

INDUSTRIAL RELATIONS_

NACTU

1993

New Bill heralds a better deal for farmworkers

By SEKOLA SELLO

THE government this week unveiled its long-awaited draft bill to bring the working conditions of farmworkers in line with the rest of the country *CIPW 3/1/93*.

The working document on the extension of the Labour Relations Act which includes farmworkers under the Basic Conditions of Employment Act of 1983 is expected to bring about far reaching changes in the farming industry.

In terms of the proposals, child labour (15 years and under) at the farms is effectively eliminated, farmworkers are entitled to unionisation and collective bargaining, female workers are entitled to maternity leave, working hours are prescribed and wages determined.

The sweeping changes the government proposes are likely to overhaul the lot of farmworkers - generally regarded as the most underpaid, overworked and exploited employees in the country.

But, as changes begin to take effect, the government and trade union federations such as Cosatu and Nactu could find themselves on a collision course with the powerful SA Agricultural Union which is opposed to any changes in the industry.

A month ago when the government announced that it was considering extending the Labour Relations Act to farmworkers, the agricultural union expressed its opposition to the envisaged proposals, saying they were "unworkable" and that the legislation would not take into account the "unique" circumstances of agriculture.

Farmers' representatives subsequently met State President FW de Klerk and Manpower Minister Leon Wessels to express dissatisfaction that there were no proper consultations with farmers on the implications of the Act.

To counter the swelling opposition to the envisaged legislation, Wessels proposed further discussions on the issue.

Farmers have until the end of Feb-

ruary to submit comments to the government *1742*.

Among the important provisions of the Act is the establishment of a special labour court to listen to disputes between the employer and employee and the appointment of inspectors to monitor the farmworkers' working conditions.

If this draft Bill becomes law early next year as seems likely, it will be an offence for an employer to hinder an inspector in the execution of his duties. It will also be an offence for an employer to dismiss or alter the service conditions of a worker if such an employee has given evidence to an inspector.

Farmworkers will in future have the right to belong to trade unions and will also have the right to participate in the union's activities. It will be an offence for an employer to prohibit an employee from participation in union activities.

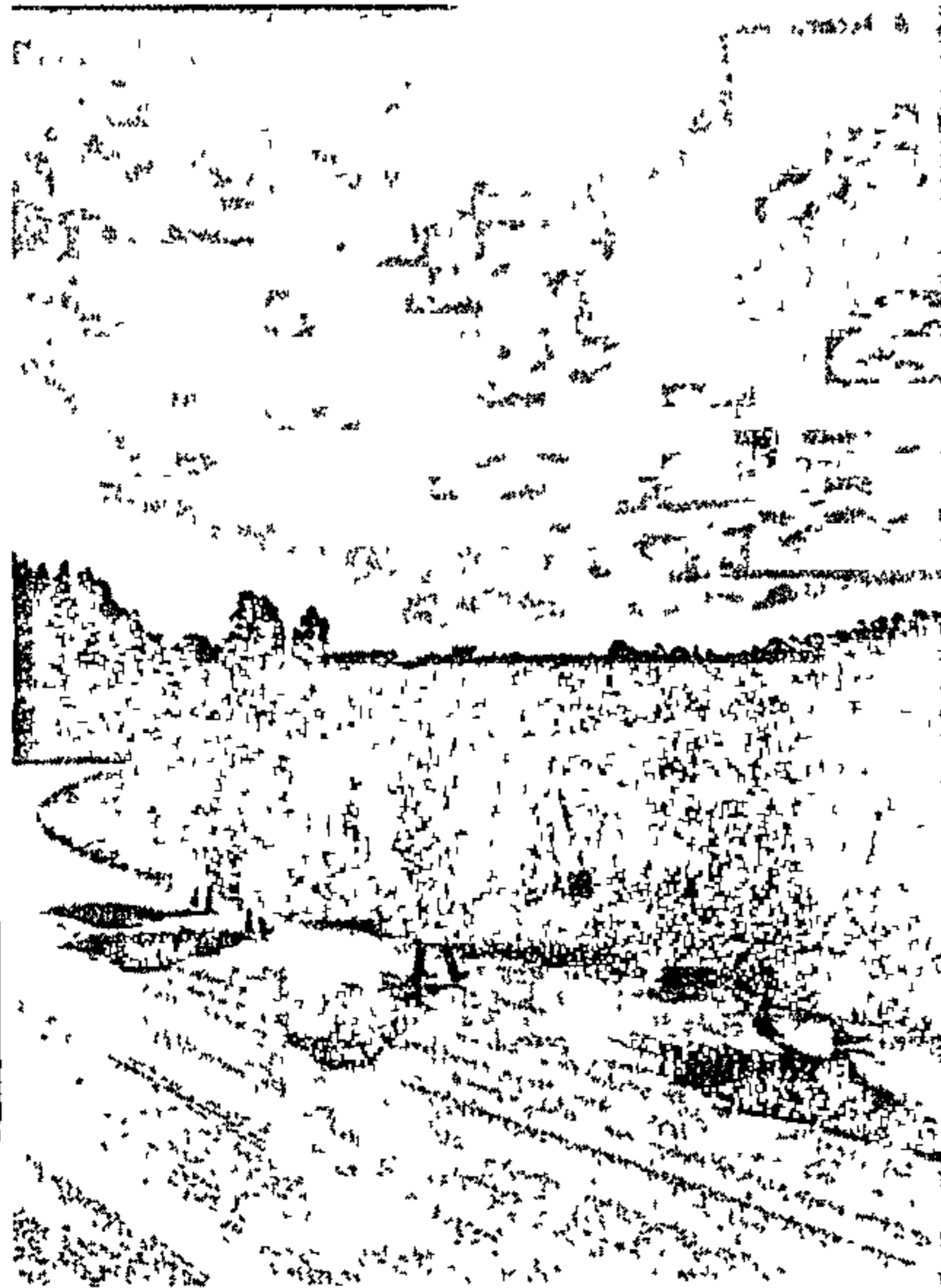
Farmworkers will also be entitled to annual leave and sick leave. They are also entitled to lunch periods while female workers will enjoy the right to maternity leave. In terms of maternity leave, a female worker is not allowed to work four weeks prior to her confinement and eight weeks after giving birth.

The summary dismissal of farmworkers which is common practice on the farms is prohibited and in future, if a worker wants to terminate his services, the farmer cannot keep him against his will. However, the worker is expected to serve notice.

Farmworkers will also enjoy all public holidays as paid holidays and working on Sunday will be considered overtime.

Cosatu has played an important role in drafting the working document. Nactu says the proposed legislation is long overdue and has rejected farmers' demands that they be exempted from industrial courts in cases of disputes with workers.

While the general thrust of the proposals is to bring about enlightened labour relations on farms, the expected opposition from the farmers could turn these areas into battlefields.



NEW DEAL... The long-awaited draft bill protecting exploited farmworkers will bring about far-reaching changes within...

W/mail 8/1-14/193

LABOUR BRIEFS

Nactu suggests new taxes

INSTEAD of shifting the tax burden to the poor by increasing Value Added Tax, the government could introduce at least eight other taxes to raise revenue, suggests the National Council of Trade Unions in a report prepared by the Labour Research Service.

The report will serve as Nactu policy at the National Economic Forum meeting next week.

The federation suggests the government tax pension fund contributions and introduce progressive

property taxes, rural land taxes, a minimum business tax, a capital transfer tax, a capital gains tax and a tax on interest earned by emigrants. The government should also reintroduce the tax on dividends.

These, together with the proposed increase in the fuel levy announced this week and the luxury tax introduced last year, could raise R15,4-billion. Increasing VAT to 13 percent will only raise R6-billion.

ANALYSIS *Mwasa could declare a dispute which can develop into strike*

Battle for soul of SABC

Sowetan 22/1/93
■ **NEW TURN** Controversy over the
appointment of black executives:

By **Mathatha Tsedu**
Investigations Editor

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THE BATTLE for the restructuring of the South African Broadcasting Corporation (SABC) has taken a new turn with the recent promotion of black executives

While the Media Workers Association of South Africa (Mwasa) has taken issue with the promotion of Mr Leslie Mashokwe from deputy editor of *Business* to editor of CCV's *Newsline*, the ANC and liberal newspapers have come out in opposition to the entire process

Mwasa members at *Newsline* have sent petitions to management opposing Mashokwe's appointment, saying he was a bully and difficult to work with

They said several workers under Mashokwe at *Business* had to either resign or change jobs to avoid his wrath

Mashokwe has denied this and allegations that he had vowed to "clean up" the department

"I have no intention of cleaning up a clean place. If there is anything that deserves cleaning up, I can assure everyone that I will do so

"But there is no reason to worry as I have no intention of carrying out any vendetta against anyone," Mashokwe said

Mashokwe's appointment is still a matter of discussion between Mwasa and the SABC. The SABC has refused to accede to the demands of the workers, saying Mashokwe is a competent person

Mwasa secretary general Mr Sthembele Khala said should the SABC decide to ride roughshod over the feelings of workers, the union would declare a dispute which could develop into an eventual strike

Mwasa has not taken issue with Mashokwe's alleged political affiliations and is only fighting him on the

basis of his being unacceptable to those who are destined to be his juniors, Khala said

But ANC spokeswoman Miss Gill Marcus said the ANC was opposed to the promotions altogether as these pre-empted the obvious restructuring that must take place when a new board is appointed by the end of March

Marcus said the ANC was not fighting individual promotions but the principle itself

But inherent in the battle that has now engulfed Mashokwe and two other appointees is the battle for the control of the new board which must replace the present one by end of March

At the centre of this battle is the newly created Campaign for Independent Broadcasting (CIB), the branch of the Campaign for Open Media (COM)

The CIB has as its basic aim to replace the National Party-appointed SABC board with a politically non-aligned board appointed by a group of eminent persons who in turn are chosen by two judges

COM has proposed that the two "Codesa judges", Ismail Mohamed and Judge Scharbot, be appointed to choose the panel of eminent persons, COM chairman, Mr Raymond Louw, said

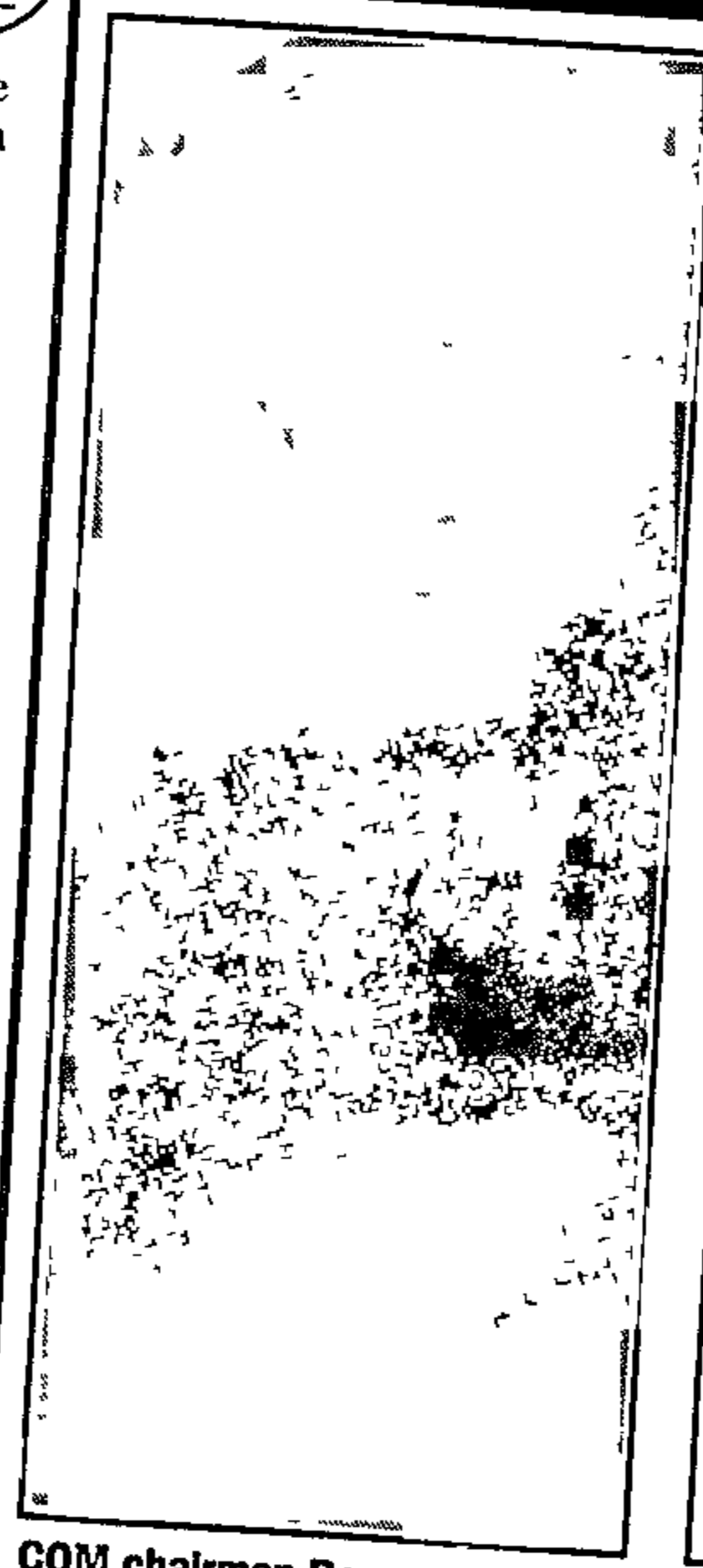
But their involvement in Codesa has alienated them from some segments of the black community, such as the Azanian People's Organisation (Azapo) and the Pan Africanist Congress (PAC), that have shunned the Codesa talk show

Ironically, CIB has appointed well-known ANC activist Barbara Hogan as its co-ordinator, leading to questions of how independent their actions would be

Also, CIB is presently putting together a programme that will cost about R700 000 to train people from outside the SABC for specific senior appointments in various SABC departments after a new government and board takes over

The trainees will be drawn from the

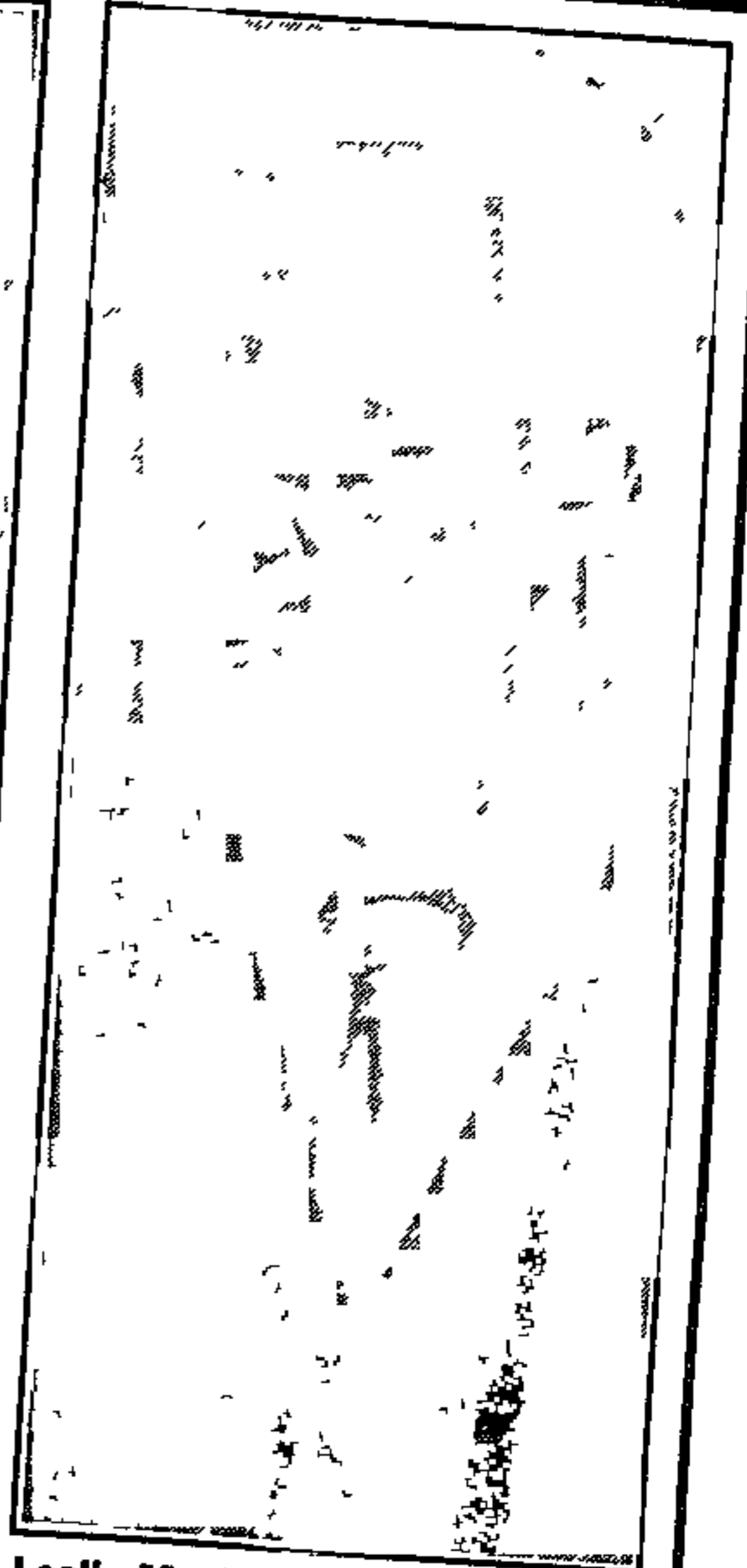
Three of the players



COM chairman Raymond Louw



Mwasa secretary general Sthembele Khala.



Leslie Mashokwe, editor of CCV's *Newsline*.

But many are apprehensive that the battle could end up with one set of political appointees replacing another

ANC's ex-Radio Freedom announcers and the print media, a source within CIB confirmed

This has raised objections from Mwasa members at the SABC who feel the CIB trainees would be political appointees and outsiders brought in to lord it over them in the name of restructuring

But Louw said the trainees would merely be "available" and not automatic appointees as the CIB would not appoint

personnel to the SABC staff

Louw denied that Hogan's appointment meant that the CIB was slanted politically and said she was no longer an office bearer of the ANC

"Our preference would be that we have people who do not belong to any organisation but in this country, right now, that is not possible," Louw said

And Mashokwe, a capable and fearless journalist, is now caught in a battle in which Mwasa objects to his appoint-

ment on the basis of his managerial style, while the ANC and liberals blast the promotion for political reasons

There are many who argue that the liberal fringe would like Mashokwe's rival, Mr Pekwane Mashilwane, to be appointed to head *Newsline* simply because he is perceived to be less capable

But many are apprehensive that it may end up as replacing one set of political appointees with another

Gripe is withdrawn

■ Members said Mashokwe was a bully:

By Mathatha Tsedu

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THE MEDIA Workers Association of South Africa on Tuesday withdrew its objection to the appointment of Mr Leslie Mashokoe as head of CCV's *Newsline*.

Mwasa secretary general Mr Sthembele Khala said they had decided that the objections be addressed between its members and Mashokwe directly.

Mwasa members at *Newsline* had signed a petition alleging that Mashokwe was a bully.

The matter was handled through the grievance procedures contained in the recognition agreement between the SABC and Mwasa.

A relieved Mashokwe said "I am only human, with many faults, and if there are things I do that are wrong it is only fair that they be pointed out."

Mashokwe was promoted from deputy editor of *Business* to head of *Newsline* above former head Mr Pekwane Mashilwane *See Page 7

Sowetan 22/1/93



Toontown, Disneyland's newest attraction designed to rejuvenate the theme park in Anaheim, California, opens today with various animated attractions. Picture AP

Nactu says campaign on SABC 'hijacked' ⁽¹⁴³⁾

WILSON ZWANE

AN ANC-LED cabal had hijacked the recently formed Campaign for Independent Broadcasting (CIB), union federation Nactu charged yesterday

Nactu spokesman Mudini Maivha said his organisation was concerned at the growing role political organisations were playing in the campaign aimed at restructuring the SABC *B/D/A 26/1/93*

Maivha said Nactu, which was a member of the CIB and the Campaign for Open Media, was of the opinion that a key role in a programme to restructure the corporation should be played by the trade unions and civic organisations, rather than by political organisations.

There was "no logic" in having representatives from political organisations in the CIB's co-ordinating committee if the campaign's professed aim was to depoliticise the SABC.

The appointment of members of political organisations to top positions in the CIB was tantamount to importing into the CIB the frictions which existed at present in the communities

ANC official Barbara Hogan was recently appointed co-ordinator of the CIB.

CIB co-leader Raymond Louw denied any political organisation had hijacked the campaign. In fact, the political organisations in the campaign — the ANC and the DP — had adopted the CIB's proposals on restructuring the SABC.

Of Hogan's appointment, Louw said it had the blessing of the CIB's steering committee. He admitted, however, that there had been unhappiness on the part of Nactu about the Codesa proposals

He said Nactu should raise its concerns at the CIB's plenary session next Saturday

Maivha said Nactu would "fearlessly expose" any cabal appointed to run the SABC. Any programme aimed at restructuring the SABC should involve Nactu's affiliate Mwasa.

Mwasa, he said, represented the corporation's workers.

SABC workers had "sacrificed so much for the corporation in terms of low salaries and denial of worker rights and dignity".

Proposals

Maivha said proposals tabled at the CIB's plenary session in November on the restructuring of the SABC were those of one of Codesa's working groups, and Nactu was not in favour of them.

His organisation had believed that the CIB would cater for the interests of people right across the political spectrum.

"It is now proving otherwise, day by day," Maivha said.

No comment could be obtained from the ANC at the time of going to press

Lost City not real ruin — Rosevear

THE Lost City was not about to crumble, Sun International MD Ken Rosevear said at the weekend. ~~10/11/93~~

Parts of the carefully constructed ruins of the exclusive resort have suffered real damage from heavy rains in Bophuthatswana only months after the glitzy official opening. ~~10/11/93~~ B10A-7 1/2/93

But Rosevear said the cracked Royal Staircase, leaking swimming pool and damaged waterways were "normal" damage caused by earth shifts and ground movements. "It is merely buildings settling in," he said.

He could not give an estimate of the cost of repairing the damage, but said repairs would not cost SI anything.

"Repairs, which have been going on for the past two to three weeks, are a matter of insurance. The construction companies involved would carry the costs," he said.

Rosevear said media reports about the

STEPHANE BOTHMA

damage had created a "storm in a teacup" He denied faulty construction was to blame. And the rush to complete the R800m complex in time for the festive season had not been a factor. Damage caused by ground movement often happened with new buildings, he said.

Damaged underground pipes feeding the flowing lakes had to be replaced. All five damaged waterways would be back in operation this week, he said.

The pipes that had been damaged were being replaced by steel ones.

The only inconvenience to Lost City visitors was the closing of a part of the Royal Staircase leading down from the Palace Hotel to the Valley of the Waves.

"Only a section of the stairs is closed for repairs to foundations. Large crews are working around the clock to get everything back to normal," he said.

Visitors seek evidence of employers' role in violence

THE role of employers in engendering violence in SA will be investigated by the International Confederation of Free Trade Unions

At a media conference in Johannesburg, ICFTU general secretary Enzo Friso said 50 trade union leaders from around the world would tour SA over the next few days, gathering information about employers' role in violence

Cosatu general secretary Jay Naidoo said some companies, including multinationals, had attempted to undermine trade unions by hiring employees from opposing political factions during strike action

This had precipitated violence in some instances, Naidoo said ~~11/2/93~~ 11/2/93

Frisco said if evidence of this could be obtained, union members of the mul-

ADRIAN HADLAND

tinational's home plants would be informed and urged to act ~~11/2/93~~

Calling for the reimposition of sanctions was one option which could also be considered by the confederation, he said ~~11/2/93~~

Frisco said the 50 trade union leaders, assisted by Cosatu and Nactu representatives in terms of an agreement signed by the three organisations, would meet in Johannesburg soon to discuss their findings

"We will discuss how best we can help at this particularly delicate moment to foster democratisation and fight violence in SA" ~~11/2/93~~

Naidoo said it was vital during the pre-election phase that unions be allowed to establish freedom of association

Fewer wines on auction

LINDA ENSOR

CAPE TOWN — The application of more stringent selection criteria and the tight economic climate will see fewer wines on offer at this year's Nederburg Auction in Paarl on April 3.

Compared with 1992 when 10 489 cases of 121 different wines were on offer, fetching a total of R2m, only 9 324 cases of 89 wines are on sale ~~11/2/93~~ B10A-7 1/2/93

Strong overseas interest is expected when 30 of SA's premier estates, wineries and co-operative sellers offer their finest wines.

Two newcomers to the auction will be De Wetshof Estate with a Danie de Wet Chardonnay 1991 WO, named after the owner and award-winning winemaker, and Rhebokskloof with its maiden vintage Chardonnay 1991 WO

Monday February 1 1993 SOWETAN.

NEWS Food and Beverage Workers' Union tries to settle differences ● No ANNC journals

End of union strife in sight

Sowetan 1/2/93
■ Officials meet to stamp out feud in upper echelons:

By Lulama Luti

(143)

AN end to the power struggle within the Food and Beverage Workers' Union, an affiliate of the National Council of Trade Unions, seems to be in sight.

This follows a one-day special conference held under the watchful eye of the Independent Mediation Services of South Africa (Inssa) in Chamdor near Krugersdorp on Saturday.

The conference was in compliance with a Supreme Court ruling in October last year in a bid to bring an end to a rift among the union's senior officials which had been going on for months.

A new executive committee comprising five office bearers was elected at the conference, attended by delegates from 15 regions.

Naciu president Mr James Mdhlatose (formerly Mndaweni) was elected president while Mr John Gumede was elected his deputy.
Mr Leonard Sikhakhane was elected

general secretary, Miss Puseletso Raathebe (deputy general secretary) and Mr Isaac Mkhaliphi (treasurer).

After protracted battles which resulted in the sacking of union official Mr Thami Mcerwa in June and later on deputy general secretary Mr Goba Ndhlovu, who was dismissed amid allegations of sexual harassment, matters came to a head and the issue was referred to the court.

During the court hearing, the union was also ordered to form a joint management committee consisting of Mdhlatose and Sikhakhane from the one faction and Longway Kwelemtini and Ndhlovu from the other.

Both Ndhlovu and Kwelemtini were dismissed in September amid accusations of sexual harassment by three women staffers who had been re-trenched.

Mdhlatose was then elected president in a move that was rejected by the Ndhlovu faction.

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Replacing the old with the new

(143)

Sowetan 8/2/93.

■ **Unionists arming themselves with an education:**

By Mokgadi Pela

FOR unionists in the National Council of Trade Unions, the era of handling issues by intuition and logic is about to become a thing of the past.

And as the old gives way to the new, professionalism is the in-thing.

More than 30 representatives of Nactu's affiliates have started a one-year course in economics at the University of South Africa, to empower themselves with knowledge so they could be able to run their unions on a professional basis.

The move, taken to its logical conclusion, will mean that unionists will be best suited to face up to the challenges posed by the sophisticated management expertise.

The course will introduce the unionists in economics, business communication and financial management.

First chunk

The officials have already had their first chunk of their studies. The week-long programme started on January 11 and finished on January 15.

What makes the course crucial is the fact that candidates are expected to complete nine assignments by June before sitting for examinations.

The second leg of the course will be held in July, also for a week. During this period they will study labour law and collective bargaining.

The course is aimed at empowering candidates to contribute positively to dialogue between labour and management.

Nactu president Mr James Mdlalose called on students to work hard, and to present their assignment timeously.

"It is of utmost importance that candidates take their work seriously. Failure to do so would only work against the interests of the unions they represent," Mdlalose said.

And in the wings, seemingly to make sure that the union talk does not replace the Christian spirit, was the Reverend Joe Seoka.

Seoka, a senior official at the Wilgespruit Fellowship Centre, is also enhancing his skills to ensure that his former students do not leave him behind.

BRIEFS

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Unions this week rejected the "zealous adherence to power-sharing, federalism and regionalism" evident in President FW de Klerk's opening of parliament speech last Friday

The federation also called on De Klerk to stop the flow of arms into the townships. It prompted the government to apply the same zealotness to arms control as it had to township liquor laws. "When Africans were not allowed to buy liquor, successive National Party regimes ensured that not a single bottle entered the townships," the federation said.

'Treat guns like booze'

THE National Council of Trade

Union

5/2 - 11/2/93

BUSINESS Nactu says State must find other sources of revenue

Labour vehemently opposed to VAT hike

Sowetan 12/2/93.

By Mzimkulu Malunga

AS THE BUDGET DATE APPROACHES AND debates on tax increases hot up, labour believes the Government has to prioritise cutting unnecessary expenditure instead of effecting tax hikes to raise revenues

On March 17 Finance Minister Derek Keys will be in the spotlight when he presents the national Budget.

A report released by the National Council of Trade Unions advocates alternative means of boosting revenues as opposed to increasing indirect taxes such as VAT — which hit the poor hardest

Central to Nactu's argument is the belief that the Government is using the taxpayers' money against the taxpayers themselves

"Revelations of covert operations being funded with the taxpayers' money or of the consistent corruption and maladministration in the State-funded bantustans are a frequent occurrence," argues the report

The Government contributed over R12 billion to the TBVC states and self-governing territories during the 1992-93 financial year

Cutting spending on defence and the tricameral parliament — both of which consume a substantial share of the budget — could put the State on a much healthier financial footing

The deficit for the current financial year is hovering at R30 billion — about nine percent of

■ LAST STRAW Cut spending on the TBVC

states and self-governing territories:

the national income

The report also highlights unnecessary tax exemptions and focuses on pension funds

"The pension fund exemption is a particularly regressive one and the rich benefit more from this system than the poor. In fact, the unemployed and low-wage earners get nothing at all," says the report.

The total scrapping of pension fund tax exemptions or a drastic reduction could contribute towards solving the Government's financial crisis

Increasing VAT while the economy is in a recession will not only have a negative effect on consumer spending but will deliver the death blow to industry and commerce

The collapse of industrial and commercial sectors will lead to further retrenchments as the consumer demand dampens

Increasing tax substantially on property owners on any additional fixed properties they may possess, such as second homes, is one alternative measure the Government can explore

Also, the implementation of agricultural land tax could contribute a great deal to the national coffers

On agricultural land tax the report argues "These properties have in the past been heavily



Finance Minister Derek Keys

subsidised by the Government for political reasons. Now would be a good time for the recipients of this unfair advantage to start paying back."

Revenues collected here can be used for the development of small-scale farmers

Media union wins dismissal dispute

Sokefem 16/2/93.

By Don Seokane

■ **EMPLOYEES DISMISSED** Row after

company stopped housing its workers:

THE MEDIA WORKERS ASSOCIATION of South Africa (Mwasa) has finally won a two-year-old dispute with Taiwanese-owned company Sakkor

Mwasa has been fighting the dismissal of over 400 workers by Sakkor, a bag manufacturing concern in Pietersburg, stemming from a dispute in June 1991 when the company stopped housing workers on its premises

Sakkor contended that they had received an instruction from the Pietersburg Town Council to stop housing workers on the premises and to re-

move all illegal structures and buildings as the area was not zoned for residential purposes

Workers went on strike, demanding that removal of the accommodation was a change in their employment conditions and demanded that this be made up in a wage increase to cover transport and rent costs. The workers were all fired as a result and an industrial court ruling last September found the company guilty and ordered that compensation of

R103 000 be paid to the 282 applicants

Mwasa and Sakkor appealed against the judgment. Mwasa argued that the amount was too little while the company said it was too much.

Mr Justice Goldstein ordered that Sakkor double its payment to R210 000 and also pay R5 000 legal costs. The company was also ordered to hand Unemployment Insurance Fund contributors' cards to the workers.

LABOUR ISSUES International labour

Nactu to be quizzed on SA violence

■ VIOLENCE ON WORKERS Unions will need support against new government.

By Ike Motsapi

THE NATIONAL COUNCIL of Trade Unions has been invited to Geneva by the International Confederation of Free Trade Unions to discuss the findings of its report on violence here

Mr Cunningham Ngcukana, general secretary of Nactu, will represent the trade union federation at a meeting on February 25

Nactu's media officer, Mr Mudini Maivha, said the International Labour Organisation which also sent a delegation to South Africa at the same time when the ICFTU was here, will also be in attendance

Maivha said: "The ICFTU and ILO has set February 25 as a date to look at the conclusions of their missions in South Africa early this year.

"Other issues to be discussed include the freedom of the press."

The ICFTU and ILO delegations arrived in South Africa on January 24 for a week-long mission to investigate the effects of violence on workers in the country



Mr Cunningham Ngcukana ... off to Geneva

The ICFTU delegation was led by general secretary Mr Enzo Frizo.

Nactu officials told the delegation that trade unions will need stronger support from international bodies when a new government is in place.

Frizo said the ICFTU members felt the confederation should continue to provide financial and other support, but that "it will become necessary for the union movement here to develop strategies to become self-reliant"

NEWS Injured TV cameraman fighting for his life in hospital

Media workers protest

Sowetan

27/4/93.

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By Joe Mhlehla

■ PANGA ATTACK March in Sharpeville today

Over the killing of CCV-TV reporter last Friday:

HUNDREDS of media workers will stage a protest march today against the killing on Friday of CCV-TV reporter Mr Calvin Thosago

Thosago (49) was attacked by youths while he was carrying out his duties in Sharpeville

His colleague, Mr Dudley Saunders, a SABC cameraman, is fighting for his life at the Milpark Hospital after being hacked with bush-knives and pangas.

The general secretary of the Media Workers Association of South Africa, Mr S'Thembele Khala, said media workers, including journalists in the electronic and print media, would express their solidarity by marching through the streets of Sharpeville where Thosago lost his life

"We are saying that political organisations should discourage attacks on journalists and

educate their followers that journalists have a job to perform

"Journalists are not politicians. They gather and disseminate information and therefore do not deserve to be attacked," Khala said.

He said the media has had a wonderful tradition of being in the forefront of supporting the struggle for a just society

"It seems some young so-called activists have short memories. Instead of being supportive of what journalists do, they attack them with pangas and guns and the necklance

"Getting killed in the execution of their duties is the last thing journalists expect, having throughout the dark era paid a price for challenging successive apartheid administrations,"

Khala said

All major political organisations, including Azapo, the African National Congress, the Pan Africanist Congress and the Inkatha Freedom Party, are expected to have representatives at the protest march due to start at 11.30am

Members of the South African Union of Journalists and overseas journalists are expected to show solidarity with Mwasa, said Khala

Vice-president of Mwasa Mr Mathatha Tsedu will be Mr Tim Modise's guest on Radio Metro at 7pm tonight. He will spotlight attacks journalists have had to bear over the years

Thosago will be buried at his place of birth, Ga-Mamabolo near Petersburg, on Saturday. He is survived by his wife and seven children

3 000 go back to work

■ **Farm workers score victory as bosses agree to consider demands:** Sowefam 29/4/93. (143)

By Mzimasi Ngudle

MORE than 3 000 farm workers went back to work on Tuesday when their employers agreed to negotiate wage increases and the recognition of their union

The two parties reached agreement after a one-day work stoppage at Schoeman Boedery in the Northern Transvaal

The workers demand wage increases, fair disciplinary procedures and the recognition of the National Union of Farmworkers, an affiliate of the National Council of Trade Unions Nactu spokesman Mr Mudini Mavha said management agreed to include grievance and disciplinary procedures in the recognition agreement to be negotiated on May 11

Hands off the Press warning by Azanyu

Sowetan 30/4/93. (143)

■ 'Uncompromising stand against harassment, attacks':

THE Azanian National Youth Unity, a youth wing of the Pan Africanist Congress, yesterday announced it would take "an uncompromising stand" against those who harassed and attacked journalists

Azanyu said in a statement it planned a summit of "all organisations and structures" in Vereeniging to discuss the safety of journalists covering news events in Vaal Triangle townships

It also called on the youth to hold a picket with the banner "Salute Journal-

ists, Support Democracy" outside the Benoni Magistrate's Court on Friday morning when suspects are to appear in connection with the shooting of television cameraman Sam Msibi

Another picket would be held outside the Vereeniging Magistrate's Court on Monday

On Thursday, a meeting to discuss attacks on journalists would be held with officials of the Media Workers Association of SA and the South African Union of Journalists

STAR 5/5/93

Unions unveil plans to curb job losses

By Paul Bell
Labour Correspondent

Organised labour has called on business and the Government to accept a sweeping and controversial series of proposals for immediate action to stave off further job losses and stabilise the unemployment crisis during transition.

At a press conference in Johannesburg yesterday, the three major trade union federations, Cosatu, Nactu and Fedsal, unveiled the proposals — which include job security agreements and industry-wide collective bargaining structures, both of which are certain to attract flak from business.

The proposals, already seen by business's representatives at the National Economic Forum, will be considered by its negotiating committee, which meets tomorrow.

The NEF labour negotiators stressed that their proposals should not be construed as confrontational but acknowledged that the initial reaction of their business counterparts had been

negative.

But business, they said, and especially manufacturers, were faced with increasing conflict on the shop floor as a result of on-going large-scale retrenchments. This would encourage employers to take labour's proposals seriously.

"Some of these proposals could be implemented within weeks," said Ibrahim Patel of the Cosatu-affiliated SA Clothing Workers' Union, "If we can do that in the NEF within the next few weeks, we can initiate programmes that will protect and create jobs in the short term and have an immediate effect on the unemployment crisis."

Cosatu negotiator Jayandra (Little Jay) Naidoo listed the job-saving proposals as follows:

- Changes to collective bargaining structures to effect centralised, industry-wide collective bargaining and enhance labour's ability to contribute to the development of national industrial policy

- Job security agreements to protect existing jobs and hold down the cost to society of retrenchments by requiring employers to explore all other alternative remedies before re-

sorting to the quick fix of axing jobs.

- The Government's agreement not to cut jobs in the public sector without consulting the unions, and to concentrate instead on the setting of minimum levels of service provision and the elimination of inefficiencies

- Targeted assistance to industries, notably mining, and major industrial enterprises affected by long-term, possibly terminal, decline — to help them down-scale on a planned basis and thereby minimise the "devastating" socio-economic costs of large-scale closures.

- The establishment of industry-wide work security funds — funded by employers at this stage — and the improvement of the Unemployment Insurance Fund, including a review of the latter's cut-off level as more skilled workers are affected by job cuts.

Dr Ben van Rensburg, an SA Chamber of Business delegate to the NEF's negotiating council, said the other negotiating blocs had not been consulted before labour went public with its proposals. He himself was not aware of them and they would have to be studied carefully before business would respond.

Nehawu protest

HUNDREDS of Nehawu members held a march yesterday to protest against unfair dismissal and harassment of workers by Clinic Holdings. The protestors marched to the Park Lane Clinic near Hillbrow to present a memorandum outlining their grievances to the company's board of directors.

8/10/92: 575793

REPORTS Business Day Reports
Political Staff, Sapa (143)



Nactu gears up to play full role in future SA

SHARON SOROUR
Labour Reporter

14B
ARC 28/5/93

pendent trade union federation

THE National Council of Trade Unions (Nactu), is working on a strategy to increase its effectiveness and power as a trade union federation, according to regional spokesman Mr Brian Williams

Nactu, the second largest union federation in the country, with about 500 000 members in 24 affiliates, held a strategical planning conference recently, at which objectives were defined and formulated

The federation was placing greater emphasis on competence and professionalism in its affiliates, which had already led to a number of people leaving the organisation

Mr Williams said it was crucial that unions become self-sufficient and independent.

It was inevitable that there would soon be a new government structure, with the ANC having a "fairly decisive influence"

Cosatu, because of its alliance with the ANC and SACP, would therefore become the government's trade union "expression"

Warning that trade unions had to become independent, especially when a new government came to power, Mr Williams said it was already "questionable" whether Cosatu was an inde-

pendent trade union federation
"It is therefore increasingly important for Nactu, as a progressive, independent trade union federation, to increase its effectiveness capacity," said Mr Williams

Mr Williams, who returned recently from a "solidarity contact" visit to Europe, said he found organisations still had a "deep interest in South Africa"

"But their information network about the country is not intense enough or adequate to convey what is happening. The full picture is not getting through."

He said Nactu, and its various campaigns, would continue to receive international support

Mr Williams was researching self-reliance strategies, which would be evaluated by the federations's affiliates

Nactu had grown in the Western Cape, with the Western Province Local Authority Workers' Association joining its ranks and a postal staff association expressing the interest to do so

Nactu was also looking at its structural relation with its affiliates, its relationship with other liberation movements in the country and its links with international solidarity movements

Leadership is the key to union success

LEADERSHIP is the most important factor in deciding whether any organisation will be successful

Metal and Electrical Workers Union of South Africa (Mewusa) regional secretary Mr Brian Williams believes leadership is the foundation of an organisation, and that without a strong foundation there can be no effective structure.

A full-time staff member of the union since 1985, Williams joined the labour force as an unskilled electrical worker in the early seventies.

"I had my first taste of labour relations when I was doing an electrical apprenticeship at a Cape Town company," Williams said.

"The company wanted to cancel my contract because they said I was an agitator and my union, the Electrical and Allied Trades Union, supported the cancellation

"I had to fight to maintain my position."

Having succeeded, he became involved in union work, attending meetings.

Williams said the union was seg-



BRIAN WILLIAMS

regated and under white control when he first joined.

"To be a member you had to be a coloured, an artisan, an apprentice or an electrician," he said.

No African or white members, women, unskilled or semi-skilled workers were allowed

"We started to fight against this discrimination and eventually managed to overthrow the union's racist



PHILLIP BENJAMIN

The Cape Town office has two

other people who play an important strategic role in the union, Mr Russell Sabor and Mr Phillip Benjamin

A qualified electrician and electrical inspector, Sabor has been a member of Mewusa's national executive for 13 years.

"Russell is a strong union leader and has guided the union through

South Africa 1916-2316193

many difficult periods," a union spokesperson said.

During the time when the union was still "under white control", Sabor was instrumental in fighting racism.

"Everything he does is done with a passion. He is involved in adult education, especially in the electrical industry, and is also very concerned about homeless children," the spokesperson said.

Sabor had made many personal sacrifices as part of his commitment to workers and Mewusa members in particular

Mr Phillip Benjamin, a worker leader and a union shop steward, has been involved in trade union organisations since the early eighties.

"When I started in the industry as a trainee there was lots of unfairness. There were vast contrasts between our working conditions and those of whites," Benjamin said.

He said there was no proper representation for workers.

"We received some help from the

Radio and TV Union, who tried to raise some of our grievances, but it wasn't until we came into contact with the Electrical and Allied Workers Union — now Mewusa — that things started changing.

"I am committed to fighting injustice in the workplace and in the community and that is why I became involved with worker struggles," Benjamin said

Described by Williams as "almost fearless", Benjamin played a key role in leading Western Cape workers to understand the new challenges of the changing social and political environment.

Employed at Plessey Tellumat as a technician, Benjamin served on Mewusa's national executive until last year.

"I decided to step down to allow others the opportunity to develop," Benjamin said.

"All but two of the next executive committee will be new members. We're hoping that they will inject fresh ideas into the organisation as well as create new developments in education and training."

Union values independence

Southern 1916 - 23/6/98

FORMED IN 1989 after a merger of four affiliates of the National Council of Trade Unions (Nactu), the Metal and Electrical Workers Union of South Africa (Mewusa) is at the forefront of forging new labour relations.

It claims a national membership of about 69 000 paid up and 110 000 signed up members.

Mewusa's regional secretary, Mr Brian Williams, said the union is involved in several community campaigns.

"We are involved in the 'Viva Voltage Campaign'. The union is pushing for electrification," he said.

"We regard it as an important factor in creating jobs and helping to relieve the pain of unemployment."

Williams said Mewusa would be opening an information centre in Khayelitsha soon, where people could go for information and assistance regarding problems they might have.

"It is part of our commitment to provide support to disadvantaged

At their national congress in Johannesburg next week, hundreds of members of the Metal and Electrical Workers Union of South Africa will determine their union's role as an independent force in the new political climate. **EDWINA BOOYSEN**

examines the union's activities in the Western

Cape:

communities in which our members live."

As part of the union's strategic vision, Williams said, worker leaders would go to France to "learn alternate methods of union organisation" which could be applied in South Africa. The union has also started French classes for union leaders.

"Our long term goal is to enable union members and officials to eventually initiate link-ups with trade unions in the rest of Africa, which is predominantly French speaking," Williams said.

cation in Cape Town is 'empowerment' and we have identified a clear strategic area of education and skills training for all our members."

Mewusa believes "empowerment" is necessary for effective communication between workers and management, so both can know what their respective needs are.

"It is a condition of employment at the union's Cape Town office to be engaged in education or training, either of themselves or others. That is how important education is to us," Williams said.

Mewusa has a strong political position about social and economic issues but "is not party political".

"We don't believe that trade unions should ever become linked to party politics

"It eventually leads to workers being pawns in the political power game. The union has a strong principle of maintaining its independence," he said.

"Worker control and worker democracy are the two key ideas which workers uphold as necessary to protect their independence."

Together with the Urban and Rural Development Education Project (Urdep), Mewusa is trying to combat the problem of illiteracy. The two organisations are involved in raising funds and implementing literacy programmes

"We are focusing strongly on education and training. It is vital to provide ordinary factory workers with tools and skills to enter into dialogue with their employers," Williams said.

"This will enable them to be effective representatives of their fellow workers. A key word in edu-

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Employers, unions can get along

RELATIONSHIPS between trade unions and the companies at which they represent workers do not have to be stormy.

Metal and Electrical Workers Union of South Africa (Mewusa) shop steward at Power Engineers, Mr Ashraf Samaai, said since the union was recognised at the Epping company in 1989, conditions between management and the union have been rosy.

"We have received lots of benefits for the workers, for example an Emergency Distress Fund has been set up where workers in financial difficulty can come to the union for assistance," Samaai said.

He said the good relationship between the company and Mewusa was a direct result of improved communication between management and shop stewards.

"A more open attitude prevails and decisions aren't taken unilaterally anymore," he said.

Mewusa has successfully negotiated for arbitration to be compulsory during a dispute, and the establishment of a Death Benefit Fund.

Mewusa, Samaai said, was also happy about Power Engineers' commitment to training workers.

Mr Jim Lappin, managing director of Power Engineers, believes his company's philosophy is different from that of other businesses.

"We believe in working towards a common goal. When it is achieved, everyone benefits," Lappin said.

Lappin said the company tried to make employees aware of the need to be productive and competitive.

Through this philosophy, Lappin said, Power Engineers are a success.

"As a result, in the past two years, we have had no retrenchments and we even employed a further 100 people," he said.

According to Lappin, both management and the union are firm but have a fair approach.

"The union keeps us on our toes," Lappin said.

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THE WEEKLY MAIL, June 25 to July 1 1993

Judge raps lawmaker

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THE architect of South African labour reform, Professor Nic Wiehahn, has been rapped over the knuckles by a Labour Appeal Court judge for conduct during negotiations which constituted an unfair labour practice.

The court found that Wiehahn, acting on behalf of Clinic Holdings Limited, had adopted "a rather superior and haughty attitude" during meetings with the National Council of Trade Unions' National Union of Public Service Workers (NUPSW). "This conduct constituted an unfair labour practice," Mr Justice J Joffe said in a judgment handed down last month.

While Clinic Holdings had told the union Wiehahn had been asked to make himself available for negotiations — leading the union to believe he had authority to negotiate and conclude an

negotiations were under way.

The judge found that the initial court findings had been "charitable to the respondent". The NUPSW had put demands on the table and was entitled to expect negotiations would follow after supplying the motivation requested by company

Wiehahn had rejected this motivation, saying management found it unacceptable as its contents were not substantiated. "The impression is created that like an errant schoolboy, the union was sent home to do 'redo its homework' and produce it in a form acceptable to management," Joffe said

Stating that the strike by union members "would appear to be a reasonable response to the employer's conduct", Joffe ordered the workers' reinstatement.

basis of his reports to government that black trade unions were allowed to register under the Industrial Conciliation Act and that the industrial court, with its unfair labour practice jurisdiction, was created.

He was retained by the Department of Manpower to co-ordinate research into the functioning of the industrial court and was appointed president of the industrial court in Transkei.

The NUPSW had accused Wiehahn of delaying tactics and bargaining in bad faith, referring to his assertion that he had no mandate to negotiate, while the union was under the impression that

Nic Wiehahn has

found himself on the receiving

end of legislation he helped

create. By GAYE DAVIS

The company, the judge ruled, had "blown hot and cold" by suggesting negotiations were still in progress while firing workers.

Wiehahn, an *ad hominem* professor at Unisa who now heads a mediation agency called the Resolution Board, chaired a watershed 1977 commission of inquiry into labour legislation. It was on the



ates employees • Demand for workers' reinstatement

Sacked workers return to jobs

Sowetan 25/6/93

By Ike Motsapi

■ NO MONEY Council claims it has no funds to pay sacked staff:

ABOUT 413 members of the South African Municipal Workers Union and other employees who were sacked by the Dobsonville Council last year returned to their jobs this week

This follows a successful court application lodged by Samwu in the Rand Supreme Court last Friday to have the workers reinstated

According to the court order all workers are to be paid their salaries and benefits retrospective to the day when they were sacked

The council opposed the application and has now said it does not have money to pay the workers their salaries

In a letter to Samwu, written by city treasurer Mr Chris van Zijl, the council said it would have to approach the Transvaal Provincial Administration for assistance

A special council meeting was held this week to discuss the problem. Van

Zijl promised to inform Samwu about the council's decision today

A TPA spokesman said the request had not as yet been forwarded to it

Mr Martin Sere, an official of Samwu, yesterday said all the workers who were sacked on November 2 after requesting the council to transfer them to other centres were back at work.

They were employed near a hostel and feared for their lives

Union to march on Sasol

Sowetan 25/6/93

By Ike Motsapi

HUNDREDS of South African Chemical Workers Union members will march on Sasol's headquarters in Johannesburg at the weekend to demand the reinstatement of workers dismissed in 1987

Mr Cunningham Ngcukana, secretary-general of the National Council

of Trade Unions will be among those leading the march

Mr Joseph Maqhekeni, an organiser of Sacwu, said the march was part of an ongoing six-year battle by the union after the dismissal of about 100 employees — all members of Sacwu — by Sasol 1 when they campaigned for better pay and working conditions. Maqhekeni said "The union won the case in the Industrial Court

but that victory was overturned by the Appellate Division of the Supreme Court following an appeal by the company. The dismissals led to a number of former employees losing houses and children being forced out of school because their parents could not afford to pay for them

"As a result we have a squatter camp near Zamdeia because workers have no accommodation," said Maqhekeni



Call for national worker summit

W/mor 9/7-15/7/93

By FAROUK CHOTHIA Durban

FLEXING its muscle, the trade union movement in Natal this week called for a national worker summit to discuss strategies to ensure that worker rights are entrenched in a future Bill of Rights and constitution.

This comes against the backdrop of growing fears in the labour movement in the province that worker interests are not only being ignored at the World Trade Centre, but that politicians may also introduce legislation which threatens worker rights.

The Regional Worker Summit, the first of its kind in the country, was attended by about 200 delegates from the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and the independent unions

Cosatu head office has been reluctant to call a national worker summit. With Cosatu's Chris Dlamini and Nactu's Cunningham Ngqukana present at their regional summit, Natal leaders hope that their initiative will now win support at head office.

The delegates resolved that their head offices should join hands to convene a national worker summit within three months — before a constitution and a Bill of Rights are finalised at the World Trade Centre.

"There are indications that worker rights are being attacked (at the multi-party negotiating forum). On the issue of centralised bargaining, for example, they want to deregulate it," said Rohan Persad, co-ordinator of

Cosatu's Economic and Development Initiative in southern and northern Natal.

A representative of the independent unions, Kessie Moodley of the National Union of Leatherworkers, said the summit noted that in other African countries liberation movements "eroded" worker rights once they assumed power. He said the negotiation process, and the proposed Bill of Rights, was dominated by debate around regionalism and federalism and addressing minority fears. Worker rights have been placed on the backburner.

"The longer we take to set up a national worker summit and to adopt a workers' charter, the more critical it will become for workers," he said.

Warning that time was running out, Moodley added "The boat hasn't left the shore yet. We can throw a life raft out to get on board."

Persad said the workers' summit had to address other "unanswered questions" as well, including whether trade union leaders can be allowed to take positions in a new government.

"There is a lot of uneasiness about this, particularly given the history of Africa. We need clarity on the issue," added Persad.

The workers' summit should also look at formulating a national economic restructuring programme in order to ensure there is unity when challenging business and government.

Interpreter union talks business

Senuku 247 - 28/7/93

By Shadley Nash

A NEW trade union for court interpreters was launched in Port Elizabeth last weekend (143) (143)

The decision to dissolve the Interpreters Association of South Africa (IARSA) and break away from the Public Servants Association was taken at a national congress of the now defunct IARSA.

Resolutions adopted by the new union, the South African Court Interpretation Officers and Allied Workers Union (SACIOAWU), encapsulate a long standing belief that the status of the court inter-

preter should be upgraded.

One resolution calls on the Department of Justice and universities and technikons to introduce diploma and degree courses in "court language interpretations sciences".

Another resolution calls for "uniform regalia" for interpreters and notes they should be known as court interpretation officers.

The move by SACIOAWU to establish itself as a public sector pressure group is in step with moves by other public sector employees who have formed independent trade unions

— ELNEWS

focus on trade unions

Sowetan 2/8/93

THE RELATIONSHIP BETWEEN TRADE UNIONS and democratic movements is a thorny issue that is being debated at present. This is a delicate subject at this historical moment of our struggle.

Many a leaders would simply say we will cross that bridge when we reach it. By the time they reach that point there may be no bridge to cross but muddy waters filled with crocodiles.

This then shows the courage and vision the leadership of Nactu has and its ability to lead the working class beyond apartheid.

Having said that, I must now come to the core of the topic. However, before doing that I will not do justice without laying the basis of Nactu's perspective on the relationship of the trade union movement with a democratic government.

I believe it is correct to assume that this subject has been tabled as a result of the current relationship the democratic trade union movement has with the broad liberation movement in the struggle against apartheid, which Nactu is part of.

Having made this assumption, I must assert that the position of the democratic trade union movement in relating to the broad liberation movement to attain a nonracial democratic society is and has always been correct.

The question at hand is: will we continue this relationship even if the liberation movement comes to power? If yes, what would be the consequences?

The position of Nactu has been and is to work with all liberation movements to attain a nonracial democratic society guided by the working class.

We believe as current events show that the national liberation movement will end oppression and the denial of the majority to participation in the political life of our country. But it will never end exploitation.

No nationalist liberation movement has done that all over the world in instances where their struggle was the same as ours.

The national liberation movement is made up of different social classes who, in addition to the national objective, have their own social aims. Our relationship with the liberation movements, as always in any nationalist liberation struggle, has shown a very interesting common feature.

The trade union movement has always failed to influence the content and direction of liberation movements we relate to. Instead, it is the liberation movements that influence the direction and content of the trade union movement through liberation movement activities.

This invariably affects the independence and integrity of the structures of the trade union movement. This phenomenon is not only peculiar to South Africa, but has been the feature of all liberation struggles throughout Africa.

As the new SA looms closer, unions are pondering what relationship they will have with the new government.

Cunningham Ngcukana, general secretary of the National Council of Trade Unions, sets forth his organisation's position: 143



Cunningham Ngcukana

The end result of this is that the internal democracy of the union movement is affected as decisions are taken elsewhere. However, the union movement has allowed this due to the liberation struggle forces. The question is, will we allow this to happen even if the liberation movement becomes a government?

In the end, the liberation movements, when they come to power with their commandist leadership approach, tend to lack accountability and through party activists the union movement serves to become a conveyor belt of government decisions to workers.

This serves the interests of capital very well as they would have placed themselves into a position of influence by the time liberation movements come into power.

Apathy becomes the order of the day and the union movement becomes vulnerable.

The institutions that are supposed to be guardians and guarantors of democracy become subservient to a government, thereby giving it a licence not to be accountable.

African states became what they are because of this and apartheid survived for so long because white unions did not care because they were close to the government, while others claimed neutrality. There can never be any neutrality where there is injustice and oppres-

sion. Silence means consent.

A relationship with a government determined by imperatives of unity prior to liberation is a licence by unions to the government to silence any democratic opposition to the government. This is the biggest crime white unions committed against our people — a crime not by commission but by omission.

As Nactu we contend that after liberation the trade union must be responsible for the interests of its members and working people in general.

Secondly, it must serve as a guarantor of the newly attained democracy and to ensure its survival.

Thirdly, it must serve as the anchor and centre of all institutions of civil society that will ensure government accountability.

This can only be attained under the following principles:

- Non-affiliation to political organisations and parties,

- This means organisational independence without interference by government in decision-making, and

- Internal democracy — ensuring participation by union members at all structural levels of union movement.

This can be done by ensuring education of members so that they can make informed decisions through participation.

The question that begs for an answer is: how does the democratic trade union movement influence government without losing its independence to listen to the voice of the workers?

The strength and ability of the union movement to influence any government lies in its unity, internal democracy and accountability of its leadership to its structures.

We cannot destroy our being and essence of our very experience and hope we will have any influence thereafter. If we keep to principles of independence, internal democracy and accountability to our own structures, whatever decision we take will be of weight. If the union movement becomes a rubber stamp we will lose our influence.

This requires strict discipline by party activists within the union movement. Only in this way can any electoral pact on issues we want as unions have a meaning.

focus on

Sowetan 17/8/93

STATE REPRESSION OF TRADE UNIONS and unionists has been part and parcel of the legacy of apartheid in South Africa since the advent and rise of the African Labour movement

Trade unionists have been seen by the regime

as responsible for shop floor rebellions, rather than fighting against inadequate wages, appalling working conditions. They have also been seen as the agents of general political rebellion.

To begin with, the South African regime has for many decades legislated against African trade unions. Domestic and farm workers are only now about to have their right to belong to trade unions protected by legislation.

It was only in the '70s that the Wiehahn Commission was appointed and produced a report recommending legislation allowing African trade unionism on condition that such unions were registered with the Government.

This constituted yet another violation of trade unionism and the freedom of association because an unregistered trade union was not recognised by the bosses.

Trade union leaders at the head of the resistance to these conditions and involved in other campaigns bore the brunt of State harassment, detention and physical torture. They also lost their jobs, with management bringing in a variety of petty accusations against them.

Part of the reason for the unleashing of the State machinery was the campaign by unionists to get the international community to impose sanctions against South Africa's racist minority and illegitimate regime as well as their campaign for disinvestment from the country.

Into exile

Many trade unionists were locked up while others fled into exile. However, relative reforms of the Labour Relations Act were carried out, conceding to many demands of the labour movement supported by the international community. However, this did not mean an end to violations of trade union rights as State hostility towards the unions and unionists continues to date.

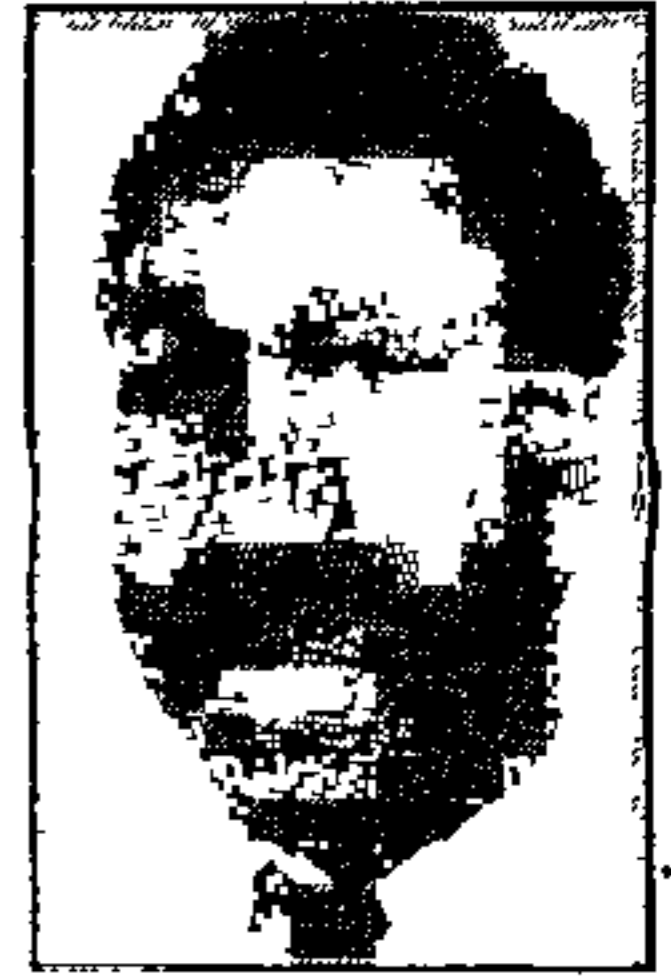
State hostility towards the unions is exemplified by the non-existence of legal protection against the dismissal of workers on a legal strike. It is exemplified by the nationwide raid on Nactu offices by huge contingencies of security forces on the morning of May 25 1993.

Nactu headquarters was burgled, with police claiming to be acting on information that attacks on security forces and the public and bank as well as car robberies were being planned from those offices. They raided and besieged the regional offices but in the end found nothing.

But, as in the typical of African tale, a thief who finds nothing of value to steal in a home-stead will take the hearth stones and leave them at the entrance to the kraal.

Mudini Maivha of Nactu recounts the many violations committed by the State

and business against emergent trade unions in the '70s:



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Face to face — marchers clash with police.

Managements have tended to assist or establish spurious unions and staff associations at plants where workers have been strongly organised. This action is aimed at destabilising established unions.

In several instances management reduced staff through retrenchment or legitimate but disciplinary action. New employees, workers informed us, were given jobs on condition that they did not join the operating union or that they set up their own.

They employ members of conservative po-

litical organisations to take jobs of striking "radical" workers, thereby creating conditions for conflict. There are instances in which management turned a blind eye to shop floor violence caused by division among workers because management derives advantages from it.

These are just classic examples of what is happening in our society. Harassment of trade unions is common in this country. We have also seen some unionists murdered just because they worked for better working conditions for their colleagues.

Bisho: Nactu won't join ANC stayaway

EAST LONDON. — The National Council of Trade Unions (Nactu) has rejected a regional stayaway called for by the ANC to commemorate the first anniversary of the Bisho massacre today.

Nactu Border chairman Mr Anthony Fosi said last night that while the organisation supported the commemoration, it could not endorse the stayaway "because it would be against our principles to join a bandwagon as rubber stamps".

"Also, we were never consulted by the ANC or the Congress of South African Trade Unions about this stayaway. We were not invited to their discussions with the Border Business Action Committee and we did not get feedback from the meetings," he said.

Forty union representatives from different Border plants met at the weekend — their second meeting in less than four days — to discuss the proposed stayaway.

Border ANC spokesman Mr Mcebisi Bata said it was unfortunate Nactu had decided not to support the stayaway but "we will appeal again to them to come aboard" — Sapa.

CT 6/9/93
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Star 21/9/93

Union seeks to stem job losses

■ BY PAUL BELL
LABOUR CORRESPONDENT

The Banking, Insurance, Finance and Assurance Workers' Union (Bifawu) estimates that up to 1 000 workers have been retrenched from banking and financial institutions in the past three months, and is planning a campaign against these job losses.

National organiser Stan Sigotyala says the estimate, which includes 250 union members, is based on the union's own research of the period June to August (143)

Bifawu, which has about 6 000 members —

most of them clerks, drivers, messengers and cleaners — will meet at the Duncan Hall in central Johannesburg at 1 pm today to launch its campaign.

In a statement, Bifawu president Ramontsho Monnakgotla said the most common reasons for retrenchments were mergers, takeovers, rationalisation and restructuring as a result of the acquisition of new technology.

He called for an end to retrenchments and the employment of casual and temporary staff, and for the retraining of workers to equip them for other tasks

Unionists clash with govt over petrol price increase

BISA 24/9/93

UNION federations Cosatu and Nactu yesterday warned government to review its position on the petrol price or face the mounting anger of the masses.

A delegation representing unionists and transport and business organisations met Mineral and Energy Affairs Minister George Bartlett in Johannesburg yesterday. They accused him of "lying" when he told taximen that the National Economic Forum (NEF) had agreed to keep petrol at the increased price while a task group was investigating the situation.

Cosatu and Nactu denied that their NEF representatives had agreed to this when Bartlett and the forum met last week and decided to hold a summit on October 4 to get a report from the task group.

Bartlett also met a delegation of taximen led by Nafto chairman Peter Rabali in Pretoria yesterday. The meeting ended with Bartlett sticking to his guns on the increased petrol price, but agreeing to meet the delegation again with Finance Minister Derek Keys and Transport Minister Piet Welgemoed.

At the Johannesburg meeting Cosatu's Chris Dlamini said a labour delegation and the taxi industry would attend the first meeting of the NEF task group today to begin negotiations.

"We will demand a 10c reduction in the price of petrol and diesel and a review of all the subsidies, protection and profit

THEO RAWANA

margins which presently make up the fuel price," said Dlamini. The meeting decided that "all the forces" would attend the October 4 summit (143)

Government was warned against taking further "irresponsible and repressive" action against protesting taxi operators.

"If this action by the government continues and the petrol price is not reviewed, we will consult with our constituencies about forms of national action," the groups said.

Sapa reports from Kroonstad that police and traffic authorities removed taxis which were blockading the central business district yesterday (5)

A police spokesman said negotiations were taking place between police and the taxi drivers, who were protesting against the petrol price increase.

Our Cape Town correspondent reports Transport Minister Piet Welgemoed yesterday announced the formation of a new task group to investigate the problems of the minibus taxi industry.

He said his department had been considering subsidising minibus taxi commuters in much the same way as bus passengers were subsidised. But one difficulty was that the taxi industry was fragmented.

Government hopes to enable commuters to use a single subsidised ticket for a multi-mode journey, using buses and taxis.

sions ● Joint major union by May 1994

Sowetan 29/9/93

Nactu is 'neutral'

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By Ike Motsapi

INDEPENDENT BODY Federation

will not support any political party:

THE National Council of Trade Unions (Nactu) will not support any political party during next year's first democratic elections because it is an independent worker federation

Mr James Mdlalose, president of Nactu, yesterday said the giant trade union federation would leave "it up to our members to decide which political party they want to support" Mdlalose said Nactu was involved in what he described as "voter education for our members"

The aim was to make sure that members of trade unions affiliated to Nactu knew how to vote Mdlalose said Nactu had adopted a

Workers' Charter which would entrench workers' rights in the event of a new dispensation

Some of the points in the charter are

- That workers want to see the establishment of a non-racial, democratic Azania,

- That the working class can succeed in this endeavour if the country is united and guided by working class principles,

- And that every worker shall have a right to a job irrespective of colour, creed or religion

Unlike Nactu, the Congress of South African Trade Unions has undertaken to make sure that the African National

Congress wins the elections scheduled for April 27 next year

Cosatu has released its general secretary, Mr Jay Naidoo, and 19 other officials to join the ANC election platform

Some of the decisions taken at Cosatu's special congress were

- To make sure that the ANC wins the elections decisively,

- To address the challenges that face the trade union federations

- To make sure that the trade union federation remains strong, independent, democratic and accountable to its membership in order to serve the interests of the broader working class

NEWS Trade union federations in

Clash over envisaged labour bill

Sowetan

16/11/93

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■ **VERBAL WAR** Nactu is not

happy with the bill, Cosatu affirms it.

By Ike Motsapi

A WAR of words has broken out between the country's two trade union federations regarding the extension of the Labour Relations Act to farm workers.

The National Council of Trade Unions has accused the Congress of South African Trade Unions of collaborating with the South African Agricultural Union in extending some provisions of the labour legislation to farm workers which, Nactu says, "do not grant but regulate collective bargaining rights."

Mr Cunningham Ngcukana, general secretary of Nactu, said "The LRA envisaged for farm workers does not provide for a duty to bargain."

"Collective bargaining under the existing Labour Relations Act is not a right hence the issue is still debated in the Industrial Courts

"The Bill, which is awaiting the signature of State President Mr FW de Klerk, also fails to provide for the right to collectively bargain and its corresponding duty to bargain.

"It essentially fails to justify Cosatu's concession of accepting the agricultural sector as an essential service.

"The International Labour Organisation does not categorise the agricultural sector as an essential service," said Ngcukana.

He said the third point is that the Bill did not include other sectors of organised labour and agriculture.

"We are talking here of Anglo American Farms, Tongaat Farms, Sappi Forests, Mondi Forests and others who were not party to the envisaged deal for farm workers," said Ngcukana.

Mr Sam Shulowa, general secretary of Cosatu, said the federation had a mandate from its affiliates and members to negotiate the deal for farm workers

Nactu criticises ANC trio's posts at SABC

TRADE union federation Nactu has criticised the appointment of three prominent ANC members to senior SABC positions.

Nactu general secretary Cunningham Ngcukana said the "political appointments" — ANC deputy president's son Zwelakhe Sisulu, former ANC Radio Freedom's Solly Mokoetle and ANC campaigner Govin Reddy raised the question of whether the SABC board was changing from an NP mouthpiece to an ANC mouthpiece.

However, Cosatu responded angrily to

Business Day Reporter

the criticisms yesterday, saying the three knew more about "the need to fight censorship and party propaganda" than the entire SABC management put together

Ngcukana said Mokoetle, Reddy and Sisulu were lacking in radio and television experience. *B/day 9/12/93*

Cosatu welcomed the appointments and reiterated that all three journalists were independent. *(143)*

INDUST. REL. - WORKERS' ORG. NACTU

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NEWS Cosatu and Nactu affiliates fight for recognition ● Councils in *volksstaat* row

Sowetan 7/2/94 Volksstaat councils rapped

THE Transvaal Provincial Administration's executive committee yesterday strongly objected to city councils executing "mandatory orders" in which they were requested to swear allegiance to a "volksstaat".

Pretoria MEC for Constitutional Development and Negotiation (Local Government) Mr André Cornelissen was reacting to reports that certain town councils had recently accepted the mandatory orders.

Cornelissen said the orders requested councils to safeguard the infrastructure for a *volksstaat* and to use the entire

infrastructure for acquiring a *volksstaat*.

Other requests were to safeguard residents of the municipality concerned and to let councillors and officers swear allegiance to the *volksstaat*.

"The local Government Ordinance and other Ordinances pertaining to local government do not authorise a city council to make a decision of this nature."

"Such action creates an impossible situation for the town clerk and other senior officers, who are bound by legislation to perform certain duties and who now have to act in conflict with their employers."

Sowetan 7/2/94 Natal unions in clash

By Isaac Moledi

CONFLICT is looming between members of the Congress of South African Trade Unions and National Council of Trade Union affiliates at Rainbow Chicken in Natal.

Nactu affiliate Food, Beverage Workers Union in Hammarsdale has accused the Food and Allied Workers' Union, a Cosatu affiliate, of intimidating its members.

Fawu is also alleged to have given FBWU members a choice of either joining the union or "face death".

According to FBWU regional organiser Mr Eric Ndlovu, Fawu had accused the FBWU of being an affiliate of the Inkatha Freedom Party.

He said his members had been ordered to vacate Georgetdale, a Mpumalanga township, and to go to IFP strongholds.

But Fawu secretary in Maritzburg Mr Isaac JJ Ngcobo denied the allegations, saying it was a lie that "Fawu wanted to kill FBWU members".

He said the FBWU had lost a secret ballot which proved that Fawu was in the majority at the company.

He agreed that his union regarded the FBWU as an IFP affiliate because "we hear that the majority of FBWU members are members of the IFP".

Ndlovu claimed, however, that his members were being harassed because the Fawu was in the minority.

He blamed the death of one member last December on the dispute and said another member, Mr Njabulo Khanyile, was almost killed recently.

Nactu has confirmed that the FBWU is an affiliate and that it was aware of the conflict at Rainbow Chicken.



CIPress 20/12/94

Nactu men won't stand

By KHANGALE MAKHADO

NATIONAL Congress of Trade Unions officials will not represent any political party in the coming elections. That's the final word from Nactu general secretary Cunningham Ngcukana, who was included among the PAC nominees on the PWV national assembly list, along with Nactu president James Mdlalose.

Prevented

Ngcukana said the federation would not allow any of its officials to join any party, irrespective of their personal political affiliation.

He told City Press that Mdlalose and himself were not consulted by the PAC - which published its list earlier this week. He stressed that had the PAC consulted his organisation, Nactu's position would have been made clear to the party.

Ngcukana added that his organisation, unlike Cosatu which has put its weight behind the ANC, would not support any party.

Asked whether this also applied to Nactu members, his response was that

workers were "asked to really scrutinise promises made by parties and to ask questions" (143)

"We want to assure our workers that we are here to stay, organise and build Nactu as the flagbearer for trade union independence and democracy not controlled by any political organisation," he said.

Echoing Ngcukana's sentiments, Nactu information and publicity chief Mudimi Maivha said even if workers joined parties in their individual capacity, this shouldn't confuse Nactu members into thinking their federation was identifying with political parties.

"In any event, after April elections or any other elections for that matter, the employer interest will continue to exist."

Bashing

"They won't stop their campaign of union bashing and won't give us better working conditions, education, better housing and medical aid subsidies just because we have a new government," said Maivha.

(Report by Khangale Makhado of 2 Herb St, Doornfontein, Johannesburg)

Rival unionist backs ANC

South 15/4 - 19/4/94

By Waghied Misbach

A dramatic about-turn a top National Council of Trade Unions (Nactu) leader has called on thousands of Nactu workers to vote for its rivals, the ANC, so that the "racist" National Party is stopped from gaining control of the Western Cape.

Mr Brian Williams, acting regional secretary of the 110 000-strong Nactu in the Western Cape and regional secretary of the Metal Electrical and Allied Workers Union (Mewusa) has also called on Cosatu and Nactu to form a "Workers Against Racism Front" to counter the NP. A meeting between the two

union federations will take place this week, said Williams.

Williams believes the ANC could secure the vote of tens of thousands of Nactu members if Nactu affiliates and regional leaders support the party in the elections.

His regional vote will go to the ANC because of the "danger" the NP poses. However, his national vote is for the Workers' Last Party.

"All progressives and those concerned about the unity of workers should block the NP by voting for the ANC.

"The NP's racist electioneering will undermine worker unity and set back the workers' struggle for decades."

The fiery trade unionist has led campaigns in the past against the ANC, but now believes the party is in the "strongest position" to stop the NP in the Western Cape.

Williams said he had realised it was "not enough" to have an anti-racism position in the union.

"We cannot sit back and allow the oppressor to come to power.

A "vulgar, obscene and racist" speech by NP candidate Mr Pieter Marais in Kensington last week convinced Williams to switch his vote to the ANC.

Williams has handed an affidavit to the Independent Electoral Commission to investigate the alleged remarks.

"He (Marais) created the impression of blacks being violent people. He said that blacks were killing each other, they necklace and burn down houses of those who disagree with them," Williams stated in the affidavit.

"He added that ANC Western Cape leader Allan Boesak was initially low on the ANC election list of candidates, then Mandela interfered by ordering the 'hotnots' name be placed number one on the list. Mr Marais therefore created the impression that Mandela is a racist and as far as he (Mandela) is concerned, coloureds are nothing but 'hotnots'."

The behaviour of NP supporters

BRIAN WILLIAMS

and their racist comments at Herinus Kriel's election meeting at Rylands last week further convinced Williams to come out in support of the ANC.

W Misbach, 76 Darling Street, Cape Town

Union federations to pursue unity

Erica Jankowitz 2014/194

COSATU, the Federation of SA Labour Unions (Fedsal) and Nactu had decided to strive for post-election trade union unity, negotiated industrial restructuring and a three-tier system of collective bargaining, the federations said yesterday.

In a joint statement, they called for minimum wages in each industry, "based on sectoral collective bargaining", and a restructured wage board to set minimums in unorganised sectors. (143)

The full executives of the federations which together represent almost 2-million workers held their first joint meeting last week, and reached a historic consensus on the broad priorities of labour.

On the issue of unity, the federations said there would be a greater need for a unified labour front after the elections. Cosatu, Fedsal and Nactu would try to include other federations but would not delay the process because of their non-participation.

The major priorities of reconstruction were creating permanent jobs and providing basic goods and services, goals which should be combined to improve the economic climate if workers were not exploited in the process. "Jobs created through a public works programme must be based on fair labour standards and decent wages."

The federations reiterated Cosatu's call for a reconstruction tax to fund the ANC's development programme and said the National Economic Forum should quantify the funding levels required for its successful implementation.

They felt they should play "a central and driving role in the industrial restructuring process" to increase wages and create jobs. Their goal would be to encourage

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productive investment in basic goods and services, industry policy to produce for higher value added external markets, skills development and paid education leave for workers. (143)

They envisaged a three-tier collective bargaining structure, in which an "enabling policy framework for bargaining at

other levels" would be established nationally. At sectoral level, parties would set wages for skill levels and across-the-board increases, as well as career pathing and enterprise bargaining frameworks

Company-level bargaining would cover company-specific issues, such as productivity targets, affirmative action and retrenchment.





National Council of Trade Unions president James Mdlalose addresses delegates at their annual congress, which was held at Shaft 17, near Soweto, at the weekend. Picture ROBERT BOTHA

Nactu clears the way for ties with other trade unions

THE National Council of Trade Unions' goal of working class unity and the establishment of trade union and labour federation unity was under the spotlight at its congress this weekend

Delegates agreed to a resolution calling on Nactu to rescind its black working-class leadership requirement and replace it with a working-class leadership requirement, leaving the way clear for ties with other unions and federations.

However, Cosatu's political alliance with the ANC and SACP remained an obstacle as Nactu has always maintained its political independence. The other contender for unity — the 268 000-strong Federation of SA Labour Unions (Fedsal) — favoured a confederation, with the major players retaining their identities

Nactu's congress resolution was to continue working with Cosatu and Fedsal, as well as unaffiliated unions, to build unity with a view to this culminating in the establishment of a single federation

In his secretariat report, general secretary Cunningham Ngcukana welcomed Labour Minister Tito Mboweni's "pro-labour policy" outlined in a draft paper circulated

ERICA JANKOWITZ

to business and labour 17/10/94
Ngcukana said the policy covered a mooted social contract between government, organised labour and business, formulation of an incomes policy; consolidation of labour legislation, training assistance for trade unions, restructuring the Unemployment Insurance Fund, and improving international relations...

He said Nactu's largest affiliate was the SA Chemical Workers' Union, with 40 000 members, followed by its food and beverage affiliate with 32 000. Its transport and building and construction affiliates also topped 30 000 members (143)

He called for the formation of "a coherent strategy to co-ordinate collective bargaining and solidarity"

Nactu president James Mdlalose criticised the reconstruction and development programme, saying it was "seriously constrained in its ability to deliver". He believed more time was spent on prioritising the allocation of scarce resources than in implementation of delivery

Union federation backs RDP efforts

Star 17/10/94

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

The Government's Reconstruction and Development Programme should address the shortage of water, electricity, roads and health care facilities as well as the inadequate education facilities in rural areas

The call was made by the National Council of Trade Unions at the end of its three-day annual congress in Johannesburg yesterday.

Re-elected Nactu president James Mdlalose told a press conference that Ministers had to adopt a consistent policy on housing, particularly in the urban areas.

"The Government should create conditions that will enable the creation of sustainable and quality jobs in places nearer to the homes of the people," Mdlalose said

He said a resolution had been taken that communities should view the RDP as economic aid and should strive for self-development and empowerment (143)

Nactu members resolved to become actively involved in RDP efforts by using the federation's economic policy working document with a view to addressing shortcomings in the programme.

Mdlalose said a resolution had been adopted to foster unity between Nactu, the Con-

gress of SA Trade Unions and the Federation of South African Labour Unions (Fedsal)

Committees would be formed at shop-floor, plant, affiliate and federation level to monitor programmes aimed at uniting workers from the three federations

Cosatu general secretary Sam Shilowa and Fedsal president Ben van der Walt addressed the Nactu congress on Saturday and expressed their organisations' commitment to trade union unity.

Part of Nactu's resolution on unity calls for the inclusion of non-affiliated trade unions.

Nactu also resolved to:
■ Campaign with other organisations to curb crime

■ Call for parity in salaries and living conditions of MK and Apla cadres, and recognition of the "people's army" rank and grade, the reburial of fallen "comrades", and free housing, medical attention and State pensions for all combatants maimed during the "liberation war"

■ Campaign for the equitable application of immigration laws and regulations.

■ Participate in the National Economic and Labour Development Council — a body to be formed by the National Economic Forum and the National Manpower Commission.

■ Affiliate with the International Council of Free Trade Unions.