembly? Has it disappeared into the twilight of the sunset clauses? The nationalists claim still to stand and even to "fight" for the social demands of the workers. Hence they say they will deliver semi-free education and semi-free health for all, lots and lots of sport and recreation for all, and so forth. Except for the very last item perhaps, those who know the history of post-colonial Africa and have some sense of the global economic situation know that this is at best wishful thinking, at worst callous electioneering.

In short, an independent mass workers' party is essential to promote the interests of the working class in South Africa where those interests are being sacrificed in the most public way imaginable on the altar of political expediency.

The SACP, caught in a strategic trap, in spite of its history and legitimacy cannot now consistently promote workers' interests. It is too realistic for this and it fears becoming a mere "opposition" or even being "margin-alised". It prefers a slice of the capitalist cake, even if it has only one or two ministers to take office (not power) in the government of national unity.

I have no doubt that comrades in the SACP who are not convinced that the ANC can be transformed into a "mass socialist party" will join the movement to build an independent mass democratic workers' party, one that would contain within itself the right to tendencies and platforms. Such a party will be one of the vehicles that will accommodate the shift away from nationalism towards the socialist alternatives.

●Neville Alexander is the chairman of the Workers Organisation for Socialist Action

1971 0911
Summit on violence

THE Police and Prisons Civil Rights Union ended a special meeting in Johannesburg yesterday with a call for summit on violence

The union said the aim of the summit, to involve all communities, would be to stabilise battle-scarred townships, with Popcrum members taking the lead in policing townships in an "unbiased" manner. "The summit is needed due to information we have about the causes of the violence, which is orchestrated within the security forces"

CP warns on
labour politics

134
CT 11/8/93
THE Conservative Party yesterday welcomed steps to streamline the Labour Relations Act, but warned yesterday that sensitive employment relationships might be jeopardised if trade unions were allowed to fund political parties.

Official sanction for trade union involvement in party politics would spark uncontrollable fires in the labour arena, CP manpower spokesman Mr Frank le Roux MP said in a statement.

"The logical sequel is for employer organisations to obtain the same rights," he said. — Sapa

ARL 14/8/93

Unions set sights on small firms

SHARON SOROUR (134)
Labour Reporter

SMALL businesses should brace themselves for increased pressure in the labour relations arena before and after the election, according to Cape Town labour consultant Michael Bagram

Eighteen months ago small businesses with more than 75 employees were being targeted by unions, but recently businesses with as few as four employees had become targets.

"With unions gearing up for the election, unionisation and politicisation will be stepped up, and industrial relations will increasingly become a part of small business," he said

After the election voters would be expecting promises by union and political "commissars" to be fulfilled, like higher salaries, more jobs, better houses

"Unfortunately, what has been promised cannot be delivered. This is going to create a lot of pressure in the industrial relations arena, especially for small business," he said

He has set up a labour relations hotline to help smaller companies. The number is 22 2860 (office hours)

ANC urges government to heed Popcru

~~254~~ ~~134~~ **The Argus Correspondent**

JOHANNESBURG — The PWV region of the African National Congress has urged the government to talk and co-operate with the Police and Prisons Civil Rights Union (Popcru) after police vowed to take action against members who took part in a protest march on Saturday

The organisation yesterday urged authorities to take the policemen's

134 ARG 24/8/93
concerns seriously and said Popcru would be legalised under an ANC government

The Law and Order Ministry indicated yesterday it intended to take the "firmest possible action" against those who breached the police disciplinary code and departmental regulations by taking part in Saturday's march.

'Kiss the farmer' was march slogan

CT 25/8/93
JOHANNESBURG — Popcru claimed yesterday its members shouted "kiss the Boer, kiss the farmer" and not "kill the Boer, kill the farmer" here and in Cape Town at the weekend

Popcru, in a statement, denied that its marches were organised by the ANC and said Popcru members belonged to a wide range of parties, liberation movements and civics (134)

Popcru offered to help police investigate criminal and departmental cases against its members who participated in the weekend marches

● The IFP would call on its Transvaal supporters to do whatever was necessary to protect themselves because security forces could not be trusted, the IFP said yesterday — Sapa (25) (253)



Getting together ... A proposed new union will help self-employed women, such as hawkers

PHOTOGRAPH, RUTH MOTAU

134

153A

153A

MM 27/8-2/9/93

Union to help self-made women

Ferial Haffajee

THE first phase of establishing a union for self-employed women will get off the ground in October with the launch of an advice centre to assist women hawkers, women who run their own businesses but do not employ anybody and women who do contract work

The union — which will be launched and named in the middle of next year — is an effort to bring together women who work in those sectors of the economy where there is no union organisation

Broadly, the union describes its potential membership as "women who earn their living without a regular or salaried job". It will not be for unemployed women or a small business development initiative, as many people have assumed

The union will bring self-employed women together by setting up a network of members and helping them to get access to skills training, credit and loan facilities, legal assistance as well as health care advice and assistance.

The Association for the Establishment of a Self-Employed

Women's Union (Afesewu), which is doing the preparatory work for the union, says the aim is to help women make choices and to negotiate to improve their lot.

Areas they will focus on include earnings, working conditions and securing access to social security benefits like unemployment, sick and maternity benefits for self-employed women. They will also investigate means of providing child-care, housing and food security for their members

"Although there is no traditional employer-employee relationship in the case of these workers the aim is to make women and their work visible," says the association

"Negotiations will be done with whoever controls people's working conditions and we will teach women to negotiate for themselves." So women hawkers may negotiate with local authorities, while women who do contract work have to negotiate with contractors. Members will be trained to lobby for changes to restrictive legislation and regulations

Subscriptions to the union will include a R10 joining fee and will cost R2 a month. A union organis-

er will start recruiting members when the association opens its advice office in October.

The union will not be expanded to include self-employed men. "The intention is not to deal with the entire informal sector, but to build working class women's leadership," says Pat Horn, a representative of the association

She says even in unions where women make up the majority of the membership, women leaders do not dominate. Instead, she says, most male hawkers work with women partners and the union will encourage men to send women to join the union

The union will also have links with the women's groups of existing trade unions and already the organisers have met officials from both the Congress of South African Trade Unions and the National Council of Trade Unions

They are "very excited" by the idea, says Horn, because this union will be able to organise sectors which are completely unorganised. The formation of the union was inspired by the Self-Employed Women's Association in Ahmedabad, India

Sasol infiltrated unions — report

CT 30/8/93 (134)

JOHANNESBURG — Sasol admitted at the weekend that it used covert activities to gain information about possible bomb attacks, arson, sabotage and intimidation of workers at its collieries and Sasol II chemical plant

This follows a report in the Weekly Mail and Guardian newspaper that Sasol Mining, a wholly-owned coal mining subsidiary of Sasol, recruited secret agents to infiltrate unions

It also used companies that were part of the government's covert operations to promote its image among local black communities

The newspaper said Sasol admitted the actions in papers before the Pre-

toria Supreme Court, responding to a R12 million breach of contract claim by a former employee involved in the operations

Mr Andries Bruyns recruited a corps of trained security officers to infiltrate trade unions and so discourage strikes at Sasol's Secunda colliery complex, said the newspaper

It also said Sasol set up several front organisations to mask its activities, one of which had links to a R160m SADF operation against the ANC

Sasol spokesman Mr Jan Krynauw on Friday confirmed Sasol's admission of covert information-collecting activities. — Sapa

Azawu members locked out

Sowetan 8/9/93

ABOUT 400 members of the Azanian Workers' Union marched from RJ Southey at Bayhead to Durban on Monday after they found the company premises locked and the plant deserted

(134)

At some stage the marchers sat down in Maydon Wharf Road, while

a union official negotiated with the police who had stopped them

The workers were due to hold a strike ballot after wage negotiations between Azawu and the company broke down, said Azawu spokesman Mr Patrick Mkhize

Mkhize said the union and the com-

pany agreed on Friday that union members could ballot on Monday

However, when the workers arrived at the company premises they found the gates locked

The union wants an across-the-board hourly increase of R1,50 against 37c offered by the company

White workers steel

themselves for action

The Argus Correspondent (134)

JOHANNESBURG. — The white Iron, Steel and Allied Industries Union — Yster en Staal — has warned that right-wing opposition to the introduction of a Transitional Executive Council could lead to "popular action", including work stayaways, which the union would support.

Yster en Staal represents up to 46 000 mainly blue-collar workers, spread throughout heavy industry — metal, engineering, energy — and including parastatals such as Eskom, Iscor and Sasol

Yster en Staal general manager L N Celliers said employers who wished to act against white workers should be careful, and consider how they treated black workers under similar circumstances

He said decisions were being taken at Kempton Park mainly by the

ARC 20/9/93
National Party and the ANC/SACP alliance, and being forced on whites, who in turn had exhausted almost every political remedy and were being pushed towards resistance

The government's introduction of legislation for a Transitional Executive Council was regarded as one of the final acts of betrayal

White opposition, as expressed by thousands of the union's members, was "swinging the pendulum in favour of the only credible opposition to government plans, namely the Afrikaner Volksfront".

Mr Celliers said Yster and Staal members who actively resisted violence that spilled over into white areas — as a result of, say, the taxi revolt against the petrol price increase — would have the union's moral support as well as other forms of support. The union appealed to members, however, to support the police and act lawfully

Natal leads in labour unity

WIM 24-30/91

Farouk Chothia

THE labour movement in Natal has set the pace for the rest of the country by working as a cohesive unit in the fight to protect its economic interests in the region.

The move, however, has led to tensions between the Congress of South African Trade Unions and the African National Congress.

The federation has found itself closer to its union partners — the National Congress of Trade Unions (Nactu) and the independent unions — than its election ally on issues related to economic development in the region.

The new-found unity in the fragmented labour movement follows a successful Natal worker summit held in Durban recently, the first of its kind in the country.

Cosatu's co-ordinator for economic development, Rohan Persad, believes that a new level of trust has developed among the unions. Nactu and the independent unions' suspicions over Cosatu's alliance with the ANC have disappeared.

"They previously held the view that if the ANC cracks the whip, Cosatu jumps. Through the Regional Economic Forum we have proved our credibility. We are an independent partner in the alliance (with the ANC)," he said.

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Labour briefs

SHARON SOROUR

RIGHTWING unionists have warned the government it will have to accept full responsibility if white workers — dissatisfied about transitional executive council legislation — resorted to violent protest.

Condemning the reading of the TEC bill, South African Iron, Steel and Allied Industries Union general manager Nic Celliers said thousands of union members countrywide from various industries had asked the union to intervene as a last resort.

Mr Celliers had notified the secretary of parliament that the proposed legislation would have a "profound impact" on union members, but his request to give "verbal witness" to the relevant standing committee dealing with the legislation had not been granted.

□ □ □

THE Supreme Court, Cape Town, has set aside an Indus-

trial Court (IC) decision to uphold the retrenchment of 100 Olympic Footwear employees, criticising its failure to hear oral evidence as being "contrary to the tenets of natural justice and grossly unreasonable"

Reviewing the IC decision taken in March this year, Judge President Mr Justice Friedman, ruled that the case be remitted to the IC for judgment only after hearing evidence by the parties involved.

It followed an urgent application to the Industrial Court by the National Union of Leatherworkers for an order preventing the company from retrenching workers from December 11 last year.

Mr Justice Friedman said the IC's failure to accede to the union's request to lead oral evidence could not be permitted to stand

He also set aside a point of the company's argument *in*

limine that the union was not entitled to the disclosure of any information, and the company was not obliged to disclose information about a retrenchment. (134)

□ □ □

LABOUR movements and the taxi industry are still demanding not only the scrapping of the 7c a litre petrol price increase, but a reduction of 3c. ARG 25/9/93

The demand was formulated by Cosatu, the Foundation for African Business and Consumer Services, the National African Federated Chamber of Commerce and Industry and representatives of several taxi organisations.

The organisations are also demanding a review of all subsidies, protection and profit margins contained in the petrol and diesel price.

They condemned Wednesday's cabinet decision not to review the petrol price increase

CT 2817/93

Transnet man switches unions

JOHANNESBURG — Transnet Union of SA's deputy chief secretary Mr. Greyling Bezuidenhout has joined the whites-only Mineworkers' Union.

The MWU said yesterday. Mr Bezuidenhout's decision had been influenced by Transnet's decision to embark on affirmative action.

Mr Bezuidenhout is a member of the Afrikaner Volksfront, the MWU said. — Sapa (134)

Radical
new union
for SABC

Own Correspondent

JOHANNESBURG —
SABC workers are planning a new, "more radical" union aimed at getting a bigger say in the corporation's transformation

Initiators of the new union said yesterday the Media Workers' Association of SA (Mwasa), once viewed as being among the most hardline of SA's labour groupings, had become a "management sweetheart". A number of Mwasa leaders had recently been promoted to top positions in the public broadcaster, they said.

A preliminary meeting of the new union yesterday was attended by about 200 workers who elected 12 organisers and charged them with recruiting members from throughout the electronic media sector.

The source said the new union would probably be officially launched at the end of the year and affiliation plans would be discussed thereafter.

METROPOLITAN

Union threat to halt regional services over worker rights

(134) ~~210~~ A2C4 4/11/93
□ Cape Town will see mass action such as it has never seen before

SHARON SOROUR
Labour Reporter

PUBLIC sector union Nehawu is threatening to bring the regional civil service to a halt, occupy hospitals and stage mass workplace protests over "attempts by political parties to deny workers basic rights"

A National Education, Health and Allied Workers' Union meeting this week resolved to support Cosatu's programme of action, including the national strike set for November 15, if a clause pertaining to lock-out rights for employers was not removed from the bill of rights

Cosatu has also opposed a constitutional tenure for civil servants

"Cape Town will see mass demonstrations by health, social and road workers and other state sector employees as it has never seen before

"Our action will be a mere indication to the political parties that we will not allow anyone to infringe on basic worker rights," said regional secretary Alistair Charles

Union members were set to occupy government institutions today and tomorrow, with workers staging mass protests

"We will issue letters to management asking them to confirm that they did not ask any party at the World Trade Centre to include these clauses in the bill of rights or constitution"

"If management refuses to sign these letters, it will be a clear indication to us who our enemies are," Mr Charles said

The mass action would send a clear message to political parties that the union would not allow anyone to infringe on basic worker rights

"We will vigorously fight against any attempt to guarantee racist and corrupt public servants job security after April 27 next year"

The union was committed to the SACP/ANC/Cosatu alliance and called on people to vote for the ANC in the elections.

Union body to rival Cosatu

DURBAN — A new trade union federation has been formed to oppose Cosatu and reject strikes and work stoppages

The politically non-aligned United Independent and Economic Trade Unions of SA (Uninetusa) was launched here two weeks ago and claims the support of 10 independent unions totalling 22 000 members

Business and Cosatu greeted news of the new federation warily yesterday, with one business-

man commenting "It's a case of too good to be true."

Uninetusa leader Mr Sydney Geabashe said the federation aimed at "combing the strategies and policies of independents".

"We want to see if we stand together, whether we will be in a position to oppose what is strategised by Cosatu. We believe strikes and stayaways are not taking us anywhere

"They damage the economy

and go against what the workers are trying to achieve. Any issue must be resolved through negotiations."

Industrial relations consultant for the Durban Chamber of Commerce Mr Basil Smith said he was cautious about the federation, questioning how it hoped to sustain its membership if it abdicated its ultimate power against employers in bargaining — the right to withhold labour — Sapa

Unions 'powerful influence'

Labour Reporter

THE trade union movement has to be a powerful influence shaping the decisions of a democratic government, says former Cosatu general-secretary Jay Naidoo.

Speaking in Cape Town yesterday at the first executive meeting in South Africa of the International

Textile, Garment and Leather Workers' Federation, Mr Naidoo said the union movement was fighting for a democratic government.

"Trade unions must use their organisations to fight for a new vision. Instead of reacting we must intervene. This requires decisive leadership," said Mr Naidoo.

134 ARG 12/11/93

Rival union to Cosatu is launched

Sowetan 12/11/93

A NEW trade union federation has been formed to oppose the Congress of South African Trade Unions and reject strikes and work stoppages.

The "politically non-aligned" United Independent and Economic Trade Unions of South Africa was launched in Durban two weeks ago and claims the support of 10 independent unions totalling 22 000 members.

Business and Cosatu greeted news of the new federation warily on Wednesday, with one businessman commenting "It's a case of too good to be true." In an interview, Uninetsa leader Mr Sydney Gcabashe said the federation aimed to "combine the same strategies and policies of independents" (134)

"We want to see if we stand together, whether we will be in a position to oppose what is strategised by Cosatu. We believe strikes and stayaways are not taking us anywhere.

"They damage the economy of the country and go against what the workers are trying to achieve. Any issue must be resolved through negotiation, and not stayaways and strikes."

United Workers of South Africa (Uwusa) spokesman Mr Bongani Hlongwa said his union had been instrumental in initiating the "independent" formation.

He maintained Uwusa was not politically aligned. But, during the "Inkathagate" scandal it was discovered that the security police had financed a Durban rally to launch Uwusa.

Gcabashe said Uninetsa was not financially backed by any organisation and would not show any political favour.

"We represent worker and industry interests only" -- Sapa

Young white jobless urged to join unions

SHARON SOROUR

Labour Reporter

134
ARG 24/11/93
YOUNG whites who face unemployment as equity programmes favour blacks should "seriously consider joining trade unions", says leading unionist Alec Erwin.

Mr Erwin, national education officer of the National Union of Metalworkers (Numsa), said in a panel discussion at an international conference in Cape Town that young whites needed to be able to articulate their fears.

"They did not have a 'voice' at the moment. They should seriously consider joining trade unions. This is already taking place as we see a shift from exclusivist white unions

"We have become good at handling crises, and this crisis can be handled through negotiations. We should be talking about the transformation from an elite white workforce to a more integrated workforce, but nobody is," he told delegates attending the CEO Institute's Southern Africa Emerging Markets Forum.

On a platform with Manpower Minister Leon Wessels and South African Chamber of Mines chairman Bobby Godsell, he said it was important that young white males did not become disillusioned.

Rightists work for general's car

PRETORIA — Members of the whites-only SA Iron, Steel and Allied Industries Union will approach an auto manufacturer to work overtime without pay to provide Afrikaner Volksfront leader General Constand Viljoen with a car.

Iron and Steel general manager Mr Nic Cellier said yesterday that one of the union's branches had offered their services — Sapa (134)

CT 25/1/73

'Dying' union needs money

Staff Reporter

(134) ARG 21/12/93

THE Western Cape Unemployed Workers' Union will have to close its doors in a month unless it is given financial help.

Spokeswoman Norma Anschutz said the union had approached several government departments for help without success.

The union had hoped to distribute food parcels to the unemployed this Christmas but was unable to do so because it had no money.

Few unemployed people have paid

the organisation's tiny R2,40 annual membership fee

The union, which has offices in Community House, Salt River, has been refused a welfare number

The threat of closure comes as the union plans to establish a training centre in Crossroads, using 16 converted shipping containers.

The union needed office equipment and machinery to make the centre a success, Ms Anschutz said.

The union was "dying" and desperately needed money

139 CT 7/12/73

Top position for SA unionist

JOHANNESBURG. —
Media Workers' Association of South Africa general secretary Mr Sithembele Khala will represent six African countries on the executive committees of two powerful international trade union federations in the arts, mass media and audio visual fields.

He will represent Tanzania, Nigeria, Guinea, Zimbabwe, Mozambique and Angola — Sapa

New party

Political Staff

134

THE ANC-SACP-Cosatu alliance might find itself in serious trouble next year if a party yet to be launched, tentatively called the Mass Workers' Party (MWP), gets its way.

The MWP, whose launch may not come before the April 27 election, has as one of its objectives "the breaking-up of the ANC-Cosatu-SACP" alliance, according to a statement issued by Salim Vally, a spokesman for an MWP conference to be held in February.

Mr Vally said a number of people within unions affiliated to Cosatu were in favour of the establishment of a workers' party.

ARG. 21/12/93

ice may exist.

lions of people. — Daily Telegraph.

Support for workers' party

CAPE TOWN — Nearly 60% of black people would support a separate workers' party to represent them politically, a national survey has found. *BIDAN*

The poll's surprise result follows the recent announcement by the militant Workers' Organisation for Socialist Action that it would convene a congress early next year to launch a workers' party.

While the established political organisations and trade union federations have expressed considerable scepticism about the viability of a workers' party, the survey finding does reflect significant disillusionment with the compromises reached in the negotiations.

The extent of black support for a workers' party was found in a nationwide survey of 1 400 people conducted by monthly magazine Barometer on Negotiation during August and September.

While many black respondents indicated that workers' interests would be better represented through a workers' party, the magazine said, most white respondents (76%) rejected the formation of a workers' party, citing as a major reason the damage to the economy resulting from the implementation of socialist policies.

ANC spokesman Carl Niehaus said it was unlikely a workers' party would be

Political Staff

formed before the April election. "I think the party most representative and reflective of the workers' interests will be the ANC." *28/12/93*

The SACP's Jeremy Cronin said a workers' party was "indeed a possibility" but he did not think it was likely soon.

Cronin said he believed that what was much more probable was the assertion of a left-wing platform within the ANC.

The Inkatha Freedom Party's Ben Ngubane said he doubted a workers' party was likely, although the position could change in the longer term, especially if the proportional representation system were retained. *(134)*

DP leader Zach de Beer said workers' parties had existed in every democratic country in the world and it would be no surprise if one were formed in SA, although it was better for people to join parties on the basis of their principles than because they belonged to economic or ethnic groups.

The NP's Marthinus van Schalkwyk said a workers' party was a possibility but he did not think it was a likely before the elections.

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