

INDUSTRIAL RELATIONS - WORKERS ORGANISATION
TUCSA

1984

JANUARY — DEC,

Three unions argue over worker loyalty

Labour Reporter

THREE Cape Town trade unions are arguing over the loyalty of workers at a Wetton canvas and garment factory

The argument follows workers downing tools for two hours yesterday

In what could be a significant demarcation dispute, the SA Canvas and Rope Workers' Union plans to contest a recent reclassification of Three Spears (Ltd) under the clothing industry

However, the recently formed and unregistered Clothing Workers' Union (Clowu) claims majority support at the factory

"One of the workers' demands when they stopped work was that Clowu should be recog-

nised," said a Clowu spokesman.

The Garment Workers' Union has said management will begin deducting subscriptions from workers' pay packets this week

Workers told reporters this week they had elected a committee to take grievances over alleged unfair dismissals to the manager of the factory

After the manager refused to meet the committee the workers stopped work between 8 45am and 11am, according to sources inside the factory

The GWU and the Canvas and Rope Workers' Union, both Tucsa affiliates, were called to the factory by the management in an bid to settle

the dispute
The secretary of the Canvas Union, Mr Jack Heeger, said the workers were members of his union until recently, when the company had applied to the Industrial Council to be classified under the garment industry

"The workers would like to stay with us. Our wage agreement is much better than the clothing industry agreement"

Workers at the factory said they were being paid less than R40 a week for cleaning and examining products. Under the canvas industry agreement, the lowest-paid workers got R50

INDUSTRIAL RELATIONS Frame loses a round

The National Union of Textile Workers (NUTW) has won the first round in its battle for recognition at the Frame group's Pinetown plant. But its struggle for recognition as the most representative union in the textile industry's biggest single employer is far from over.

Two legal issues, which will have a vital impact on deciding whether the union will emerge triumphant over the Tucsa-affiliated Textile Workers Industrial Union (TWIU), still have to be decided by the Supreme Court.

This week a Durban magistrate ruled that Frame must stop deducting TWIU subs from the pay of workers who have resigned from the TWIU. The NUTW is using the resignations to show that it is truly representative at the Frametex plant and that Frame should be forced to grant it recognition. Frame demurred on the grounds that it had no right to cancel stop-orders without instructions from the TWIU.

Describing the judgment as "a good one," the NUTW's legal representative, Chris Albertyn, said "This is just one more step in the union's struggle to be seen as the representative union."

But if the union thinks its chances of being recognised have been enhanced, it also knows it is not yet out of the woods.

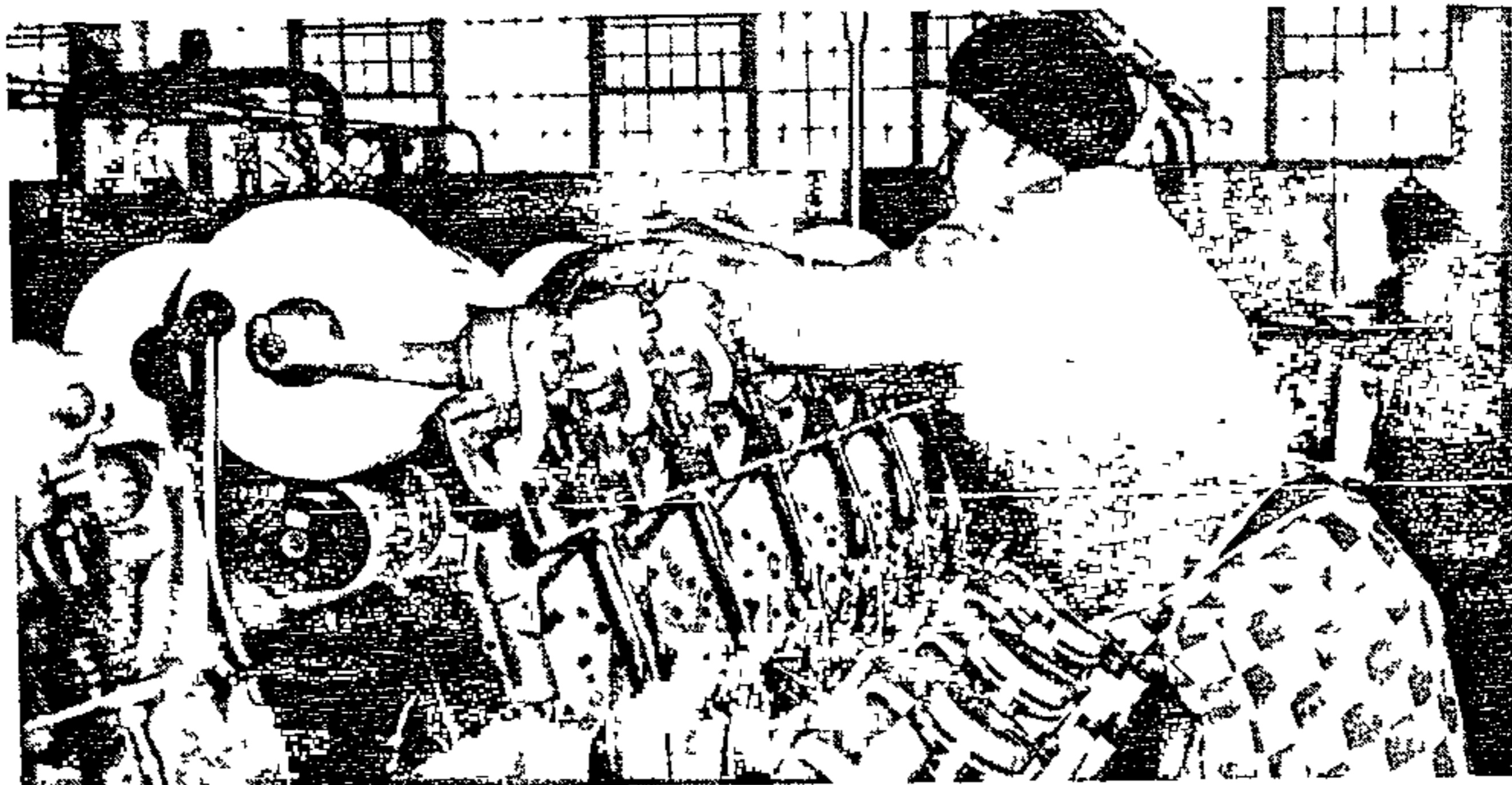
Late last year, when the Frame group was on the point of recognising the TWIU, the NUTW successfully applied for an Industrial Court hearing on the grounds that it was an unfair labour practice to recognise a union that had not yet proved its representation. Frame subsequently brought an application in the Supreme Court in an attempt to restrain the Industrial Court from hearing the matter. It claimed the court had no right to intercede in an issue of union recognition. The matter will be argued on Friday.

The second matter being heard by the Supreme Court involves retrenchment procedures and is not really germane to the recognition issue, though there are links. Frame claims that it should have the right to decide who should be retrenched, and when. The NUTW argues, in response to a recent retrenchment at Frametex, that retrenchments should be handled on the last-in-first-out basis to avoid discrimination. The Industrial Court has granted the union a reinstatement order.

Frame is now requesting that the Supreme Court review that judgment.

Most observers, while conceding that the endless round of litigation delays matters, maintain that if the NUTW is as representative as it says it is, Frame will eventually be forced to recognise it.

Says NUTW general secretary, John Copelyn "I'll say this for them they are putting up a good fight. But one of these days the workers will come out on strike and settle it in the streets. I'm sure they can."



Frametex worker ... recognition dispute

~~22~~ ~~27/11/84~~
FA 27/11/84

Crocker seems to feel he now has a formula to allay everyone's fears and to get a settlement underway. He could be right — but there is a long way to go before anyone can be sure.

and Allied Workers' Union, and the Steel, Engineering and Allied Workers' Union

Some of these unions are not affiliated to any union grouping. Others belong to the Trade Union Council of SA (Tuca), Fosatu, and Cusa. At a conservative estimate the SA IMF council now represents some 200 000 workers.

Several issues will come up for discussion at the conference. Among them:

- The structure and number of representatives each union will have on the council,
- Finding a conflict-resolving structure which will deal with matters such as demarcation disputes between council members,
- The appointment of a permanent secretariat to serve the council, and
- A commitment from all the unions involved to act together to assist each other with training and in making full use of the IMF's facilities.

Negotiations

One of the functions of the council will be to co-ordinate the various unions' claims for this year's metal industry wage negotiations. In the past the member unions have often worked at cross purposes. Unions representing skilled workers have tended to concentrate on the upper end of the wage scale, while others have given their attention to lower-paid workers. Last year, for example, the unions' demands ranged from 4% for the upper reaches to 30% for lower ranks. The council intends to narrow this gap in the interests of workers' unity.

"The SA council has never functioned in this way. It involves a new degree of co-ordinating which never existed before. There are also more potential members now than existed before," a union source told the FM.

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FM 27/11/84

METAL INDUSTRY IMF council revived

In a move with major implications for the metal industry, new life is being breathed into the SA Co-ordinating Council of the International Metalworkers Federation. It is to hold a special conference in Johannesburg in March.

Lending weight to the conference, which will take place from March 12-14, will be the general secretary of the International Metalworkers Federation (IMF), Herman Rebhan. As the representative of some 14-15m metalworkers, the IMF is one of the largest employee federations in the world. In the last few years the IMF played a key role in some SA disputes by bringing pressure to bear on overseas suppliers and head-offices — most importantly during disputes at Volkswagen and Alfa Romeo.

The SA IMF Co-ordinating Council has been in existence since the early Seventies. It represents workers ranging from highly skilled to unskilled and cuts across the conventional union boundary lines. However, it has had a traumatic history — mainly because of the vastly disparate nature of its member trade unions. These included unions from the Confederation of Metal and Building Unions (CMBU), the Federation of SA Trade Unions (Fosatu), and unions which are now members of the Council of Unions of SA (Cusa). In 1981 the council became moribund when differences of opinion among the unions became insurmountable.

This was followed by the expulsion of the Amalgamated Engineering Union (AEU) and the SA Electrical Workers' Association (SAEWA) from the IMF in May 1982. The all-white AEU was expelled because it refused to open its ranks to workers of other races. The SAEWA received the chop because it was unwilling to accept the IMF's view that the practice of organising parallel unions for other races was unacceptable.

The SA IMF council has been operating again in an informal manner since the beginning of last year. According to informed sources, the time has been spent in rethinking organisational structures and strategies. The March conference is intended to signal the start of a new era which should have a significant impact on the metal industry.

The member unions of the reconstituted council are SA Boilermakers' Society, Engineering Industrial Workers' Union of SA, Radio, Television, Electronic and Allied Workers' Union, National Automobile and Allied Workers' Union, Federated Mining Union, SA Tin Workers' Union, Metal

FEE

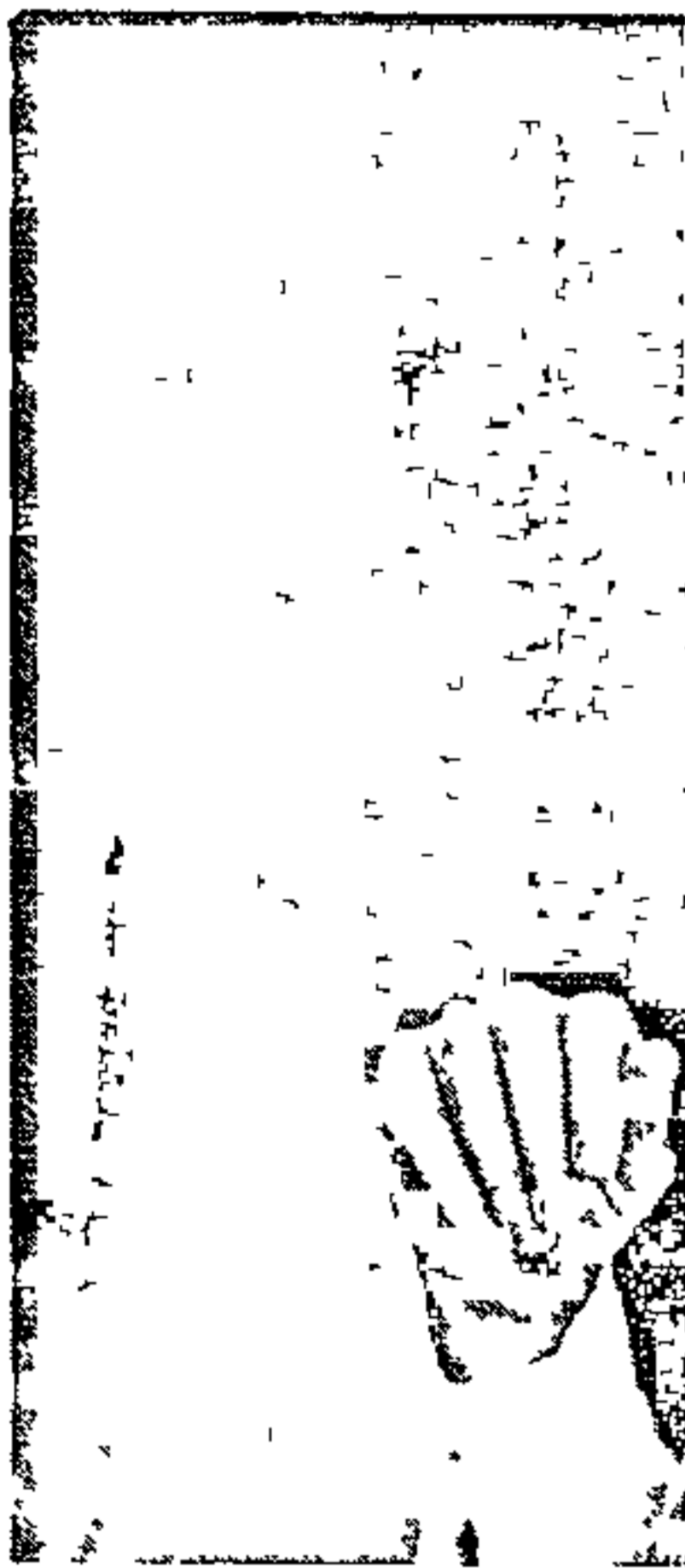
FM. 3(2)84 (135)

The battle against hunger dimension last week with Johannesburg of a "Food run by Operation Hunger, organisation Business hou cially cafes, restaurants, s and chain stores, as well as and manufacturers — are b donate food surpluses which wise go to waste

The bank will distribute nations to the needy — pa drought-stricken rural area

Ina Perlman, director of Hunger, points out that p country are still drought-s spite recent rains In some a have not even been able to and the threat of hunger re

It has been estimated tha SA children under the age from food deficiency disea



Food Ba

Tucsa fold. Their move was motivated by discontent with Tucsa's stand on a number of contentious issues raised at its annual conference. Key among them were a call on government to ban unregistered unions, and a rejection of a motion put forward by the boilermakers that the closed shop be scrapped

Stressing that his union is not unhappy with Tucsa, Abraham Koekemoer, general secretary of Safsa, told the FM "In our circumstances affiliation to Tucsa is not of much help to us We have only one employer — SA Transport Services — whereas the majority of Tucsa unions have a number of different employers to deal with We felt we couldn't use Tucsa as much as other unions Affiliation fees were also a consideration"

Safsa was affiliated to the SA Confederation of Labour until 1976 when it withdrew as part of a joint action by the Federal Council of SA Transport Unions It remained independent until it joined Tucsa in 1981 Koekemoer says Safsa is not thinking of joining any other union grouping

"We have never had any benefit from belonging to Tucsa," Max Copans, chairman of CSATAU, told the FM

"It's all a question of budgeting," Woodworkers' Union general secretary Arthur Stanley says "Last year we applied for an amendment to our industrial agreement to increase wages in the building industry The Minister of Manpower hesitated before agreeing because we were not representative enough of workers in the building industry

"We are a craft union and in the past have not had many unskilled workers as members. Now we want to increase our representativeness by organising unskilled workers. It will be an expensive operation We are also committed to an expensive expansion programme on our business property in Bishop Lavis Remaining in Tucsa meant added expenditure"

Commenting on the unions' resignations, Tucsa president Lief van Tonder told the FM "It is regretted, although we did expect some unions to disaffiliate when we decided to raise our affiliation fees One can only assume that this was factor for them"

UNIONS

Mwasa's split

A doctrinaire stand against opening membership of the all black Media Workers Association of South Africa (Mwasa) has split the union into two factions The split, expected since the western Cape branch affiliated to the non-racial United Democratic Front (UDF), burst into the open at Mwasa's congress in East London at the weekend

The western Cape region was supported by the Border region in arguing that the union should open its ranks to whites, and in refusing to back down over its affiliation

the southern Transvaal region, which recently decided that its "black consciousness stand is non-negotiable," was supported by Natal and northern Transvaal in rejecting the proposal to admit whites

The FM understands that when the western Cape and Border regions called for the issue to be put to a vote, Transvaal and Natal refused Subsequently some delegates, followed by the national executive, walked out

Later they issued a statement calling on the western Cape and Border regions to either form a new organisation of their own or join the mixed Southern Africa Society of Journalists or the SA Typographical

Union

Natal and Transvaal regions say Mwasa is based on the philosophy of black consciousness and that there is no need to open ranks to whites

TUCSA

More unions resign

Three more unions have resigned from the Trade Union Council of SA (Tucsa), in the wake of the three that disaffiliated last year This time, ideology is not at stake — money seems to be the major issue

The SA Footplate Staff Association (Safsa) and the Concession Stores and Allied Trades Assistants' Union (CSATAU) will leave Tucsa at the end of this month while the SA Woodworkers' Union left at the end of January All three say an increase in affiliation fees — from 5c to 8c a member — was a factor which influenced their decisions

The unions say they have a combined membership of 16 200 Safsa is by far the largest with 9 600 members Tiny CSATAU claims a membership of 600, while the Woodworkers' Union says it has 6 000 Tucsa disputes the figures, although it acknowledges that it only has records of paid-up membership, not actual membership, and these date back to December 1982 On this basis Tucsa says the the unions have membership of 9 810, 370, and 1 789 respectively In total, it says they have a combined membership of 11 969

Last year the SA Boilermakers' Society (SABS), the Witwatersrand Liquor and Catering Trade Employees Union, and the Witwatersrand Tearoom, Restaurant and Catering Trade Employees Union left the



Tucsa's Van Tonder ... a matter of affiliation fees

Police called to 'wildcat strike'

Mall Reporter

POLICE were called to a Johannesburg factory yesterday after 12 workers were fired for staging a "wildcat strike"

Management summoned the police because the workers were allegedly intimidating other workers. Police investigated the situation and left soon afterwards.

The workers went on strike after management at A&E Manufacturers and Distributors, producing carry-cots, turned down a request for a pay increase.

The company pays between R25 and R67 a week and says these wages are determined by the Industrial Council.

However, Mr Jimmy Thomas, a

spokesman for the council, said the minimum wage for an unqualified worker was R37 and for a machinist R52,50.

The managing director of A&E, Mr Errol Mande, said that the people earning R25 were only temporary staff.

Mr Sam Sebatseba, who was elected spokesman for the group, said yesterday that Mr Mande told them there were enough black people looking for jobs.

"When we arrived at work yesterday morning, the doors of the factory were locked and Mr Mande told us we could return at 3.30pm to receive our pay as we had been fired," he said.

Mr Mande claims the workers were told on Thursday that those not reporting for work at 8.15am yesterday would

be considered dismissed.

"The group of 12 came to the factory at 8.40am and I told them they were fired," he said.

Mr Sebatseba, who has been with the company for eight years, said that they went to the factory in Pritchard Street before 8am, but the doors had been locked.

"We came back at 9.20, but we were told we could not work," he said.

The worker representatives and management met representatives of the National Union of Clothing Workers who tried to arbitrate but the stormy meeting did not resolve the dispute.

The workers do not belong to any union.

Women are exploited

By SINNAH KUNENE

South African trade unions have been urged to challenge the extreme exploitation faced by black women workers

This issue was the highlight of a summer school course on women and work at the University of Cape Town recently, and it has also a constant feature in the official journal of the Garment Workers' Union of South Africa (GWUSA)

Miss Adrienne Bird, education officer for the Federation of South African Trade Unions, says women are most vulnerable to retrenchment because of their position at the bottom of the pile. The legal system has made no provision for maternity leave and this makes it impossible for women to have long unbroken service records, she says

"The last-in, first-out, principle is used by unions when negotiating retrenchments and because of broken service, women are in effect discriminated against," she adds

Other problems faced by women include sexual harassment and discriminatory medical aid schemes concludes Ms Bird. As for sexual harassment at the workplace, unions in this country take up very few, or no cases at all, states the GWUSA journal

The editorial states that unions may be dealing with very few cases involving sexual harassment, but this does not mean that it does not occur because if the issue could be taken up, they could be well shocked at the extent of

it Unions in other countries are beginning to take up the issue. The British Trade Unions Congress defines it as repeated and unwanted verbal sexual advances, sexually explicit derogatory statements or discriminating remarks made by someone in the workplace which are offensive to the worker involved and interfere with the worker's job performance in due course

According to the editorial, surveys in England reveal a stag-

gering proportion of women with such encounters — up to 75 percent in one instance. A study of British female managers produced a figure of 50 percent. It is also reported that a majority of women, at least 50 percent choose to answer sexual harassment by leaving their jobs

All the surveys say that women have found that complaints either to management or through their unions have not ended the harassment

Mrs Lucy Mvubelo, general secretary of the

general secretary of the National Union of Clothing Workers' (NUCW) whose union recently signed an agreement on a four months' confinement leave for its members, with the GWUSA, says the clothing industry seemingly have not such problems as sexual harassment. Although she admits that there could be many unreported cases, these would be very very few as their industry is mainly female

Sexual harassment begins when the advance is persistent and causes distress. Examples of sexual harassment of an

extreme sort are
• Workers being told to come for a job interview after hours when there

are no other workers in the factory
• Sexual abuse and swearing

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Feb. 1984

HEALTH

Loop's heart view

South Africans are altogether too blasé about their health. The latest charge is that they are ignoring all the warnings about the contribution to coronary heart disease made by fatty diets, cigarette smoking and high blood pressure. The white male population is particularly at risk, according to US heart surgeon, Floyd Loop, who has been visiting this country.

Loop is chairman of the Department of Thoracic and Cardiovascular Surgery in Cleveland, and his hospital performs 3 500 by-pass heart operations a year. That's more than any other hospital in the world.

"Heart disease is the Western world's biggest killer," says Loop, "and despite medical and surgical advances, much of the change necessary to reduce the incidence of heart disease has to come from increased public awareness."

In the US, much of the population is aware of the facts. The result has been that the heart attack rate has been cut by 25% since 1968. A switch from animal fats to vegetable oils, reductions in amounts eaten, cutting down on smoking, and more exercise are factors which have contributed to the improvement.

"SA lags behind in this awareness," says Loop. So it has "the highest frequency of attacks likely to occur between the ages of 50 and 55."

Despite SA's reputation as a great outdoors nation, the muscles developed and maintained during sport-playing years and military service often turn to fat once people switch to armchair sports.

Loop says stress is an overrated cause of heart disease. "It is very difficult to make any generalisations about stress because it affects different people in different ways. However, in as much as it could lead to people smoking and raising their blood pressure, then it is a factor."

Women are no longer exempt from the scourge. What has, until recently, been mainly a man's disease is becoming increasingly common among women.

Whereas men have cut down their smoking dramatically in the US, the rate (of decrease) is smaller among women and their chances of developing coronary disease are higher than before," says Loop.

The old saying that the best things in life are bad for you seems true. But the choice would seem to be cut down now, or risk the possibility of death — or of open-heart surgery and a dramatic change in lifestyle.

UNION MATTERS

Cutting the cloth

The National Union of Textile Workers (NUTW) has won the first round in its battle with the Garment Workers' Industrial



Clothing workers ... targets of two unions

Union (GWIU). The stakes are supremacy in the Natal clothing industry. Industrial Court action which the NUTW now intends to launch could well signal new moves in the conflict.

A ballot to determine which union had majority support was held last Thursday among workers employed by protective clothing manufacturer James North Africa in New Germany. The NUTW got an overwhelming majority. The union, which is affiliated to the Federation of SA Trade Unions (Fosatu), garnered 219 votes to the Tucsa-affiliated GWIU's 43. This was the culmination of rivalry between the two, which began last year.

The GWIU, which is the sole union member of the Natal clothing industrial council, operates a closed shop in the areas falling under the council's jurisdiction. According to NUTW general secretary John Copelyn, his union has in the past organised clothing workers falling outside this area. Last year, however, the union signed up a number of clothing workers in the New Germany area, including the James North Africa workers, and applied for membership of the industrial council. The application was rejected on the grounds that the union did not have enough representation in the industry.

The GWIU's response was to change its constitution late last year to enable it to expel any members who joined another union. Because of the GWIU's closed shop, this meant that the jobs of workers within the industrial council jurisdiction who joined the NUTW were at risk. The closed shop prevents employers from employing

non-GWIU members — and if they do, they can be prosecuted by the industrial council under criminal law. The GWIU's action was clearly designed to discourage workers from joining the NUTW, and employers from employing those who did.

In the interim, attempts by the International Textile, Garment and Leather Workers' Federation to reach some kind of compromise between the rival unions proved futile. Matters came to a head at James North Africa.

Recognition

Commenting on the NUTW's victory Copelyn told the *FM* "Our recognition agreement with James North Africa, which has already been signed, will now come into force. We intend to break the GWIU's legal hold over workers. Initially we will appeal to the Industrial Court against the refusal of the industrial council to grant us exemptions for the (James North Africa) factory. We will also resist any attempt by the GWIU to expel workers from the industry because they join us. We regard that as an unfair labour practice."

GWIU general secretary Frankie Hansa says "Any organisation expects its members to be loyal. In view of that we decided to change our constitution."

A James North Africa spokesman indicates that the company will continue to employ the NUTW workers. "We now know which unions our staff would like to have," he says. Copelyn has indicated that his union will in future consider organising more clothing workers within the GWIU's area.

told

explosion

Mr M J Reynders, presiding magistrate, prevented Mr Kuny from proceeding with aspects of the cross-examination after objections by Mr R Dunn, for Mr Swanepoel, and Mr P Strydom, for Iscor, that they were irrelevant

left as a result of "at the mine" and had not known the mine would re- or be closed down Swanepoel, under examination by Mr conceded that on the of the explosion had been contraven- the Mines and Works regulations for blasting least four areas in the of the mine hit by the

amination after objections by Mr R Dunn, for Mr Swanepoel, and Mr P Strydom, for Iscor, that they were irrelevant

Mr W Roos, acting shift boss, said he had been on duty with Mr Bezuidenhout on the night of September 5 but had been unable to detect gas He, too, believed Mr Bezuidenhout's report was false

The inquest is proceeding

Blow for 'closed shop' as union is recognised

By STEVEN FRIEDMAN
Labour Correspondent

THE "closed shop" in the Natal garment industry has suffered a major blow with the decision of a multinational company, James North Africa, to recognise the Federation of SA Trade Unions' (Fosatu) National Union of Textile Workers — despite the fact that the company's workers are forced to belong to a rival union

A company statement says it took this decision after holding a secret ballot in which 81.4% of its workers opted to be represented by NUTW and only 16% by the Garment Workers' Industrial Union (Natal) — affiliated to the Trade Union Council of SA (Tucsa)

The "closed shop" has thus far enabled the Tucsa union to maintain a monopoly over worker membership by compelling all workers to belong to it

Recently it changed its constitution so workers who joined other unions — even if they remained members of the Tucsa union — could be expelled and lose their jobs

The ballot followed an attempt by the company to win exemption from the "closed shop" to allow workers to resign from the Tucsa union, which was refused by the industry's industrial council, on which the Tucsa union sits

An exemption was also sought allowing the company to deduct stop orders on behalf of NUTW members, which the council does not allow, but this was also refused

A further application — by the NUTW to join the council — was also refused because it was not sufficiently representative

James North's agreement is the first step in an NUTW strategy to challenge the Tucsa union's hold over the industry by recruiting factory-by-factory and then demanding recognition

The NUTW's general secretary, Mr John Copelyn, said yesterday the union now planned to organise in bigger factories and then grow to a size where it could demand a seat on the council and thus end the Tucsa union's closed shop

It is also planning industrial court action to challenge the refusal of exemptions from the closed shop and from the ban on stop orders

A James North adviser, Mr Geoff Heald of Stellenbosch University's Graduate Business School, says the union's strategy "represents one of the most serious challenges to the closed shop principle in South Africa today"

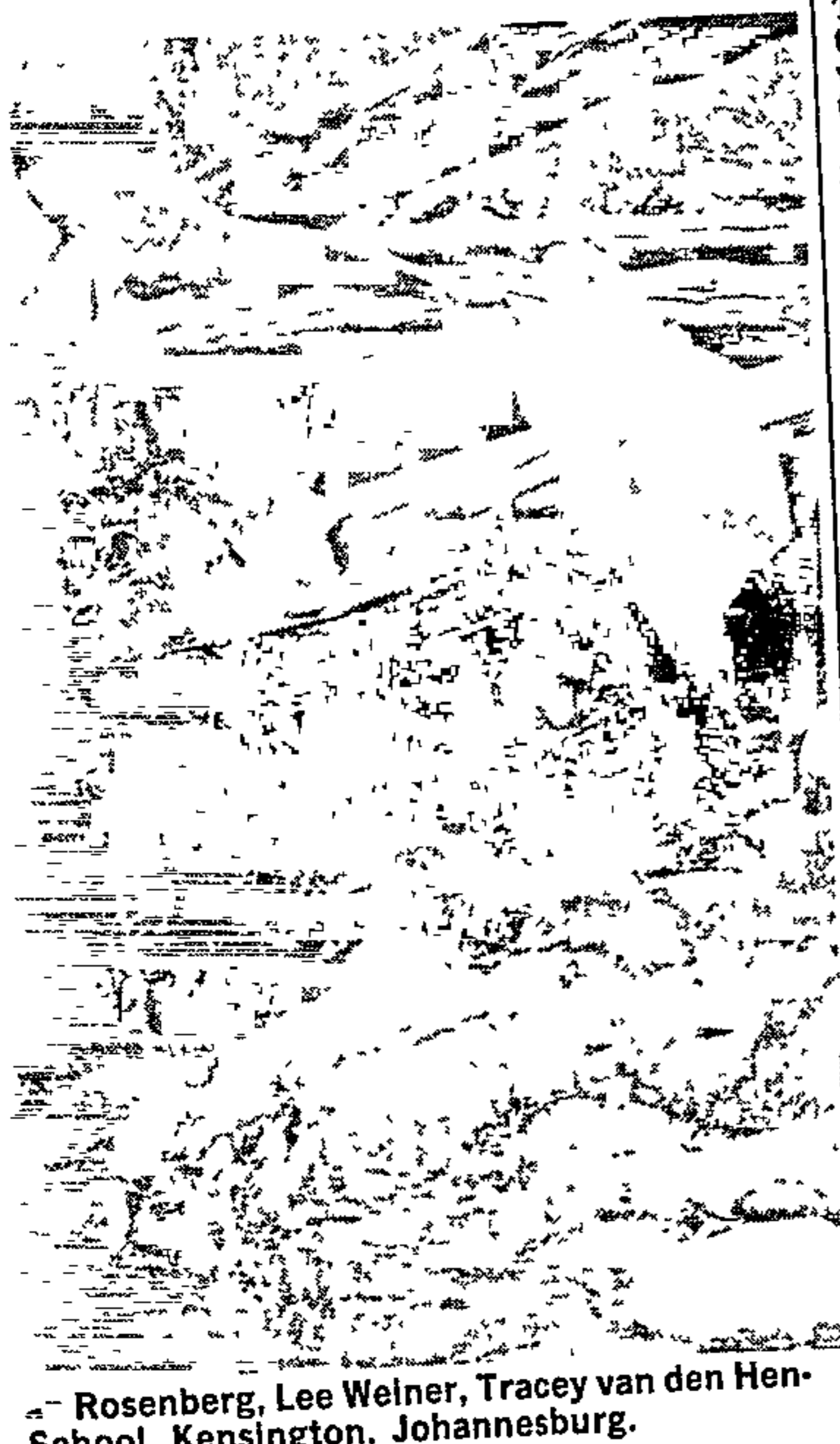
The company statement adds that the agreement raised the question of whether the closed shop in the Natal clothing industry was not "doomed to irrelevance"

In explaining the company's action, James North said it had been subject to pressure from both unions and decided to show its neutrality by organising a secret ballot in which both sides had taken part

The result implied that the company had an obligation to recognise the NUTW

The company also claimed it had faced threats of legal action from both sides, although Mr Copelyn said yesterday the only legal action his union had threatened against James North had concerned retrenchments

The Tucsa union is believed to be considering legal action



Rosenberg, Lee Weiner, Tracey van den Henschool, Kensington, Johannesburg.

led for son, 4

ran into the house and hid dragged him out, hit him in repeatedly threw him letting him fall to the

the judge said he had was said about Engel- social circumstances that Engelbrecht two years as a prisoner

recent evidence that Engel- of dagga and alcohol abuse thinking process to the level brain damage, and that impulsive outbursts and in-

'Jealous wife set husband on fire'

DURBAN — A 49-year-old woman wept in the Durban Magistrate's Court yesterday as she told how she threw methylated spirits on her husband and set him alight after finding him kissing his sister-in-law

Mrs Iris Kruger pleaded not guilty to a charge of assaulting Mr Carel Paul Kruger with intent to do him grievous bodily harm

Mr Kruger told the court that he and his wife were with his brother and sister-in-

Minimum pay offer sparks new strike

Labour Correspondent

IN A sequel to the first-ever national legal strike by 8 000 AECI workers last month, workers at a Pinetown vinyl plant owned by the company struck for 24 hours on Tuesday in protest at a company wage offer, a Chemical Workers' Industrial Union spokesman said yesterday

The legal strike was prompted by the rejection by workers of an AECI offer bringing minimum pay to R363 a month, and the AECI Vinyl workers struck in protest at a similar, but slightly higher, offer he addec

for comment yesterday

According to the union spokesman, AECI Vinyl last year agreed to negotiate wages with the CWIU after it had recruited a majority of workers at the plant

However, when negotiations began, it had maintained that its wages were set in accordance with the industrial council agreement for the explosives industry, to which AECI is the sole employer party

This meant, he said, the company was insisting the union accept the wages negotiated at the council and was not willing to bargain with it

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Unions question MPs' pay rises

Cape Times
17/2/84 Labour Reporter

LEADING trade unionists yesterday reacted sharply to the latest pay rise for members of Parliament

Mr Joe Foster, secretary of the Federation of South African Trade Unions (Fosatu), said the move demonstrated that most workers had no control over what MPs did

"MPs can vote themselves increases and nobody can say anything about it. I'm sure that if the majority of the people in South Africa were properly represented in Parliament, these increases would not have occurred," he added

The latest pay rise of 12 percent for MPs — which follows an increase of 27 percent in July last year — will

take their earnings up to about R34 000 a year, much of it tax-free

Mr Piroshaw Camay, secretary of the Council of Unions of South Africa (Cusa), said the increases were "completely unacceptable" to workers

"Employers are telling us that wages have to be kept below the inflation rate and are offering paltry increases of 7 percent to 8 percent as a result"

Mr Lief van Tonder, president of the Trade Union Council of South Africa (Tuksa), said the increases came while employers were telling workers to moderate wage demands

"The increases are that much more difficult to understand because the people who are giving the advice are not setting an example themselves"

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20/2/84

FOR decades, four Tucsas unions have monopolised the clothing industry through the "closed shop" which forces workers to belong to them. This they have negotiated at industrial councils. Now that monopoly is under threat. In Cape Town, a new Clothing Workers' Union is challenging Tucsas' biggest union, the Garment Workers' Union of the Western Province, but seems to have scant chance of success.

A far more formidable challenge is being launched by Fosatu's National Union of Textile Workers (NUTW).

Its strategy is to organise one factory, seek recognition there, then move on to the next one. It hopes to chip away at the closed shop factory by factory, and to build enough strength to gain entry to the industrial council — there to end the closed shop.

It has succeeded in the Transvaal knitting industry.

Now it is taking on a much tougher challenge — the Natal garment industry where the Garment Workers' Industrial Union (GWIU) holds sway.

Here, NUTW chose as its first battle-ground multinational James North Africa. It has won that battle — the company has recognised it after a ballot in which most workers chose NUTW.

The fight was heated. There is a closed shop, and GWIU has also negotiated at the council a ban on any union besides itself receiving "stop orders".

Applications by the company for exemption from the stop order ban and closed shop were refused.

GWIU also took the novel step of changing its constitution to make any member who joined another union liable to expulsion — and loss of his job.

(Members of a closed shop union can join a rival, but must stay members of the one with the closed shop).

But James North has made a crucial dent in GWIU's hold over the industry — and NUTW now says it is going on to organise bigger plants. If it succeeds, it will apply to join the council again (it was refused membership recently).

That could mean the end of the closed shop — and GWIU's dominance.

NUTW is also asking the industrial court to overrule the refusal to grant exemption from the closed shop and stop order bar.

Union reacts to attack by Pwawu

Satu defends its closed shop policy

THE South African Typographical Union (Satu) has reacted strongly to attacks levelled at it by the Paper, Wood and Allied Workers' Union (Pwawu) in a report in The SOWETAN on December 21, 1983.

Pwawu issued a statement to The SOWETAN after 700 workers had been exempted by the printing industry from belonging to Satu, which enjoys a closed shop agreement with Kohler Corrugated in Brakpan and Printpak in Industria, Johannesburg.

The 700 workers referred to are employed at these two concerns

According to a statement issued by Pwawu, it claimed that a flood of workers wanted to leave Satu to join Pwawu. Pwawu also claimed:

- Satu does not represent workers or fight for their interests;
- Satu's apartheid branches and Tucsa's policies do not appeal to the workers;
- Satu's so-called benefits are difficult to obtain and largely illusory; and
- Workers want a union, not a benefit society

In its response, Satu pointed out that after publication of the statement by Pwawu they had written to the union by registered post, without having had the courtesy of a reply. Satu has 47 000 members. Pwawu has applied on behalf of 700 members from the closed shop and the Industrial Council has granted this exemp-

tion. No individual workers have applied to leave Satu.

In a statement Satu said:

"Satu has been in existence for more than 85 years and fighting for the interests of all workers, even when black workers were prohibited by law from joining Satu. The most recent agreement concluded, provides for a 20 percent wage increase in 1983, 16,67 percent in 1984 and a further increase of 15 percent in January 1985," Satu said.

Benefits

"Hours of work and benefit funds are equal and in most cases superior to any benefits that any other union in the country may have to offer. Its benefit funds are negotiated by a democratic process of member request, its rules published in the relevant Government Gazettes, available also to anyone on request, its funds properly audited and open to inspection," they added.

"Satu still has separate branches which," the Union says, "is a carry-over of the old Industrial Conciliation Act and which is not easy to dismantle overnight because of financial and other implications. Its administration is however completely multi-racial and open to inspection. The reference to Tucsa's policies is not relevant at all and space will not permit us to respond."

"Our system of negotiation by member mandate and feedback is prescribed in our constitution and open to inspection. Closed shops are an internationally recognised practice and in the South African context perfectly legal. Closed shops are not forced on workers, but negotiated by majority request of all parties to an industrial council agreement," the statement said.

"Satu, in consequence, never forced black workers to belong to the union when legislation changed to permit them to be unionised. Satu went even further and at the executive committee meeting of the Industrial Council held in Durban on 20 March 1980, Satu stated categorically in response to employers' questions, that the closed shop will not be forced on black employees working in the industry at that time.

"Those employees were given the freedom of choice. The only condition being that new entries into the industry should join the Satu in terms of the closed shop agreement operating in the industry. The fact that exemptions were granted to the workers of Printpak and Kohler Industries proves that the Satu, depending on the circumstances are prepared to grant exemptions in certain cases to workers who do not wish to belong to them," they added.

KRM 71384 (135) 8/60

Tucsa threatens to quit Manpower Commission

By STEVEN FRIEDMAN
Labour Correspondent

IN A surprise move the Trade Union Council of SA (Tucsa) has threatened to quit the National Manpower Commission — a key element in the labour reforms introduced by the Wiehahn Commission.

The NMC was set up to advise the Government on labour issues and is made up of employer, Government and union representatives and some academics. No emerging unionists have been appointed to it and Tucsa is the main union body serving on it.

In the latest edition of its journal, Labour Mirror, Tucsa says a recent meeting of its national executive was "overwhelmingly critical" of the NMC.

It said the NMC had become "irrelevant" Tucsa felt its presence on it was "lending credibility" to the NMC and thus harming Tucsa's reputation.

Its attack means the NMC is the second key body introduced after the Wiehahn reforms to come under attack recently. The industrial court has been criticised by employers and faces a curbing of its powers.

Tucsa says the NMC was supposed to be a "tripartite body" composed of unionists, employers and the Government but is "weighted" with civil servants and academics "who have no direct involvement in labour matters".

It adds that it has become "bogged down and remote" and is "churning out huge documents which mean nothing". Some academics on the NMC, Tucsa says, are serving as "surrogate representatives of emerging unions".

It says several employer members of the

NMC are "known to be unhappy" with its direction.

Tucsa also attacks NMC spokesmen, including its chairman Dr Hennie Reynders, for statements they made on a current NMC probe into farm labour.

Tucsa wants the NMC to recommend minimum standards for farm workers' conditions but an NMC spokesman said recently it was not the job of the inquiry to recommend actual standards.

Labour Mirror criticises this and says that, in a letter to Tucsa's general secretary Mr Arthur Grobbelaar, Dr Reynders defended the statement.

Dr Reynders could not be reached for comment yesterday, but the director-general of Manpower, Dr Piet van der Merwe — whose department appoints the NMC — said he had received no formal approach from Tucsa on the issue.

He was reluctant to comment as he had not studied the article and because "the NMC is an independent body and we do not intervene in its work".

Tucsa's views on the NMC's membership "might not be shared by others".

The Tucsa attack comes in the wake of suggestions that some NMC members are frustrated with its direction, arguing that it is too large and that key recommendations for reform are sometimes "sabotaged" by NMC members.

There is also hostility towards the NMC among Department of Manpower officials and some NMC members believe this has led to the commission not being consulted on recent labour legislation.

RDM 8/3/94 (135) (105)

Tucsa's manpower body pull-out threat 'could be a publicity stunt'

By STEVEN FRIEDMAN
Labour Correspondent

THE threat of the Trade Union Council of SA (Tucsa) to quit the Government's National Manpower Commission seemed to be an "image building exercise" to counter criticism that Tucsa has moved too close to the Government, NMC sources charged yesterday.

In the latest issue of its journal, Labour Mirror, Tucsa launches a sharp attack on the NMC — an advisory body which is a key element in Government labour reforms — and threatens to withdraw from it.

It says the NMC is "weighted" with civil servants and academics "who have no direct involvement in labour matters" and charged that some of the academics were "surrogate representatives of emerging unions".

The NMC, Tucsa charged, had become "bogged down" and was "churning out huge documents which mean nothing".

It also attacked the stance of the NMC's chairman, Dr Hennie Reynders, on a current NMC probe into farm la-

bour — charging that he had rejected the idea that the NMC should lay down specific minimum work conditions for farm workers.

Dr Reynders said yesterday the attack had "come as a complete surprise". Tucsa, he said, had not raised criticisms of the NMC at its recent meetings, nor had it approached him on the issue.

Its attack on his farm labour stance, he added, "seems to misunderstand what I have been saying".

Dr Reynders said he had said the NMC should not lay down actual minimum wages or conditions for farm workers.

"Instead, our role is to suggest machinery for ensuring these standards are laid down — which is exactly what Tucsa itself is demanding," he said.

NMC sources yesterday suggested that Tucsa's attack on academics within the NMC could have been prompted by a fear that they favoured labour relations reforms which might threaten Tucsa unions.

The NMC is currently investigating

the "closed shop" and the industrial council system — both of which Tucsa strongly supports.

One source said some academics on the NMC believed the inquiry into councils should "question all aspects of the system and accept nothing as given".

But Tucsa, he said, believed "that we should simply accept the council system in its present form".

But the sources added that they believed the attack was prompted mainly by a desire to strengthen Tucsa's image as a body independent of the Government.

Tucsa has suffered a sharp decline in its image, among black workers and overseas, partly because it has been accused of being too allied with Government policy.

Last year it announced a campaign to revive its public image.

NMC sources confirmed Dr Reynders's charge that Tucsa had not voiced any dissatisfaction within the NMC and said this seemed to indicate that the attack was aimed chiefly at attracting publicity.

JOHANNESBURG —
The chairman of the
National Manpower
Commission, Dr Hennie
Reynders, has replied to
an attack on the inquiry
into farm labour

The Trade Union
Council of SA (Tucsa)
has threatened to quit
the commission in an
article in the latest issue
of its journal, Labour
Mirror

The article also
charged that Dr Reyn-
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idea that the NMC
should lay down specific

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D. Repatch
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NMC chief
replies
to Tucsa
attack

minimum work condi-
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MINE LABOUR

The final resolution of an important dispute between the 15 000-strong Mine Surface Officials' Association (MSOA) and the Chamber of Mines has been delayed

Indications are, however, that unless the dispute can be settled during extended conciliation board (CB) hearings the union is prepared to take a tough stand — including legal action before the Industrial Court

The dispute, which could have important implications for racial harmony and black advancement on the mines, arises basically from the interpretation of what constitutes a "surface official"

The MSOA claims the chamber has been guilty of an unfair labour practice in the appointment of blacks to jobs traditionally held by MSOA members under a closed shop arrangement

Last year the Minister of Manpower appointed a CB to try and settle the dispute. The board was to have held its final sitting on Thursday of this week but Robbie Botha, MSOA's general secre-

tary tells the FM it has been decided to extend the CB's life by 30 days

Botha says the union's council was to meet on Friday this week to decide on what action to take if the CB failed to resolve the issue

The MSOA is not opposed to the advancement of blacks on the mines. In fact in July last year the previously all-white union obtained permission to open its ranks to blacks

However, a 1973 agreement obliged chamber-affiliated mines to obtain the MSOA's consent before appointing blacks to "occupations or aspects of occupations which, either legally or traditionally, have been regarded as those of members of the MSOA"

When the union approached the chamber in 1980 for a list of occupations which, if filled by blacks, would be regarded as falling under its jurisdiction it found that, potentially, 18 000 blacks qualified

The union holds that their appointment is a violation of its agreement. It

also claims their appointment is a violation of the closed shop and that the black incumbents are paid less than would be paid to whites in the same jobs

The union wants all blacks appointed to surface officials' jobs to be forced to become members of the MSOA in terms of the closed shop arrangement. This would prevent them joining emerging unions such as the fast-growing National Union of Mineworkers

The chamber disputes the union position — pointing out that when the agreement was signed there was no prospect of blacks becoming surface officials. It also claims that the agreement did not specify that if blacks were appointed to such positions they would be subject to the closed shop

The CB has agreed that the talks on the issue should remain confidential. It is believed that there has been considerable difficulty in reaching an agreement. However, the extension of the CB's life indicates that both sides feel a solution is possible

and for the cessation of hostilities in Namibia itself"

The FM understands it is likely that Toivo was consulted before the statement was released

In contrast, the People's Liberation Army of Namibia (Plan), Swapo's armed wing, has sent some 800 guerrillas into Namibia and at the same time opened up a new front in the east near Gobabis. It is believed that the guerrillas are trying to establish a "presence" inside the country before the border is sealed off by the MPLA and SA

SA's strategy seems to be to avoid meeting Swapo directly, but to try to involve the organisation in talks with Namibia's internal parties. It is believed that Lucia Hamutenya, Swapo's assistant secretary for legal affairs and sister of Swapo strongman Hideo Hamutenya, has returned to Namibia. She is the first external leader to return and others are expected to follow. SA is not expected to put obstacles in their way

In addition the FM was told that other political detainees would be released — with releases being phased "to keep momentum"

Much could still go wrong, but diplomatic sources are convinced that the momentum will indeed not be lost

US ELECTION

Hart to the fore

"As Maine goes, so goes the nation" was a favourite 19th-century American political aphorism, writes our Washington correspondent. It may no longer be true that the

northernmost US state mirrors America's mood — on the other hand it may, because days after winning the Maine Democratic presidential caucus Senator Gary Hart also carried the Vermont state poll

Two weeks ago, Gary Warren Hart, aged 46 or 47 (he says he can't remember), was a US Senator from Colorado who was mentioned way back in the list of eight announced candidates for the Democratic Party nomination to face Ronald Reagan in November. Often he would be named second-last, after Reuben Askew and Senator Ernest Hollings (both conservatives) and Senator Alan Cranston. And usually just before the phrase "and the Rev Jesse Jackson"

This was because two weeks ago the frontrunner was Walter "Fritz" Mondale, the Jimmy Carter Vice-President who was the choice of congressional Democratic leaders, the party's permanent hierarchy and fundraisers, the powerful labour unions and, it must be confessed, most of the American press

The number two spot went to former astronaut Senator John Glenn. After that the litany began, usually with George McGovern, the arch-liberal whose 1972 nomination was disastrously defeated by Richard Nixon. Hart had been McGovern's campaign manager in 1972 and liberals reasoned why not stick with the genuine goods?

But that was two weeks ago. In Iowa, Hart ran a stunning second to Mondale. A week later, he beat Mondale handily in the first primary vote — in New Hampshire. Going further north to Maine last weekend, he dealt a serious, if not fatal, blow to Mondale's campaign by garnering 50.7% of the Democratic votes in that primary tally

to Mondale's 43.7%. And in Vermont on Tuesday, with 32% of the vote counted when the FM went to press Hart was leading with 71% of the vote to Mondale's 19%

In terms of the delegates' votes that have been tied up for the Democratic convention in San Francisco in July, fewer than 3% of the 3 933 votes are committed. Mondale has 131, Hart only 29 — Glenn with 17 and Jackson with 10 are running behind. Almost 100 of those committed delegates were a free gift to Mondale from the leaders of the party in the US Congress

Real test

In short pollsters, campaign fundraisers and party leaders aside the voters appear to be lining up behind Hart and balking at Mondale's candidacy. The real test, however, lies ahead. Between now and March 13 ('Super Tuesday' the press has dubbed it), fully one third of the delegates will be chosen in primaries that range from liberal Massachusetts on the Atlantic coast to Hawaii and American Samoa in the Pacific. By mid-April, fully half of the convention vote will be committed

Mondale has spent millions of dollars of his own and millions more of union money to build up campaign organisations in the southern states where primaries will be held between now and "Super Tuesday". Hart is relatively unknown there and he shifted his campaign focus in that direction only a week ago

Can he do it? His stunning performance in the first three contests of "Campaign '84" have won him all the free TV and press attention he can handle

The media aside, his message appears saleable. Hart espouses a brand of "neo-lib-

R2 a month farm wage row threatens to turn into a major labour dispute

By Barney Mthombathi

A MONTHLY wage of R2 earned by a Northern Natal farmworker is at the centre of a major dispute which is threatening to force the Trade Union Council of South Africa out of the National Manpower Commission.

Tucsa is also unhappy with the composition of the NMC, which, it claims, is "loaded with civil servants and academics who have no direct involvement in labour matters".

Tucsa, regarded as conservative to the point of seeing eye-to-eye with managements, says the commission is now irrelevant and insincere, and is seriously considering opting out unless the issues raised are put right.

The NMC was established in November, 1979, following recommendations flowing from the Wiehahn Commission's report. Its main tasks are to advise the Government through the Minister of Manpower on labour matters by conducting research and to investigate proposals of the Wiehahn Commission which may lead to change or the introduction of new labour laws.

Although the NMC is conducting an investigation into the conditions of employment of agricultural and domestic workers, it has refused to hear verbal evidence from farm labourers, much to the chagrin of Tucsa.

Tucsa had specifically requested the commission to hear evidence from Mr Sikhala Masengemu, during whose trial for stock theft last December it was learned was paid R2 a month by his employer, a wealthy Colenso farmer.

Mr Masengemu said in mitigation he was compelled to steal to support his wife and two small children. He got a nine-month suspended sentence from the magistrate who said Mr Masengemu was so badly off he "was left with no alternative but to steal".

Tucsa feels Mr Masengemu's evidence was among matters central to the investigation and therefore cannot be ignored by the commission.

The NMC's Dr Andries du Toit responded by saying it was not the inquiry's aim to set up minimum conditions of employment for farm labourers. He was supported by his chairman, Dr Henne Reynders.

Tucsa general-secretary Arthur Grobbelaar said in a letter that the NMC's response to this issue was most unfortunate and would seriously embarrass the various members of the committee conducting the investigation.



□ Tucsa boss Grobbelaar

Dr Reynders said he had emphasised on several occasions the committee would not be determining minimum conditions of employment "but will only consider possible statutory measures in terms of which these could be regulated."

Mr Grobbelaar told the Sunday Tribune this week the NMC's refusal to hear verbal evidence from farm labourers and domestic servants was but one of two major differences they had with the commission.

Tucsa gets tough

The other is the composition of the commission itself.

"We want to see a true tripartite system — workers, employers and government representatives in the NMC," he said.

"Our basic attitude if the NMC doesn't do what we say must be done, is that we don't want to be associated with the NMC."

Harmed

Tucsa feels its presence on the commission is lending credibility to it while the council's reputation is being harmed in the process. Tucsa says the commission has been taken over by civil servants and academic with no direct involvement in labour matters.

"As a result the commission has become bogged down and remote and is churning out huge documents that mean nothing," says the Labour Mirror, Tucsa's mouth-piece.

In an editorial the paper says it will be a disaster if the NMC — so recently a source of hope — is allowed to founder as a result of bureaucratic inter-

ference.

"But founder it will unless the Government moves quickly to get it back on course. The White Paper advocating its establishment spoke of a body sufficiently representative of all parties though not so large as to be ineffectual.

"But Government ignored its own guideline and the result is an unwieldy monolith loaded with civil servants and academics remote from the industrial relations interface."

The paper says Tucsa unions, which make up the majority of worker representation on the commission, "are frustrated to the point of anger."

"They feel that they are being used to lend credibility to an organisation that has ceased to be sincere in its efforts to guide the country towards enlightened labour practices."

Tucsa calls on the Government to revitalise the commission in line with its original objectives if it is to retain substantial worker input.

"If not, it is likely to become a farcical body with little significant employee — and, perhaps, employer — support"

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US PRESIDENTIAL ELECTION

Super Tuesday's confusion

America's "Super Tuesday" presidential primary elections failed to give a clear indication of who will oppose Ronald Reagan in November

Our Washington correspondent writes that three weeks ago the political forecast was that by March 13 fully one-third of the 3 933 Democratic Party delegates to its nominating convention in July would be committed. Everyone was to have had a pretty good idea of the nominee

A week ago, the bright burning comet that is Senator Gary Warren Hart (see *Newsmakers*) of Colorado swept victoriously through the sparsely-populated, but symbolically important early party preference contests in New Hampshire, Vermont, Wyoming and Maine

Hart's call for "new leadership and a fresh start" generated excitement among Democrats. And it appeared that Super Tuesday would mark the point where he gained a decisive lead over Walter Mondale, the Jimmy Carter vice-president whose early front-runner status is now in doubt

It didn't happen. With official returns not likely to be certified for another week this was the situation at the time of going to press

On Tuesday there were 511 delegates up for grabs in nine states. There were primaries (public ballotings) in the southern states of Florida (123 delegates), Georgia (70), Alabama (52), and the New England states of Massachusetts (100) and Rhode Island (22). And there were caucuses (party meetings to nominate delegates) in the states of Washington (61), Oklahoma (43), Hawaii (19), and Nevada (15)

In addition Democratic Party members in two other categories, American Samoa and the so-called Democrats Abroad clubs in 29 foreign countries, picked uncommitted delegations

FINANCES

In terms of winning votes Hart did better than anyone expected a fortnight ago — when he had planned not to contest the Super Tuesday races at all but to concentrate his thin financial resources (\$15 000 a day in campaign fund receipts) on the big northern state contests in April

Hart led Mondale in Florida, Massachusetts, Rhode Island and Nevada. The trouble is that these wins do not necessarily translate into delegates. In Florida, for example, Hart fielded delegate candidates in only one-third of the contests. So Mondale effectively captured most of that populous state's delegation

Mondale was victorious in Alabama and

Georgia — despite the defection of large numbers of black voters who voted for Jesse Jackson. As the campaign moves to the northern states (Illinois, Ohio, Pennsylvania and New York) next week, Mondale may begin to regain ground, thanks to heavy union and urban-liberal support

What does Super Tuesday tell us? A month ago there were eight Democratic contenders for the nomination. Now, effectively, there are two: Mondale and Hart. Two others who remained in the race, George McGovern dropped-out and John Glenn may withdraw after the vote in Illinois next Tuesday

Super Tuesday also demonstrates that a good big man can still defeat a good little man. The Mondale organisation is fuelled by a Democratic Party hierarchy (of which organised labour is an unofficial but active part) which wants him for several reasons

One is that Mondale has a claim on their loyalties by long service to the party in the US Senate and as vice-president. He is also an orthodox Liberal with strong anti-Pentagon, big welfare and strong regulation-of-business credentials. Finally, Mondale can be counted upon to help Democrat congressional and senatorial candidates as well as

MS VICE-PRESIDENT?

Uncertainty about the meaning of Tuesday's Democratic Party presidential primary results set campaign aides for both frontrunners talking about one move that would pep up the lacklustre race — a woman vice-presidential nominee

According to our Washington correspondent, no major American party has ever had one, although several feminist parties have fielded candidates. And in the Seventies, black congresswoman Shirley Chisholm was entered as a candidate for president, though more as a token of her race than her sex

American women will make up 52% of the vote next November, and Ronald Reagan is the least popular candidate among women who consider themselves "non-political"

"I am sure a woman will be on the shortlist of vice-presidential possibilities," says Charles Manatt, the Democratic Party's chairman. Among those who might be considered are San Francisco Mayor Dianne Feinstein, and congresswomen Patricia Schroeder of Colorado and Martha Griffiths of Michigan

the thousands running for local and state offices — even if he fails to unseat Reagan

Super Tuesday also showed how bored Americans — or at least Americans who are Democrats — are with the campaign in general and with Mondale in particular. It was George Wallace, the old segregationist turned integrationist Governor of Alabama, who summed up the mood as only he could: "The whole damned thing was a mile wide and an inch deep. Some of the places they (the presidential candidates) went in Alabama, I used to draw bigger crowds when I'd stop to fill up my car's gas tank"

It is also clear that many Democrats are now going to pay closer attention to Hart and ask whether they really want to go into battle behind him in November

That prospect understandably worries party professionals. Many think that voters will find Hart's "neo-liberal" mix of pro-Pentagon and free-enterprise policies so indistinguishable from those of Reagan that he will drag down other party candidates as well — just as his old mentor, George McGovern, did against Richard Nixon in 1972

But Hart has won delegates in a region he was going to bypass a month ago. His campaign fund flow has soared to \$80 000 a day. The media hang on his every word — sometimes to his detriment. His crack about shooting down a Czechoslovakian airplane if it violated US air space (only if the crew was wearing military uniforms) was added to the string of gaffes that are being tolerated as beginner's blunders — for now

Finally, Super Tuesday's results mean that Hart and Mondale must press on. On through the heavy industrial state primaries of April and May. And they may still be slugging it out in California as late as June and — a horrifying thought for the party professionals — the contest could end up being decided on the convention floor

METAL UNIONS Forging worker links

Worker clout in the giant metal industry received a boost this week when 10 metal trade unions representing some 200 000 workers met to revive the SA Co-ordinating Council of the International Metalworkers' Federation (IMF)

Present at the conference was Herman Rebhan, general secretary of the IMF, which represents 14.5m metalworkers worldwide

The SA council is composed of unions

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with widely differing ideologies drawn from three different union federations as well as some unaffiliated unions. The federations are the Federation of SA Trade Unions (Fosatu), the Council of Unions of SA (Cusa), and the Trade Union Council of SA (Tucsa).

Member unions are the SA Boilermakers' Society, Radio, Television, Electronic and Allied Workers' Union, Engineering and Allied Workers' Union of SA, Engineering Industrial Workers' Union of SA, National Automobile and Allied Workers' Union, Federated Mining Union, SA Tin Workers' Union, Metal and Allied Workers' Union, and the Steel Engineering and Allied Workers' Union.

Also participating was the Tucsa-affiliated Motor Industry Combined Workers' Union (Micwu). Although it is not an IMF member, the Micwu has already applied to join the world body. Its application is expected to be accepted when the IMF meets in Dublin in June.

The council's revival comes after a year of careful planning following on its collapse in 1981 due to irreconcilable differences between member unions. The possibility of a revival occurred in 1982 when the IMF expelled the all-white Amalgamated Engineering Union and the SA Electrical Workers' Association because of their support for apartheid.

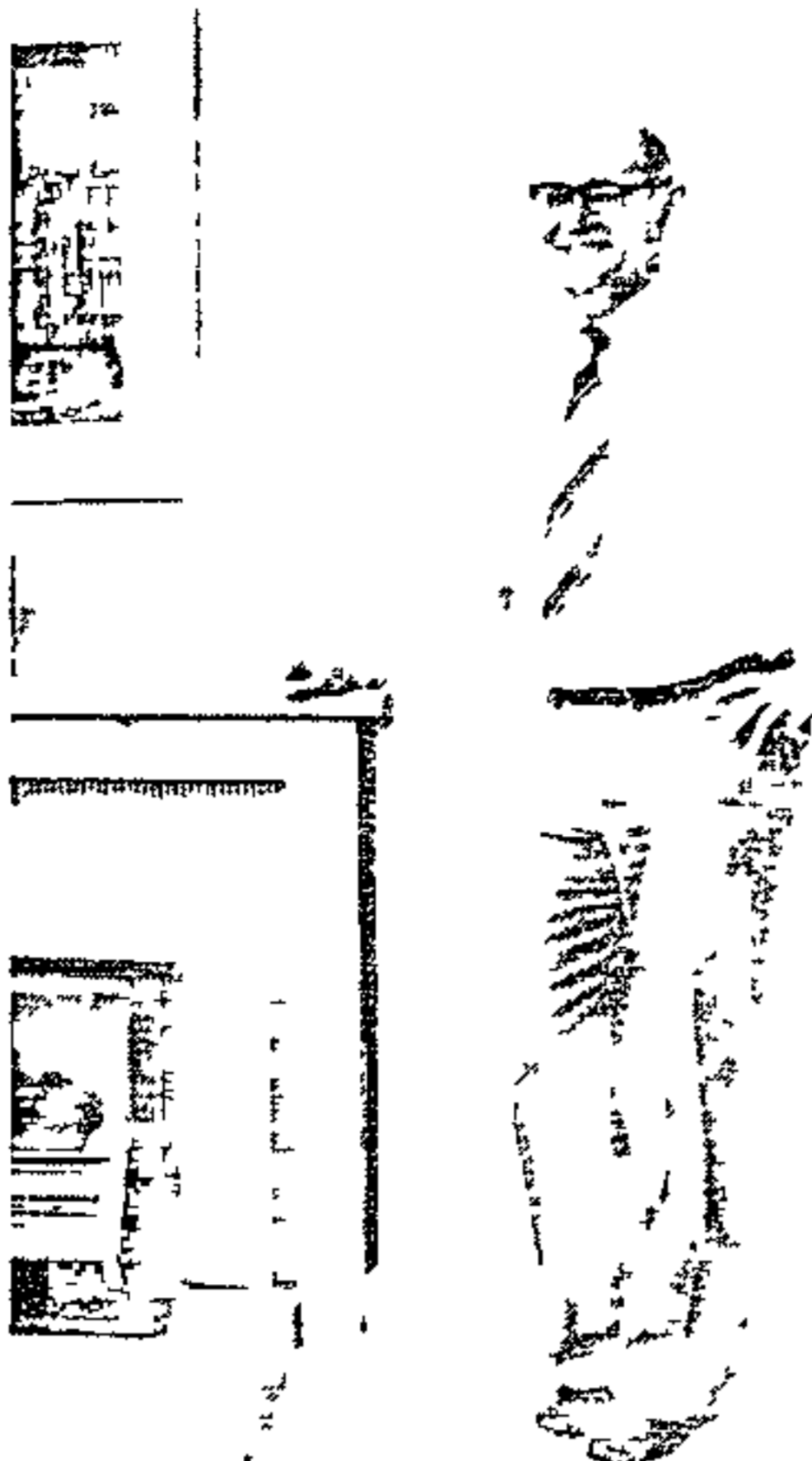
The IMF, which has its head office in Geneva, Switzerland, has similar councils in England, the US, Germany, Japan and the Far East, the Caribbean and several African countries.

Said council chairman Ike van der Watt, "We are very optimistic with the way things have been going. There is no doubt that there are a lot of major problems to be sorted out but I am convinced we have reached a position to place the IMF SA Co-ordinating Council on a much firmer footing than in the past. We will also be creating a full-time secretariat for the IMF in SA. It is essential to have this if we are to be in a position to deal with the problems facing us in a realistic and professional manner."

Negotiations

According to Van der Watt, one of the aims of the council will be to co-ordinate union demands in negotiations with the metal industry employer body — the Steel and Engineering Industries Federation of SA. The 1984 negotiations are scheduled to take place in the next few months. These talks which affect 400 000 workers, set the tone for wage bargaining in many other industries.

However, the council's aim will not be achieved at this year's negotiations. Moves for co-ordination have already been frustrated by the decision of the Metal and Allied Workers' Union (Mawu) and the Steel, Engineering and Allied Workers' Union of SA to break ranks with other council unions and demand a R2,50/hour minimum wage



Van der Watt ... 'no wage unity this year'

Next year could see united action

"As far as the wage talks in the engineering industry are concerned the possibility of unity is virtually impossible this year," Van der Watt says. "At this stage we are still in a position where we are trying to

RURAL FOUNDATIONS

The Urban Foundation (UF) is broadening the scope of its work. Natal director, Alan Mountain is to head a study to establish whether the private sector can make a bigger contribution in helping rural communities.

By nature of its mandate, Mountain says the UF has been obliged to concern itself primarily with urban problems. "But the development spectrum starts in the rural areas and ends in the urban areas. For that reason it is important that we address ourselves to the question of rural development as well."

Mountain reckons his investigation will take about two years. He will be replaced as Natal director to allow him to concentrate on his new task. He plans to study all aspects of rural development with particular reference to the creation of economic opportunities with the aid of the private sector.

The study will be a national one but Mountain says he will be based in Natal where "the problems of rural development manifest themselves most vividly."

create something. You cannot expect miracles overnight.

The IMF council's revival is also expected to lead to unity talks in other industries.

National Automobile and Allied Workers' Union (Naawu) official Brian Fredericks tells the FM that council unions active in the motor industry will be meeting in May to discuss joint action. Unions involved will be Naawu, Micwu and Mawu. A fourth union, the Cusa-affiliated United African Motor and Allied Workers' Union which is not a member of the council, will also participate in these talks. If co-operation comes about between these unions — and this seems inevitable — they will be in a position to dominate both the motor assembly and motor components industries.

Co-operation

Council members are also hopeful that better co-operation between electrical industry unions will take place in the future.

The SA council's aims and objectives are:

- To promote understanding and co-operation between all metalworkers and between the organisations to which they belong.

- To strive for fair and equal employment, training and promotion opportunities for all metalworkers.

- To study and inquire into international labour relations so as to improve the working conditions and welfare of SA metalworkers.

- To establish trade union educational programmes, and sponsor seminars on national and international labour relations, economic and other problems.

- To compile and issue publications on matters concerning social and economic events and their effects on workers.

- To endeavour to resolve jurisdictional and demarcation problems between member unions.

- To work for the extension of trade union rights, in particular of collective bargaining rights to all SA workers.

- To render organisational, administrative and other facilities to member unions.

- To elect persons to represent the council on occasions that may be deemed necessary.

- To involve itself in any matters affecting metalworkers and their organisations.

- To work with any other trade union body whose aims and objectives are in conformity with IMF objectives, and

- To inform the IMF on developments in SA to carry out IMF decisions and to co-operate with the IMF affiliates in other parts of Africa.

PETROLEUM BILL

Curtain of secrecy

Fm 16/3/84

As the mysterious court case involving Sasol and the Strategic Fuel Fund Association (SFFA) got under way this week, gov-

TEXTILE UNIONS

Closed shop war

Fm 23/3/84

The closed shop battle between the National Union of Textile Workers (NUTW) and the Garment Workers' Industrial Union/Natal (GWIU), at protective clothing manufacturer James North Africa (JNA) in Pinetown, continues

In the latest round a number of JNA workers were summoned to appear before a GWIU disciplinary committee to answer a "charge" of being NUTW members. The GWIU's letter to the workers warned them that the union's executive council would consider the "charges" against them even if they failed to appear.

The letter follows a ballot at the factory in February to determine which union had majority support among the workers. The NUTW, which is affiliated to the Federation of SA Trade Union (Fosatu), achieved an overwhelming 219-43 majority over its Trade Union Council of SA (Tucsa)-affiliated rival.

Tucsa has a closed shop at the factory. Last year it changed its constitution to allow it to expel any member who joined another union. This means that any member of the Natal Clothing Manufacturers' Association (NCMA) who hires non-GWIU workers could face criminal charges in terms of

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the relevant legislation. The move was clearly intended to stop workers joining the rival NUTW and to prevent NCMA members from hiring those who do.

The status of the JNA workers has been hanging in the balance since the ballot. GWIU general secretary Frankie Hansa refuses to tell FM what happened at the disciplinary meeting — he claims the proceedings are *sub judice*.

A worker representative tells the FM that the workers did not appear at the hearing. He also says that attorneys for the workers submitted a letter on their behalf to the GWIU stating that the notice served on the workers was not in compliance with the GWIU constitution as it was not delivered in good time. The legality of the GWIU constitutional change is also being questioned.

Despite the pressure being brought by the GWIU on the NUTW's JNA workers, they are unlikely to be dismissed. The company could, just possibly, resolve the issue by resigning from the NCMA. That would cause problems for the GWIU's 43 members at the factory, since in terms of the union constitution they would be barred from working for a non-NCMA employer.

URBAN BLACKS

Spill-over solutions

FM 23/3/84

The outline of a new government policy on black urban townships is beginning to emerge. Government seems to be limiting the expansion of existing residential complexes and creating new ones outside both the prescribed white urban areas and the homelands.

Only people with Section 10 residential rights in terms of the Black (Urban Areas) Consolidation Act can obtain housing in the new centres. Once they have done so, how-

EDUCATION GAP

Many education experts believe the country's economic needs can only be met through a single education system. At the moment SA has at least 10 separate ones.

Martin Nasser, Professor of Manpower Development and Organisational Dynamics at Unisa's School of Business Leadership, said at a two-day seminar on bridging education for blacks last week that only 1.3m whites, 204 621 Asians, 686 591 coloureds and 4m Africans were economically active.

There was one manager for every 42

workers in SA — compared to one manager for six workers in the US and one for 11 in Australia.

It was impossible, he said, for one man to develop and control 42 workers effectively. Often he had no idea what many workers were doing, or even where they were.

"There's great need for black development if the economy is going to grow."

From an educational point of view diverse systems are unlikely to yield results. A single, well-designed, system is needed.

ever, they lose their Section 10 rights to their previous areas and become what the Black Sash calls "commuters with preferential access to jobs in the prescribed areas" — but with no legal right to live there.

Reports presented at the three-day national congress of the Black Sash in Johannesburg last weekend outlined the new approach. Only two new townships — Soshanguve and Enkangala — were mentioned in the reports. However, the organisation's national president, Sheena Duncan, tells the FM that Botsebelo, which is being built some 63 km from Bloemfontein, also fits the pattern.

Government spokesmen argue that existing black townships in the PWV complex are too big and should not be allowed to grow further. They favour new residential areas to accommodate the expanding populations of the existing townships.

Enkangala is 20 km north of Bronkhorstspuit and borders on the KwaNdebele homeland. It is earmarked for people who have Section 10 rights in the East Rand area — almost 100 km away. More than 1 000 families are reported to

have been resettled there already, and development is planned to make room for thousands more.

Botsebelo, in the Free State, is at an early stage of development. It is intended to house surplus population growth from townships in Bloemfontein.

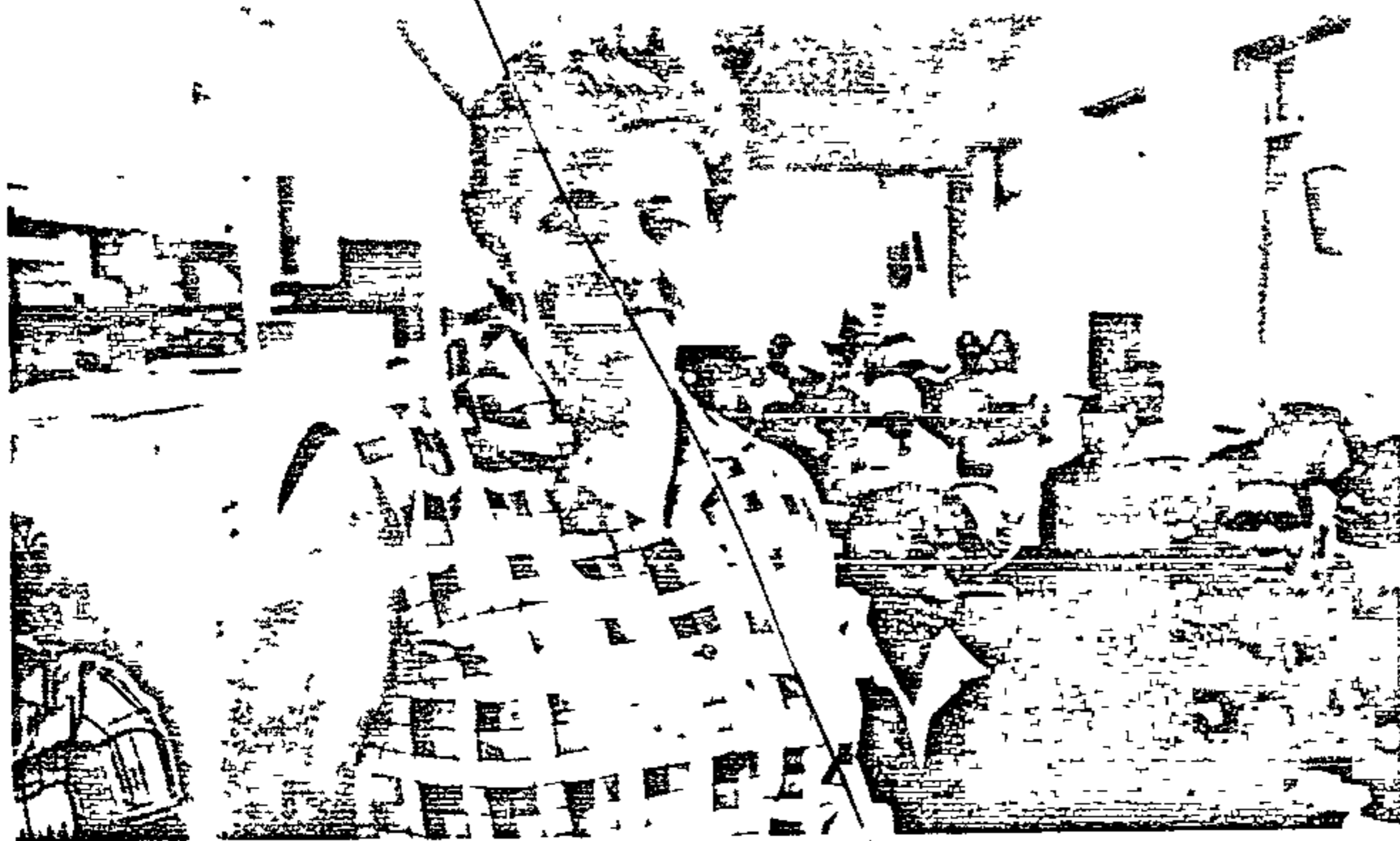
Non-Tswanas who qualify for rights at Mamelodi and Atteridgeville-Saulsville (Pretoria's two black townships) are encouraged to resettle at Soshanguve — adjacent to Mabopane in Bophuthatswana. Some 10 000 families are already living there, and 4 000 others are on the waiting list for housing. Extensions of the complex are already being planned on the farms Zoutpan and Rietgat, which could eventually house about 220 000 people.

Residents of Enkangala and those from Soshanguve are expected to commute to work in Pretoria and the East Rand, respectively. Because of the distances involved, some of the workers, particularly from Enkangala, stay at hostels or as lodgers with friends or relations in the prescribed areas, visiting their own families only at weekends.

In the Mamelodi and Atteridgeville-Saulsville townships in Pretoria (legal 1978 population 312 211) authorities plan to build only another 1 200 housing units. About 700 are planned for Mamelodi and 500 for Atteridgeville-Saulsville, according to an official draft guide plan for Greater Pretoria.

Confirmation of the new policy is implied in "guide plans" for the areas produced by the Department of Constitutional Affairs and Planning. Pretoria says that the low population growth rate of Pretoria townships is attributed to "resettlement of a large part of the population increase" at Soshanguve in the north and at Tembisa near Kempton Park in the south, as well as in townships within Bophuthatswana.

Wide-ranging planning of every facet of people's lives is obviously alive and well in Pretoria. Well might the Minister of Transport complain about losses in railway passenger services when his colleagues provide him with ever-increasing multitudes to transport (uncommercially) between their work and their distant homes.



Sash's Duncan ... new policy on urban blacks

RDM 28/3/84 (185)

Concern over mine health probe

Mall Correspondent

CAPE TOWN — A trade unionist yesterday expressed "disquiet" at the findings of a commission of inquiry on the monitoring of the health of black miners by certain mining companies

Addressing a symposium on trade unions and occupational health, Mr C F Roets, executive council member of the South African Boilermakers' Society, said the report of the Nieuwenhuizen Commission had "much to say" about the way companies were monitoring the health of black workers

"The fact that the commission found that monitoring services were insufficient in certain cases, and that little attention was given to results, is disqui-

eting," he told the symposium, which was held by the Society of Occupational Health Nurses, in the Nico Malan complex yesterday

Mr Roets said the country was standing on the threshold of a sophisticated set of laws providing for the safety and health of workers

But he questioned whether these would be accepted by such employers "with more respect" than previous legislation, which also provided for black mineworkers' safety

Earlier, Mr Roets said unions had paid "far too little attention" to industrial health and safety through the years.

This was partly due to ignorance, and

there were even workers who resented restrictions affecting the amount of money they could earn

Mr Roets claimed he knew of cases where unions and managements "convinced to allow deadly conditions to develop, where higher production meant greater profits and higher wages for workers"

He noted that mining employers "vigorously resisted" the introduction of safer working processes in the past

Mining eventually became a leader in occupational safety in South Africa and abroad — but this did not come without "resistance from both employers and employees", he added

Grant to union 135

Argus 29/3/84
Argus Correspondent

PRETORIA — A grant of R16 545 was yesterday given to the Iron, Steel and Allied Industries Union by the Minister of Manpower, Mr Pietie du Plessis, at the biennial Congress of the Confederation of Labour

Mr du Plessis said it was the first grant paid to a union for training its office bearers in industrial relations

ROM 2/4/84 □□□ ~~140A-188~~ 135

THE Supreme Court has been asked to take the unprecedented step of forbidding a union to organise workers in an industry.

This is the implication of a case brought by Tuca's National Union of Furniture and Allied Workers (NUFAW) against Fosatu's Paper, Wood and Allied Workers' Union

NUFAW has a closed shop, forcing furniture workers to belong to it. This is common, but has never prevented rival unions recruiting in a closed shop industry. Workers can join the rival but need an exemption to resign from the closed shop union.

But NUFAW now wants the court to grant an interdict stopping PFAWU recruiting in the industry.

In Natal recently, Tuca's Garment Workers' Industrial Union changed its constitution to provide for the expulsion of members who join another union.

This was a response to competition by Fosatu's National Union of Textile Workers. Its effect could be that workers who join NUTW will lose their jobs.

Both responses indicate that established unions are increasingly concerned at the emerging union threat to their closed shops.

They are set to fight this with legal and constitutional moves rather than attempts to rally worker support.

WALTER HASSELKUS

Man from Munich

Succeeding Eberhard von Koerber as MD of BMW SA is a hard act to follow — for it was he who pushed sales from indifferent levels to above those of Mercedes. He also gave BMW the highest market share of all its international sales territories.

What is more, Von Koerber left (to join the central board as world-wide marketing director) after a year, when Mercedes once again toppled BMW from its short-lived leadership.

Yet the new man, Walter Hasselkus (42), appears to have thrived on challenge throughout his relatively short working life. "I cannot see how we can fail here," he says. "We are well prepared. The new 3-Series BMW is a major step forward which will increase sales from about 14 000 to 20 000 units a year."

His first full-time job in business came at the relatively advanced age of 28 after completing a doctorate in law *cum laude* at the University of Munich. He joined the German electrical goods manufacturer Osram, starting from scratch as a trainee.

But after two years he was made personal assistant to the chairman. "I used to take the minutes of board meetings and write the chairman's speeches," he says. "And everybody in the company was very friendly as I was so close to him."

"But when the chairman retired, many changed their attitudes. This taught me a key lesson in business — there was no longer a place for me, so I left."

His next job was in BMW's long-term planning department which again involved taking board meeting minutes. "The beauty of the job was that I became one of the best-informed people in the company," says Hasselkus.

London transfer

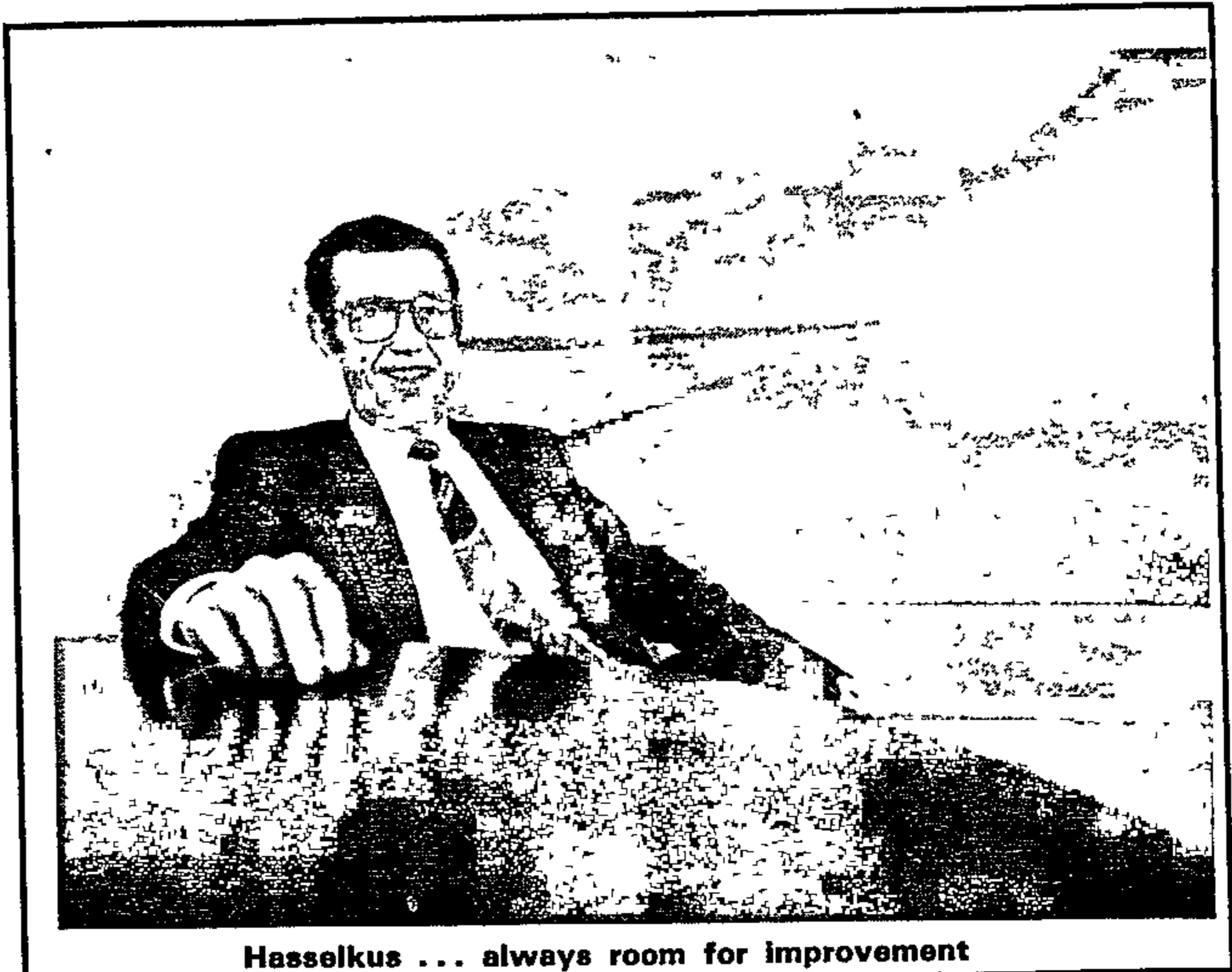
"Directors are only human and do not always say the most sensible things, so I had to ensure that the minutes reflected their views in a good light."

Contacts here led him into line-management when the sales director offered him the post of MD of the Berlin retail and wholesale operation.

"People thought the idea ludicrous," he says, "as I had never sold a car in my life. But it was not sensationally difficult and I learned that you have to be open-minded, listen to people and not tell the sales manager, who had been there ten years, how to do his job."

"I was quite successful."

After 18 months, he was transferred to London as MD of BMW's British sales and service operation. Four years later, sales had doubled and Hasselkus had come to



Hasselkus ... always room for improvement

"learn the British way of life and the British sense of humour." Then came his transfer to SA.

"This is a more complicated job," he concedes, "as it involves manufacture as well as sales — SA is the only country outside Germany where BMWs are made."

He disagrees with those who criticise BMW's quality. "This has improved over the years and will continue to do so," he says, "but naturally there is always room for improvement."

"My main challenge will be to maintain the company's high profile and reputation and get involved in local affairs as a committed member of the community," he says.

To this end he has already toured the country and neighbouring territories to meet leading political figures. All, he says, have praised the company's decisive handling of the strikes which happened shortly before his arrival.

"Our workers at Rosslyn are the best paid in the industry," he says, "yet there was a wildcat strike after a demand for a 40% increase. We will negotiate through proper channels with representative bodies. However, if necessary, we will be as firm again and will have Munich's full support."

Hasselkus, his wife (a political economist) and three children have rented a

house in Pretoria within easy reach of his office in Isando and the production facilities in Rosslyn. He reads politics and history and likes playing tennis and skiing.

Lack of good skiing slopes is, he says, one of SA's few shortcomings.

BRIAN FREDRICKS

Born to the trade

Natal trade unionist Brian Fredricks is the man at the cutting edge of the recently-revived SA Co-ordinating Council of the International Metal Federation (IMF).

As SA's black union movement comes of age, the complexity of labour relations increases, particularly in heavy industry where metal predominates. And to compound management's problems, there are some avowedly conservative white unions — with interests at variance with the newer black unions — in the industry as well.

The IMF council has member unions drawn from the Federation of SA Trade Unions, the Council of Unions of SA, the Trade Union Council of SA, and other unaffiliated unions. It's not unlikely that it will come to hold the ring in the industry's future bargaining.

Fredricks (39) says he's looking forward

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to his new assignment, but is very aware that the task will be difficult. Previous attempts at establishing a local council of the IMF were short-lived. The first, established in 1975, split in 1981 as a result of irreconcilable differences in the ranks of its union affiliates.

Consequently, as Fredricks sees it, one of his main functions as fulltime secretary will be to ensure that the new body isn't wrecked on the same rocks. He hopes to forge closer links between member organisations and get their co-operation on matters of mutual interest.

Ultimately he'd like to expand services offered by the council to full moral and material support for affiliates, a collective stance on wage negotiations, the recruitment of new members, and help with union organising.

Unity

Fredricks is confident that the inter-union rivalries that split the council before can be overcome.

Tensions have eased markedly, he notes, since the expulsion from the IMF of the all-white Amalgated Engineering Union and the SA Electrical Workers' Association for what he calls "attitudinal problems".

Although differences persist (the movement's nine affiliates have widely-differing ideologies), he says there's a large measure of agreement at top leadership level as to what strategies and policies should be adopted.

The problem is to get co-operation and support from the rank and file. "We recognise that disputes between unions are going to occur. What we need is the machinery, at

all levels, to handle them when they do," Fredricks says.

One development which particularly threatens some employers is the stated intention of the IMF council to bring about a unified wage structure for the entire metal industry.

A wage policy would have advantages, says Fredricks, in that it would bring differing wage scales into line across the various sectors in the metal and engineering industries. Though a common approach to wages seems unlikely this year, it could well be on the cards for the next round of negotiations.

The representativeness of the unions who are party to the metal industrial council wage negotiations is also a source of concern for Fredricks. On a straight head count, he says, they are likely to represent only around 15% of employees in the industry — a situation which calls for "urgent redress".

It sounds like tough talk, but employers can probably count themselves lucky having a man like Fredricks sitting across the negotiating table. He's articulate and full of resolve, yet comes across as far more moderate and pragmatic than the common management stereotype of a hardline union activist.

Born in the back streets of Durban's Greyville, a hotch-potch residential enclave of coloureds, Indians, blacks and whites, Fredricks says he "couldn't help but be politicised at an early age".

He went to a Catholic primary school and to Bechet College in Sydenham, but left before matric to help support his family. Working as a dispatch clerk at Motor As-

semblies back in the Sixties for a meagre 22c/hour confirmed his union sympathies.

He left, joined Tucsa, and came back to organise a branch of the National Automobile and Allied Workers (Naawu) at the plant. Today he's the union's Natal branch secretary.

Fredricks has frequently represented Naawu at international congresses, and is in fact a Harvard alumnus — after a six-month union scholarship.

He reads a lot, especially on union matters, and regrets the lack of time to read more. Does he have regrets at becoming a union man? Fredricks notes that some former colleagues at Motor Assemblies reached the rank of general foremen. But he's "happiest representing workers," he insists.

HILMAR VENTER Hitting the fan

The fertiliser industry is in turmoil. Ingredients are drought, falling sales, abolition of price and import controls and, to crown it all, new producers are trying to enter an overcrowded market.

To step into the position of public representative for the industry at a lean, mean time like this needs a certain low-key diplomatic skill — plus, of course, considerable experience.

Hilmar Venter (46) took over as director and chief executive of the Fertilizer Society of SA (FSSA) on March 22, after about eight years with the society.

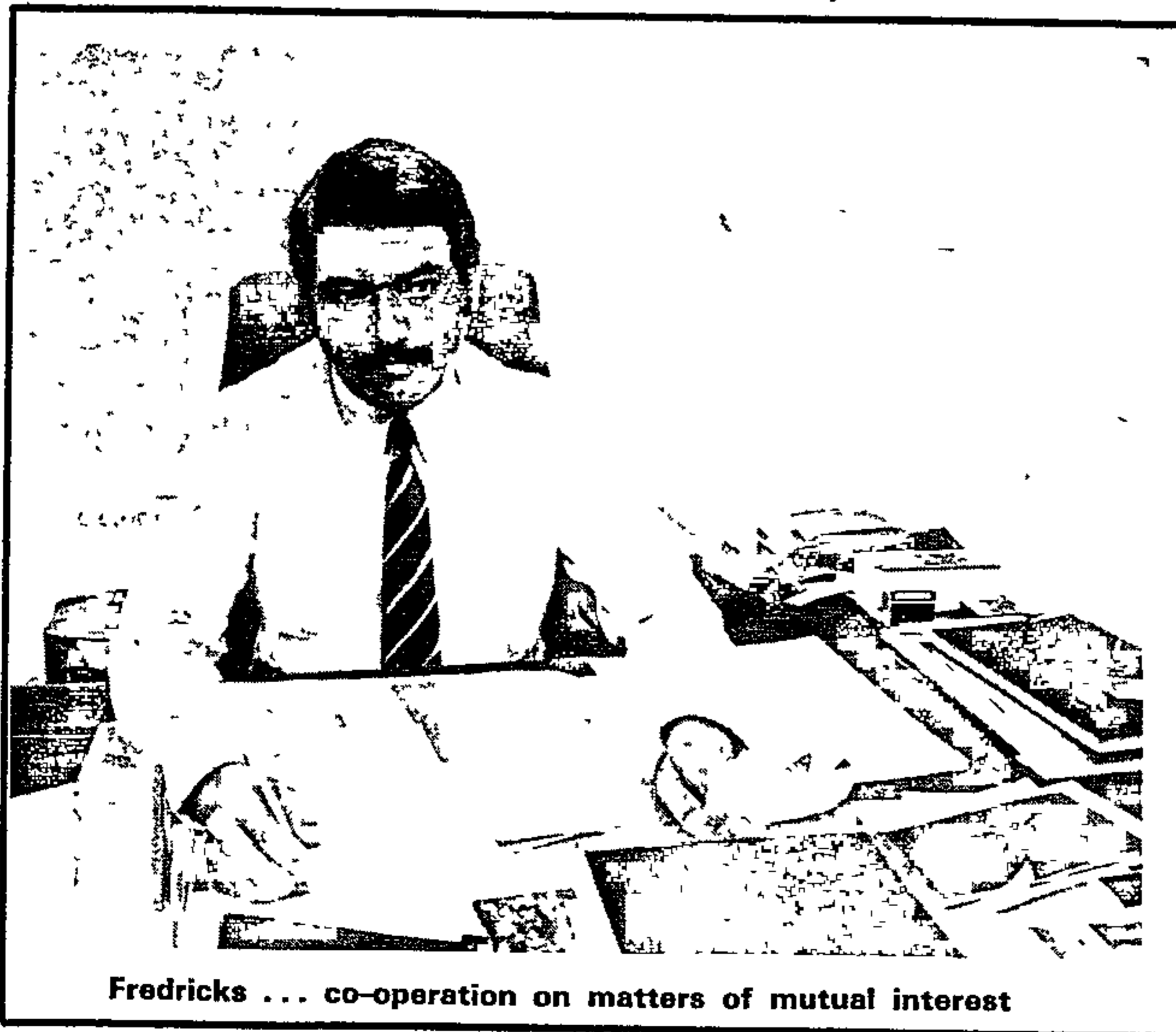
He represents an industry facing the unfamiliar, chill winds of cheaper imported feedstocks — and even the ultimate possibility of imported fertiliser, though tariff walls will give some protection for the next two years.

But scrapping of price controls, combined with drastic drops in demand resulting from the drought, has set the cat amongst the pigeons. Rebates to users of 20%-30% are commonplace. But with mushrooming agricultural debt and scarcity of funds, takers are few.

And now, with Hanhill's Bonus Fertilizer folding, a breakup between AECI and Triomf, a new Sasol/Triomf ammonia supply agreement and AECI's Kynoch Fertilizer entering an oversupplied market, the strains are intensifying.

According to market sources, present fertiliser production capacity is about 5Mt/year, but latest sales figures indicate a market of only about 2,5Mt. Is Venter daunted by this scenario? Not at all, judging from his relaxed and thoughtful replies to probing questions. He does admit, though, that "the industry's image could improve".

Venter, a BSc (Agric) major from Pretoria University (1962), says there is "a fixation" with maize in agricultural circles. Hopefully, greater diversification of markets is in the offing, although he is cautious.



Fredricks ... co-operation on matters of mutual interest

METAL INDUSTRIES Tough talks ahead

The scene is set for tough talking next Tuesday when the Steel and Engineering Industries Federation of SA (Seifsa) sits down with metal industries trade unions to negotiate the 1984/85 agreement on wages and working conditions

Lay-offs and reverberations from last year's often acrimonious bargaining are bound to have a profound effect on the talks which set the tone for pay talks in many other industries. At least one industrial relations practitioner predicts that "labour unrest" may result (*Current Affairs*, January 20)

Last year Seifsa tried to postpone the annual talks. After protracted negotiations, agreement was reached on a 5%-7% pay increase. One of the participants, the Metal and Allied Workers' Union (Mawu), demanded a 30% increase and refused to sign the agreement.

Four independent unions as well as unions falling under the umbrella of the Confederation of Mining and Building Unions (CMBU) have this year submitted demands to the National Industrial Council for the Iron Steel Engineering and Metallurgical Industry.

The CMBU represents about 160 000 workers. The majority are employed in the engineering industry but it also has a presence in the mining and explosive sector as well as at Escom. It demands

- That the minimum rate at the top end of the scale of employment categories be increased from R4,41 to R5,50/hour;
- That the bottom three work categories to be combined receive a minimum wage of R2/hour;
- A 12% across the board increase for all categories of workers, and
- That holiday leave allowances be increased by between 6%-8,33%

Although the Trade Union Council of SA (Tucsa) affiliated Engineering and Industrial Workers' Union (EIWU) is a CMBU member, it has submitted separate demands. "Due to a misunderstanding our union was not represented at the CMBU when the demands were formulated. Therefore, because we were not aware of the na-

Continued on page 51

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Nicholson ... 'employers must be honest'

ture of the proposals, we found ourselves unable to identify with them," the union's western Cape regional secretary Leslie Davadoff told the *FM*. Davadoff stressed, however, that his union would be caucusing with the CMBU next Monday. It seems likely that its demands will be merged with those of the CMBU.

The EIWU has demanded a minimum top rate of R5,30/hour; a minimum bottom rate of R2/hour; a 6% increase in the fourth leave cycle, and a gradual reduction of the working hours over the next five years to a 40-hour working week.

The all-white SA Iron, Steel and Allied Industries Union, which is affiliated to the SA Confederation of Labour, has submitted the same demands as the CMBU.

Two emerging unions which sit on the council have submitted demands which mainly affect unskilled and semi-skilled metal workers.

The Metal and Allied Workers' Union (Mawu), an affiliate of the Federation of SA Trade Unions, has called for a minimum wage of R2,50/hour; a R2,50 across the board increase for all workers, a 40-hour working week, one month's notice when services are terminated, a maximum of five hours overtime work a week, overtime to be paid at twice the normal rate from Monday to Saturday and at triple rates on Sundays, that stop order facilities and plant access be granted to any union which has 50% representation among the workforce or 500 members at a plant, and for a proper lay-off procedure to be negotiated.

Council of Unions of SA (Cusa) affiliate, the Steel, Engineering and Allied Workers'

Union of SA is demanding a R2,53 minimum hourly rate. It is also demanding increases of between 6% and 8,33% in holiday leave pay; an increase in annual leave from three to four weeks, that employees receive 14-days notice when redundancies are effected instead of the present one day's notice, severance payments of one week's pay for each year of service and that employees should be paid at least 25% of their normal rate of pay if they are laid-off temporarily.

Given the small increases won last year, the unions will have to fight hard to achieve anything significant this year. Seifsa director Sam van Collier is tight-lipped about how employers have responded to the demands. Seifsa's overall response will be formulated next Monday.

The number of workers who have been laid off during the recession will be a major inhibiting factor on the union side. The metal industries employed 450 000 workers during the 1982 employment peak. In November last year the total employment figure was below 380 000 — a drop of 70 000.

Nevertheless the unionists will not want to be left empty-handed. Says Ben Nicholson, a leading union figure: "If it were not for the drought I believe that SA economy would have been on the way to recovery. With the drought persisting things have not progressed the way we had hoped. However, the employers must be honest. Some have made healthy profits — especially the bigger firms which are export orientated — but are pleading poverty. That is not good."

135 **Lucy to speak** *Sweet* 11/4/84

THE FOUNDER and general-secretary of the National Union of Clothing Workers of SA, Mrs Lucy Mvubelo, is to address a luncheon of the American Chamber of Commerce on April 25.

A spokesman for the chamber said that Mrs Mvubelo's address will be based on a report-back on her recent visit to the United States where she was scheduled to testify before the House of Representatives' sub-committee on the district of Columbia's deliberations for divestment of the city's pension funds.

Mrs Mvubelo was once voted The Star's Woman of the Year

She has always opposed divestment by American and European businesses in South Africa. In 1981 she received an honorary Doctorate in Social Sciences from Rhodes University and in 1982 was awarded the "Adelaide Ristori" award.

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UNION BATTLES Going to court

The struggle between the National Union of Textile Workers (NUTW) and the Garment Workers' Industrial Union (GWIU) at Pinetown protective clothing manufacturer James North Africa (JNA) has gone one step further — to the Industrial Court. The court hearing will be the culmination of a drawn-out battle between the unions which will reverberate through the Natal clothing industry

The GWIU, an affiliate of the Trade Union Council of SA, has a closed shop at JNA. The company is a member of the international Siebe Gorman Group, which operates in 25 countries. Standard Bank also has an interest.

Last year, the NUTW, an affiliate of the Federation of SA Trade Unions (Fosatu), signed up a number of Natal clothing workers, including some at JNA. It then applied to the Natal Clothing Industrial Council for exemption from the GWIU's closed shop.

The union also asked the council to sanction the deduction of union dues on its behalf at JNA. The council — which has the GWIU as its sole union member — rejected the application on the grounds that the NUTW did not have sufficient representation in the industry.

The GWIU responded to the NUTW threat by changing its constitution to enable it to expel any worker who joined another union. Because of the GWIU's closed shop, this meant that JNA, or any other employer who is a member of the Natal Clothing Manufacturers' Association, could be taken to court if it hired non-GWIU labour.

JNA took the initiative to settle the dispute when it arranged a ballot among its workers to determine which union had majority support. The NUTW won overwhelmingly by 219 votes to 43. It has taken the industrial council's rejection of its requests on appeal to the Industrial Court. The council has announced that it will oppose the union's action.

The closed-shop war has led to a legal battle between the GWIU and JNA. A company spokesman tells the *FM* that it has received a letter from lawyers acting for the GWIU, alleging a number of irregularities in the ballot. The GWIU is

- Claiming it was not given sufficient notice of the ballot,

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~~135~~ FM 13/4/84 ~~135~~
□ Questioning the impartiality of JNA's auditors who were responsible for conducting the ballot, and ~~135~~ ~~135~~ ~~135~~
□ Alleging that the workers were intimidated into voting for the NUTW

JNA's response to the allegations has been to write back stating

- The GWIU had "ample notice" of its intention to hold the ballot,
- That "it was only the outcome of the ballot which perturbed" the union,
- The GWIU did not raise any objection to the ballot when it was held,
- It rejects the GWIU's allegation about the auditors, and
- JNA has not received any proof that intimidation occurred.

In addition, the company is unhappy about the GWIU's constitutional change because it believes it could result in unrest on the shop floor and in the Natal clothing industry in general.

In the meantime, the NUTW has recruited workers of two other Natal clothing factories, Park Lane Shirts and Natal Overall. The Industrial Court's eventual ruling will have profound implications for the NUTW's attempts to break the GWIU's hold in the province's clothing industry.

City bus dispute

ARGUS 10/4/84



Thousands delayed as drivers ban overtime

Staff Reporters

THOUSANDS of commuters using Peninsula buses faced severe rush-hour disruption on their homeward journeys today because drivers have refused to work overtime.

The dispute left many passengers stranded this morning and it is feared that specially hired buses for the Easter weekend could be affected

The drivers, employed by City Tramways and Associated Bus Holdings, decided at a meeting yesterday not to work overtime until their demands were met

Up to 250 000 commuters use the buses daily. Many routes are affected by the action, including the heavy-volume Mitchell's Plain and Atlantis services



City Tramways bus drivers outside their depot in Woodstock today.

A City Tramways spokesman would not say whether special arrangements would be made to cope with homeward-bound passengers today. But he did not foresee a problem for the weekend and promised that "contingency plans" would be made if necessary.

Mr D C Benade, secretary of the Tramway and Omnibus Workers' Union, representing most of the drivers, said today the drivers worked under "sub-human conditions".

Drivers want 15%

He said the drivers wanted a 15 percent wage increase and a 40-hour week, and the union wanted broken shifts abandoned.

City Tramways has offered a six percent increase and a further two percent for drivers of new buses with increased standing room.

Another member of the union's executive committee said today "We will refuse to work overtime until our demands are met."

City Tramways said in a statement today "The company must express its dissatisfaction with the current behaviour of the union seeing that the existing agreement between the parties expires only on May 6."

"Commuters in the Peninsula can rest assured that the company will do anything in its power to ensure that services operate as closely to normal as is possible under the circumstances."

Union demanding changes

The company has asked the union to postpone the expiry date of the agreement for three months but the union is demanding changes to the agreement and has refused to accept the request.

Drivers interviewed today said they worked under tremendous pressure for very little reward or job security.

They said they were sympathetic to the needs of commuters but experience had shown they would not have their grievances redressed without putting pressure on the management of the company.

Overtime work was voluntary but members of the union who worked overtime during the dispute were liable to be expelled, they said.

One driver said he regularly rose at 3 10 am and by the time he returned home in the evening he was too tired to speak to his wife.

But Mr Gqwetha and his allies appear to have the bulk of the support.

ROM 16/4/84 □ □ □ ~~TUCSA~~ 135 ~~135~~
THE battle over the closed shop is set for an industrial court test. The case centres around attempts by Fosatu's National Union of Textile Workers to make gains in Natal clothing plants at the expense of Tucsas Garment Workers' Industrial Union, which has dominated the industry through a closed-shop agreement by forcing workers to belong to it.

NUTW was recently recognised at the Pinetown clothing firm of James North after it won a company-run ballot in which workers chose between the two unions.

But clothing's industrial council turned down a request that workers there should be allowed to resign from the Tucsas union. It also refused to allow the company to deduct union dues for NUTW.

It said NUTW was not representative enough in the industry as a whole.

Now NUTW is to appeal to the court.

The case is important to NUTW members at the firm who risk expulsion from the GWIU for joining a rival union. This would cost them their jobs.

We are target of distortion, claims Tucsa

By Carolyn Dempster,
Labour Reporter

The Trade Union Council of South Africa (Tucsa) believes it is the target of an international campaign aimed at polarising South African workers along ideological and racial lines.

In the latest edition of Tucsa's newsletter "Labour Mirror", general secretary Mr Arthur Grobbelaar lashed out at the "subversive" information which was allegedly being circulated to foreign governments, employer co-ordinating bodies, trade unions and media representatives about Tucsa

"This exercise in misinformation is meeting with some success," he said. "We frequently discover outlandish lies and distortions contained in these documents being lifted by newspapers, labour bodies and even governments."

Although banned in South Africa, Labour Mirror said much of the documentation was being infiltrated into the country

"South African security laws preclude us from quoting banned documents. Paradoxically this is to Tucsa's disadvantage as it ties our hands and allows the libel to circulate uncorrected," adds Mr Grobbelaar

According to the general secretary, the basis for the attack on South Africa's oldest and largest trade union federation was that the multiracial composition of Tucsa stood in the way "of the racial conflict being sought by these communist-backed organisations.

"Before black workers had the statutory right to bargain collectively, they were seriously disadvantaged. Tucsa — not any other labour body — recognised this deficiency and led the struggle to correct it

"Similarly, Tucsa has waged a 30-year battle against the apartheid system and we are winning that struggle, not in foreign forums, but in South Africa — where it counts"

The newsletter also reported that with the increase in affiliation fees in January this year, four unions formerly affiliated to Tucsa had withdrawn from the body

They were the SA Footplate Staff Association with a membership of about 10 000 workers, the Concession Stores and Allied Trades Assistants' Union with 370 members, the SA Woodworkers' Union with 1 800 members and the South African Theatre and Cinema Employees' Union with 1 500 members

Another evening of long bus queues

AGUS 17/4/84 ~~135~~ 135
Staff Reporter

CAPE Town's 250 000 bus commuters faced another evening of long queues today as City Tramways and the bus drivers' union appeared deadlocked on an overtime dispute that has disrupted services since yesterday morning.

Representatives of the two sides discussed the drivers' refusal to work overtime at an Industrial Council meeting today, but there was no sign that the work-to-rule would ease.

After a lengthy meeting of the council and officials of City Tramways and the Tramway and Omnibus Workers' Union today, union secretary Mr D C Benade said "Little progress has been made."

CONFIDENTIAL

He would not disclose details of discussions as the matters raised were confidential.

He said "The problem has not been solved."

The Industrial Council meeting had been called to discuss

the drivers' grievances generally. While yesterday's decision by drivers to refuse to work overtime was not on the agenda, it was raised at the meeting.

A spokesman for City Tramways was not available for comment.

Union officials estimated that today's work-to-rule had affected Tramways services by about 50 percent.

JOSTLED

Earlier today thousands of daily commuters jostled and jumped queues but reached their destinations late for the second day running.

Disruptions this morning did not appear as bad as yesterday's, when many people had to queue up to 90 minutes longer than usual. Many others opted to walk home when faced with queues at the terminus.

An executive member of the busmen's union has said drivers would refuse to work overtime "until our demands are met."

Bus dispute goes on in spite of plea

ARGUS 18/4/84
135

Staff Reporter

THE Cape Town Chamber of Commerce has appealed to City Tramways and the Tramway and Omnibus Workers' Union to settle their dispute on overtime and restore full services

However, at an emergency meeting today, the busmen decided to continue the overtime ban

The dispute over a long-standing demand for more wages and other grievances has disrupted bus services in the Peninsula since Monday. Thousands of workers have been up to an hour late for work, many of them more than once

"It is incumbent on the two parties to settle their dispute as quickly as possible," the director of the chamber, Mr Brian MacLeod, said today

"I know it is sometimes very difficult to do so, but the parties must endeavour to settle the dispute"

Emergency

The union's executive committee decided at an emergency meeting today to continue the ban on drivers working overtime. This was in accordance with a unanimous decision taken at a general meeting of the union at the weekend

"Our chaps are in an ugly frame of mind because of the ridiculous offer made by the company," said Mr D C Benade, secretary of the Tramway and Omnibus Workers' Union

Contingency measures by City Tramways to beat the ban on overtime could not cope with queues in some Peninsula areas today and thousands of commuters were again late for work

Delays

Services were running close to normal on many routes, but passengers in some Cape Flats areas particularly Hanover Park and Nyanga, were delayed by as much as an hour. Queues were up to three times as long as usual

In some areas the scheduled service was replaced by a controlled system of diverting buses to routes where the demand was greatest

A bus company official at Hanover Park said today that the disruption was "definitely worse than Monday. Today we don't even have spare buses"

Unions quit Tucsa

FOUR trade unions affiliated to the Trade Union Council of South Africa (Tucsa) have disaffiliated from the council following the introduction of the increased affiliation fees.

The unions are the South African Footplate Association, the Concession Stores and Allied Trades Associations' Union, the South African Woodworkers' Union and the South

African Theatre, and Cinema Employers' Union

The decision to increase affiliation fees was taken at the controversial council conference held in Port Elizabeth last year. At that conference various resolutions were taken, including the one that a recommendation be made to the Government to outlaw unregistered trade unions

Swindle
18/4/86

135

Dispute to hit Easter bus trips

ARGUS 19/4/24

Staff Reporter

SOME special hire and Easter weekend bus trips will be affected by the dispute between City Tramways and the Tramway and Omnibus Workers' Union over overtime

Disruptions to daily services, caused by drivers refusing to work overtime, continued into the fourth day today

Mr Bob Krause, liaison officer for the company, could not say how many special trips, booked well in advance by many organisations and individuals, would be affected

The general manager of Tramways, Mr Nic Cronje, said in a statement today "The present situation has an effect not only on normal scheduled services, but it can also affect special hire trips where overtime is involved.

"The company is doing everything in its power to ensure an absolute minimum of disruption and inconvenience to its customers. The situation is being continuously monitored and clients are being kept informed to the best of our ability"

The dispute, which began on Monday, has significantly affected the company's normal service. During the past four days, thousands of city commuters have faced delays of up to 90 minutes

Shorter

However, queues were noticeably shorter today. Mr Krause said the company had re-scheduled buses and changed shifts to routes of greatest demand

The company has refused to comment on the statement yesterday by the secretary of the drivers' union, Mr D C Benade, that the situation was "potentially explosive" and that drivers were in "an ugly frame of mind". City Tramways responded only by saying that the matter had been referred to the Industrial Council

The dispute has been referred to the Minister of Manpower for arbitration in terms of the Labour Relations Act.

KBM
Teachers'
19/4/84 (135)
union on
the cards

By THELMA TUCH

A TRADE union for white teachers to negotiate salaries and conditions of service could soon be registered by the Government

The application for the registration of the SA Teachers' Guild was published in last Friday's Government Gazette

The application will be registered if there are no objections within 30 days

At a Press conference yesterday, the chairman of the SA Teachers' Guild, Mr John Lambson, said strike action and political involvement was excluded from the guild's constitution

Mr Lambson was the chairman of the former Transvaal Educators Society, formed as a Right-wing alternative to the Transvaal Teachers Association

He said an application for affiliation to the Trade Union Council of South Africa (Tucsa) would be made

The general secretary of Tucsa, Mr Arthur Grobelaar, said yesterday the education union would be accepted if its constitution met with the council's criteria for membership

Mr John Stoner, the chairman of the Federal Council of Teachers Associations — which negotiates with the Government — said yesterday that he regretted the formation of splinter groups

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Thursday, April 19, 1984

Deadlock in sugar industry

Mercury Reporter

NEGOTIATIONS between sugar industry employers and six employees' unions for a new industrial council agreement and increased wages which would apply to all but two of the sugar mills in Natal are deadlocked

But representatives of both camps have agreed to meet again on April 27 and the Sugar Manufacturers' and Refiners' Employers' Association has decided to implement its final offer to unions as a gesture of good faith

This offer includes an increase in minimum wages of 10 percent and not less than 8 percent on personal wage rates and other matters concerning work con-

ditions

The six unions involved in negotiations were the Amalgamated Engineering Union, the South African Boilermakers' Society, the Electrical Workers' Association, the Natal Sugar Industry Employers' Union, the Sugar Industry Employers' Association and the National Union of Sugar Manufacturing, Refining and Allied Employees

Vice-chairman of the employers' association, Mr Barrie Horlock, said negotiations had been going on some time for the new agreement which was due to come into operation on April 1

'All our offers were rejected and because of the proximity of April pay days we decided to implement

our final offer,' he said

Mr Horlock said this action was not without its risks but he hoped it would contribute to maintaining industrial peace while the issues remained unresolved, as the industry could not operate indefinitely without an industrial council agreement.

But Mr André Britz, provincial secretary of the Amalgamated Engineering Union, said the employers' decision to implement their final offer would not bedevil further negotiations on the subject.

Increase

'We asked for an 18 percent increase in minimum wage rates and 12 percent in personal wage rates and other things as far as conditions were concerned

'Considerable progress had been made and the unions withdrew a number of proposals of little consequence but we could not make progress on wages,' he said

'We failed at our last meeting to agree whether to settle on arbitration or mediation but have agreed to meet again on April 27,' he said

'The employer's implementation of their final offer will not negatively affect future talks and the Amalgamated Engineering Union will use every legal means to bring the matter to a satisfactory conclusion,' he said

MINE LABOUR

Chamber capitulates

An important dispute between the 15 000-strong non-racial Mine Surface Officials Association (MSOA) and the Chamber of Mines has been resolved. However, the terms of the agreement could have major implications for racial harmony on the mines.

The dispute centres on the chamber's "better utilisation of labour" agreement with the MSOA. The agreement states that whenever mine managements employ blacks in surface white collar jobs, there must be prior consultation with the union.

The MSOA has a closed-shop agreement with the chamber. Last year, when it declared the dispute, the union claimed that there had been thousands of infringements of the better utilisation agreement because blacks had been appointed without consultation to jobs traditionally held by MSOA members. It also objected to the fact that blacks appointed to such jobs were paid less than the minimum rate for MSOA members.

The chamber countered by questioning the definition of "surface official". It said it was prepared to apply the closed shop to people it assessed as genuine surface officials, but argued that blacks employed in various types of clerical positions were not doing traditional MSOA jobs. It also argued that when the better utilisation agreement was signed, the MSOA's constitution excluded black membership.

The dispute was the subject of lengthy conciliation board hearings which reached a solution on March 28. Chamber industrial relations adviser Johann Liebenberg tells

the *FM* that the matter has been settled and that a letter of proposal has been written to the MSOA. However, the final agreement has not yet been signed.

Although the chamber was not prepared to release details of the agreement, the *FM* understands that it incorporates the following:

□ Any blacks, coloureds and Asians employed in more senior white-collar clerical positions from April 9 will, as a condition of employment, have to join the MSOA. Blacks employed in what the chamber terms "staff" jobs (lower clerical grades) are not affected. Blacks engaged in any capacity before April 9 are also unaffected, and

□ The MSOA and the chamber will immediately start a joint job grading exercise to evolve a revised minimum salary schedule which will apply to staff as well as surface officials. This means that conditions of employment for black, coloured and Asian surface officials will be identical, or at least comparable, with the those of their white counterparts. One immediate benefit will be that all surface officials will be able to join the Mine Officials Pension Fund — irrespective of race.

The *status quo* of white MSOA members will be maintained in terms of existing agreements.

An MSOA spokesman said the association was "happy" with the outcome of the dispute. But the black National Union of Mineworkers (NUM), which is in the process of forming its own officials association, is likely to react strongly. A NUM

spokesman tells the *FM* that the constitution for its Black Mine Officials Association has been drawn up. It was submitted to the chamber this week.

"It looks like this is going to affect some of our members. We will meet with representatives of our six regions next week to formulate our response," he said.

The MSOA-chamber dispute took place against the background of other closed-shop disputes outside the mining industry. In these, several unions affiliated to the Federation of SA Trade Unions are challenging closed shops enforced by Trade Union Council of SA unions.

ZIMBABWE

Did Lonrho grovel?

The row over alleged security force atrocities in the troubled province of Matabeleland has widened into an international furore about journalistic morality and the role of big business in the newspaper industry.

The facts are not easily assembled. Last month a Catholic priest, John Gough, formerly a sharp critic of the Smith government, preached a sermon at Harare's Catholic cathedral accusing the security forces of brutal tactics against the Ndebele dissidents. His sermon was not reported by the Zimbabwean media.

Last week, his charges were followed by a front-page story in the *London Daily Telegraph* based on the report compiled by the Catholic Justice and Peace Commission, which was a bitter critic of the tactics used by the Rhodesian army in the independence war. The commission's report also found its way to other newspapers and agencies. Two leading UK Sunday papers ran their own reports, one by Donald Treford, editor of the *London Observer*.

Forty-eight hours after the Treford exposé, Zimbabwean Premier Robert Mugabe presented a surprised group of Zimbabwean newsmen with a denunciation of the Treford article telexed from London by none other than Tiny Rowland, the *Observer's* chairman.

Rowland accused his editor of producing an unsubstantiated and sensational article not based on any facts at all. He issued what one foreign diplomat in Harare termed "a grovelling apology" to the Mugabe government, publicly dissociating the Lonrho group from the *Observer* report.

Whatever the rights and wrongs of Treford's report, the fact remains that the



Liebenberg ... the matter is settled

New bid to resolve bus dispute

AK693 24/4/PC (135)
Staff Reporter

CITY Tramways and the Tramway and Omnibus Workers' Union agreed today to try again to resolve their dispute, which is disrupting bus services

They will hold a second meeting with the Industrial Council on Thursday

Mr D Benade, secretary of the union, said the decision to meet the council was taken during a three-hour meeting with City Tramways today at which drivers' grievances were discussed

The Industrial Council last week tried unsuccessfully to resolve the dispute and the matter was referred to the Minister of Manpower for arbitration in terms of the Labour Relations Act

Neither parties would give details of today's meeting

However, Mr Benade said "I am a supreme optimist"

Commuters returning to work after the Easter weekend today faced long bus queues again as the overtime dispute between City Tramways and its drivers entered its second week

UDF in support of bus drivers

Staff Reporter

THE United Democratic Front has come out in support of City Tramways bus drivers, whose refusal since last Monday to work overtime continues to disrupt bus timetables throughout the Peninsula

Mr Jonathan de Vries, UDF publicity secretary for the Western Cape region, said a UDF pamphlet distributed at the Easter weekend, mainly to bus drivers, read

"While the bosses may be dissatisfied with the bus drivers, they can rest assured that the people of Cape Town have long been dissatisfied with City Tramways"

Although the action of the bus drivers was causing many people extra hardship, "our people also recognize

the justice of their demands", the pamphlet read

It added that every worker in South Africa should have the rights for which the bus drivers were struggling — the right to a living wage and to decent working conditions

"Increases must come from the profits of Tramways, not through increased bus fares. We believe there is more than enough money in the pockets of the bosses and shareholders to pay for these increases," it said

Mr D C Benade, secretary of the Tramways and Omnibus Workers' Union, said he had also received a letter of support from the Trade Union Council of South Africa (Tucsa) to which his union is affiliated

The chairman of the drivers' union, Mr Moe-gamat Soeker, said services in the black areas had been hardest hit by the partial work-to-rule

"At Nyanga this morning there was chaos," he said yesterday "and the pirate taxis must be making a fortune"

The Maitland and Klipfontein depots were worst hit, and commuters served from these depots waited 45 minutes or more on average yesterday morning, he said

Yesterday, City commuters reported waits of an hour last week for buses which usually ran every 15 minutes

"Why can't City Tramways give these guys what they are demanding?" asked one commuter "It is disgusting that one company can hold the entire city to ransom"

Mr Bob Krause, City Tramways PRO, reported "no change in the situation" He declined to confirm whether City Tramways was hiring more drivers so that the previous level of service could be reached without requiring them to do overtime

He added that City Tramways was not prepared to negotiate in the public media

It was impossible to quantify the disruption of the service in any way, Mr Krause said, as it would be too complex and expensive an operation

"Under normal circumstances, we run 10 000 trips a day over 350 routes," he said

Argus 25/4/84

Buses late: Big traffic jams in city

Staff Reporter

TRAFFIC jams clogged entrances to the city in the rush hour today as thousands of commuters who normally travel by bus took their cars to work to avoid delays caused by the bus drivers' dispute.

The increased traffic put further pressure on the city's limited parking facilities and there were long queues outside parking garages.

Yesterday afternoon traffic was reduced to a slower-than-normal crawl to the southern suburbs and Cape Flats, many motorists who chose to travel by car got home later than they would have had they waited for buses.

The dispute between City, Tramway and driv-

er members of the Tramway and Omnibus Workers' Union — the drivers are refusing to work voluntary overtime — has disrupted Peninsula bus services for eight days.

But the parties have agreed to call in an industrial council tomorrow.

The traffic manager, Mr Harry Attwood, said today "We have noticed a definite increase in the number of vehicles on the road during the past few days I imagine that it is due to more people using their own transport as a result of the bus dispute."

"Not serious"

But he described the situation as "not serious", with the traffic peak lasting "only about 15 minutes longer".

The Argus received many calls from motorists complaining about extra-long queues outside parking garages and a longer than usual bumper-to-bumper journey into the city centre.

Many believed that congestion was the result of commuters — unable to take the fatigue and frustration of long bus queues — making their own transport arrangements and forming lift clubs to get to work on time.

Regret

A Tramways and Omnibus Workers' Union spokesman has expressed regret that commuters have been inconvenienced.

After its unsuccessful attempt to resolve the dispute last week, the industrial council referred the matter to the Minister of Manpower for arbitration in terms of the Labour Relations Act.

Neither parties would comment on tomorrow's meeting.

ARG 45, 25/4/84

Workers down tools over wage dispute

~~152~~ ~~128~~ ~~129~~ ~~155~~
Labour Reporter Rosenberg, was unavail-
able

WORKERS at Rex Trueform stopped work for about an hour today after a wage dispute, according to a worker spokesman

The newly formed Clothing Workers' Union (CLOWU) said workers on the fourth and sixth floors — mainly machinists — had stopped work in support of a demand for a R10-a-week increase

"We believe that the workers' demand for a R10 increase is reasonable in the light of increasing prices of food and fares," said the spokesman

He added that clothing workers were "the lowest paid in the manufacturing industry"

"Qualified machinists with three years' experience get an average of R54 a week"

The managing director of Rex Trueform, Mr Norman Gillard, was not available for comment

However, his secretary, who would not identify herself, said "We have nothing to say. We've really got no problems here. Everything is settled"

The chairman of the industrial council for the clothing industry, Mr A

A worker outside the factory said that by midday today, the dispute had not been settled

Most workers at Rex Trueform belong to the Western Province Garment Workers' Union in terms of a closed-shop agreement

However, CLOWU claims that workers have turned to the new union for assistance

Black *Sowetan* union *26/4/84* on the move

By JOSHUA
RABOROKO

THE 35 000-strong National Union of Mineworkers (Num) has submitted a constitution for its Black Mine Surface Officials Association to the Chamber of Mines for membership protection.

This was confirmed by a Num spokesman following an agreement between the non-racial Tucca-affiliate Mine Surface Officials Association (Msoa) and the chamber

The implications of the agreement could have serious effects for racial harmony in the mines.

The agreement states that whenever mine managements employ blacks in surface white collar jobs, there must be prior consultation with the union (Msoa) which has a close shop agreement with the chamber

The Msoa had earlier declared a dispute with the chamber concerning infringements of the agreement because blacks had been appointed to jobs traditionally held by Msoa members.

AKSOS 26/11/02

Production back to normal at factory

Labour Reporter (135)

PRODUCTION was back to normal today at Rex Trueform after a work stoppage at the factory, according to the company

The managing director of Rex Trueform, Mr Norman Gillard, said workers, who stopped work in support of a demand for a R10-a-week pay increase, had been told that Industrial Council negotiations between the "official" Western Province Garment Workers' Union and the Cape Clothing Manufacturers' Association were in progress

Seventy-four workers at Cape Underwear in Epping were dismissed after stopping work in support of a similar demand, according to the Clothing Workers' Union (Clowu)

The company today refused to confirm or deny the dismissals.

In a statement Mr A Falconer, a director of Cape Underwear, said there had been an "instigated work-stoppage yesterday for a short period".

Clothing workers, particularly qualified machinists, have complained increasingly about their wages, which are among the lowest in the manufacturing sector.

DEFENDING

A qualified machinist gets about R54 a week

Defending the Industrial Council, which sets wages for the 60 000 clothing workers in the Western Cape, Mr Gillard said it was a "strong council, which has created stable working conditions"

135
CAPS TIMES 26/4/84

Machinists strike over pay dispute

Staff Reporter

MACHINISTS at Cape Underwear in Epping and at Rex Trueform in Salt River went out on strike yesterday morning, disrupting production for several hours, after being refused demands for a R10 pay increase at both places

At Cape Underwear about 74 machinists walked out and were dismissed for refusing to obey management calls to resume work after tea-break yesterday morning

Most of the workers belong to the 60 000 strong Garment Workers' Union (GWU) — the largest single union in the country — which is protected by a closed-shop agreement with employers. It is also affiliated to the Trade Union Council of South Africa (Tuca)

In Epping negotiations with management involved a R10 increase over present salaries of R54 a week for machinists, R47 for layers-up and R125 for cutters

A management statement said that a "few workers" had refused "to resume their duties whereupon their services were terminated". There was an "instigated" strike for a short period, the statement said, with no details of workers' demands

Most workers went back to work after lunch without their demands being met

The GWU assistant secretary, Mr Cedric Petersen, was jeered at when he tried to talk to workers at the site. "We do not do selective negotiations at a factory level, but we do so on an industry level," he said

At Rex Trueform, pamphlets calling for a strike, if a R10 pay increase was not met, were distributed among about 300 machinists. The managing director, Mr Norman Gillard, said there had been a stoppage but that work was continuing "normally"

It is believed the strike by between 10 and 20 people lasted for only a few hours

Guild applies to join Tucsa

Own Correspondent

CAPE TOWN — The recently formed South African Teachers' Guild has applied for registration as a national trade union

The guild is headed by Mr J R Lambson, former head of the Transvaal Educators' Society (TES) which was dissolved earlier this year. TES consisted of conservative teachers who broke away for the Transvaal Teachers' Association over ideological differences.

Mr Lambson said the guild had approached the Trade Union Council of South Africa (Tucsa) to become a member.

It looked as if there would be no problems there, he said.

Many former members of TES have now joined the guild which Mr Lambson claims has a membership of 80 or 90.

Mr Lambson said the guild hoped to attract all white teachers in South Africa and would deal only with salaries and conditions of service.

He said this was in direct contrast to the majority of teachers' organisations which pledged to work towards greater teacher unity on all matters affecting education.

"We will leave politics to the professionals and social issues to the existing organisations of each race group," he said.

White teachers who were members of other teachers' organisations would be permitted to join. "There will be no overlap," he said.

The application for registration appeared in the Government Gazette of April 18 and any teachers' organisation opposing its registration has until mid-May to do so.

Bus dispute talks fail again

AGGUS 27/4/84 Staff Reporter

CITY Tramways and the Tramway and Omnibus Workers' Union, which represents the company's drivers, have again failed to resolve their overtime dispute

Yesterday the parties met the industry's industrial council for a second time without reaching accord. Mr D C Benade, secretary of the union, said "We've really got problems now."

He would meet his executive soon to reassess the situation, and "we will probably have to call an urgent general meeting and do what has to be done".

It is understood that City Tramways asked for an official dispute to be declared, in order to take the matter to an industrial court. But drivers' representatives had "little faith" in the court.

Thousands of commuters waited for up to an hour in queues today as the dispute entered its 12th day.

Minister contacted over bus dispute

Care Time 27/4/68
135
1353

Staff Reporter

A DEPARTMENT of Manpower official confirmed yesterday that a letter to the minister had been received in connection with the City Tramways bus drivers' refusal to work overtime, which started on Monday, April 16

The letter was from the secretary of the Industrial Council for the Road Passenger Transport Industry, Mr D G Pickard, who referred the matter to the Department of Manpower

The minister has the power to refer the matter to an industrial court or leave it to the arbitration of a separate tribunal

However, yesterday the chairman of the Tramway and Omnibus Workers' Union, Mr Moegamat Soeker, said "We are still busy on an Industrial Council level." Talks would continue today, he said

Not a 'dispute'

Another letter would be sent to the minister to counter the one already sent, which asked the Department of Manpower to intervene in the matter, he said

None of the parties involved had declared the issue a "dispute" yet, and his men would continue to "work to rule," he said

"The whole thing is being dealt with at an Industrial Council level, which has referred it to the Minister of Manpower," said a City Tramways spokesman, Mr Bob Krause

Commuters reported waits of more than 30 minutes yesterday

"We are doing our best," Mr Krause said

ment provide for voluntary, not compulsory, overtime. The drivers' refusal is therefore not regarded as a strike and the company is powerless to fire workers because of their attitude, or to force them to work overtime.

Towu general secretary Dirk Benade tells the *FM* that about 1 200 bus drivers are sticking to the ban. He claims the company has been abusing overtime provisions in the current agreement, due to expire on May 6, as well as provisions of the Basic Conditions of Employment Act.

Benade says the decision to impose the ban was taken at a union meeting last Sunday at which employer proposals for a new agreement were discussed and rejected. "The drivers are determined that they shall not be moved. It is creating unhappiness among Cape Town's commuters but the men are fully justified in taking this course of action," Benade says.

A City Tramways spokesman refused to discuss details of the dispute but confirmed that the ban was having a "significant" effect on services. However, schedules had been reorganised to create as normal a service as possible under the circumstances, he added.

One possible course of action for the company would be to appeal to the Industrial Court to declare the overtime ban an unfair labour practice. This would be on the grounds that the ban involves a change in work practice which is adversely affecting City Tramways' business interests. Should the court rule in its favour, the drivers could be forced to return to overtime work.

The arbitration process which is now beginning is compulsory in terms of the Labour Relations Act, and is essentially concerned with the deadlock in the wages and conditions talks. It is not clear at this stage whether the arbitrator's brief will, or can, be extended to cover the issue of the ban on overtime.

If not, the matter could yet end up in the Industrial Court. The union action has demonstrated that although it provides an essential service, City Tramways is still vulnerable to legal industrial action. The company may be anxious to close the loophole — or at least obtain clarity on whether the workers' action is, or is not, an unfair labour practice.

BUS SERVICES (135) Cape overtime ban (3/1)

Travelling by bus in Cape Town has been disrupted as a result of a most unusual wrangle involving a Trade Union Council of SA (Tucsa) union ban on overtime.

The ban, which is affecting City Tramways' services throughout the Cape Town metropolitan area, results from a dispute between the company and the Tramway and Omnibus Workers' Union (Towu).

The ban has been in operation since last Monday. It was imposed as a result of the failure of talks in the industry's industrial council for a new agreement on wages and working conditions.

Because bus transport is classified as an essential service, the dispute has been referred to the Minister of Manpower for compulsory arbitration.

In terms of the Labour Relations Act a refusal to work overtime can, in certain circumstances, constitute a strike — depending on the substance of work contracts. And strikes in essential industries are illegal. In this case, however, City Tramways tells the *FM* that its contracts of employ-

TEACHERS' UNION

Fm 27/4/84
135

SA's first trade union for teachers could be registered next month. It could also be the first labour union whose constitution expressly rules out strike action.

This follows a gazetted application to register by the 100-member SA Teachers' Guild (SATG), which was formed a few months ago. The Federal Council of Teachers' Associations (FCTA) has "regretted" the formation of the new "splinter" group.

The Guild, which consists of essentially the same members as the recently dissolved Transvaal Educators' Society (TES), has "only one objective: To negotiate competitive salaries and conditions for all teachers and thus enhance the status of the profession," says SATG chairman John Lambson, who also headed the short-lived TES.

Further, says Lambson, the union will be "completely apolitical." SATG membership is open to all white teachers at the moment, although applications from other race groups could possibly be considered "at a later stage," he says.

Lambson has his eye on the 21 000 white teachers (of a total 69 000) who, he says, do not belong to any association. Because of the "narrowness" of the objectives of the teachers' associations, Lambson hopes that those who are association members will remain so and join

his union as well.

The Guild has applied to the Trade Union Council of SA (TuCSA) for membership, and TuCSA general secretary Arthur Grobbelaar has indicated that he is well disposed.

Explaining his opposition to the formation of the Guild, Transvaal Teachers' Association (TTA) chairman Jack Ballard says he can see no need for it, in view of the national FCTA's "outstanding" work for teachers.

The associations, which are not unions, would much prefer a "professional body" to deal with their salaries and conditions, says Ballard. He feels that the guild is merely "another platform" for the TES, which he says was an unrecognised body with very few members.

The FCTA is already "pretty far down the road" in its negotiations with Minister of National Education Gerrit Voojoe to form a national body embracing teachers of all race groups.

However, the formation of the SATG is a "national issue" and will be more fully considered when the FCTA meets early in May. Since the teacher associations are not trade unions, says Ballard, he doubts that they are entitled to lodge objections to the SATG's registration.

**Fired GWU workers
defect to rival union**

ABOUT 80 Garment Workers' Union (GWU) members involved in a strike at Cape Underwear in Epping on Wednesday had defected to the rival Clothing Workers' Union (Clowu), a Clowu spokeswoman said yesterday

The workers had been dismissed after refusing to work on Wednesday when their demands for a R10 wage increase was refused by management.

The strikers tried to speak to workers returning to work, but were prevented by police from doing so, the Clowu spokeswoman said

The strikers who have been gathering at the Anglican Church hall in Bonteheuvel are said to be receiving help from local residents, who have been supplying food to them

GWU secretary Mr Cedric Petersen said that workers arrived in good spirit yesterday morning and were not aligning themselves with those who had been dismissed

"If those (dismissed) workers come to us for advice we will refer their case to the Industrial Council," he said So far none had come

Cape Times 27/4/84
135 *Staff Reporter*

How can the Doors of Learning and Culture be open to all? The Freedom Charter defines the goal of a just education system in this way: "The Doors of Learning and Culture shall be opened to all." The aim of this paper will be to look at each part of that aim:

- the doors of learning
- How are we to define the 'doors of learning' in 1984?
- shall be opened
- How?
- to all
- How can that 'all' be as inclusive as possible?

This analysts will draw heavily on two of the most important writers on education this century has produced - Ivan Illich and Paulo Freire.

Paddy Kearney

EDUCATION FOR JUSTICE

Mvubelo slams disinvestment

By Carolyn Dempster,
Labour Reporter

Most South Africans would vote against disinvestment by foreign companies, veteran trade unionist Mrs Lucy Mvubelo has said

The 64-year-old general secretary and founder of the 16 000-member National Union of Clothing Workers said this week she believed current American support for disinvestment was largely fuelled by South African exile groups

"If it were not for our own people propagating disinvestment, it is unlikely there would be much interest or support among overseas groups"

Mrs Mvubelo has just returned from America where she was scheduled to testify before the House of Representatives' sub-committee on the District of Columbia's deliberations for disinvestment of the Cities Pension Funds

BILLIONS

The pension funds, which total billions of dollars, are used to assist American enterprises throughout the world.

In a report-back to the American Chamber of Commerce, Mrs Mvubelo explained that the sub-committee refused to listen to her submission.

"It was clear they had made up their minds before I even arrived," she said.

The trade union leader has long been the target of severe criticism by fellow unionists for her



Veteran trade unionist Mrs Lucy Mvubelo ... "if foreign companies move out of South Africa, who is going to provide the opportunities?"

anti-disinvestment stance, and has been dubbed a Government stooge by anti-apartheid groups since the 1970s

But she points to the changing attitudes of prominent black political figures as proof that disinvestment is not necessarily the "right route"

'ASK TUTU'

"Look at Dr Motlana Ask Bishop Tutu what he thinks

"I am not a voter I have no voice in this country. But, as a worker, I know that if foreign companies move out of South Africa, who is going to provide the op-

portunities?

"What is going to happen to the generation coming up with a better education?"

"I do not see why foreign companies should be used as a springboard to bring down apartheid"

Mrs Mvubelo does not see herself as a politician and reiterates that the economy is the only solution to the problems facing South Africa

Yet she openly states "Of course, our aspiration is liberation"

"We have still got people, even at this hour, who are prepared to sit down and talk with the Government."



Unions back bus drivers' 'work-to-rule'

Cape Times 28/4/82
130 187

Staff Reporter

FIVE major unions in the Western Cape have given their full support to the "work-to-rule" action taken by Cape Town's bus drivers

In a joint statement from the National Automotive and Allied Workers Union (NAAWU), the National Union of Textile Workers, the General Worker's Union, the Cape Town Municipal Workers Association and the Food and Canning Workers Union, City Tramway's is accused adopting a "consistently unco-operative attitude towards its drivers and entire communities depending on it for transport"

"The bus drivers of City Tramways, like many workers in South Africa, are struggling for higher wages and improved working conditions," the unions say

"The drivers have for many years been subject to unsociable hours of work, long waits between shifts and no overtime pay for working weekends"

The unions claim that the drivers' action is a direct result of the "inadequate response of the bosses"

"Even though many of our workers have suffered increasing inconvenience as a result of the work-to-rule, we support that the greed and uncompromising attitude shown by the company should not go unchallenged

The unions also accuse City Tramways of charging "ridiculously high fares at a time of vast unemployment and widespread suffering as a result of the ever-increasing cost of basic necessities"

Cape Times 28/4/84

20 workers defect to Clowu from GWU

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Staff Reporter
TWENTY more machinists belonging to the Garment Workers' Union (GWU) who were involved in a strike at Cape Underwear in Epping on Wednesday, joined the rival Clothing Workers' Union (Clowu)

yesterday, a Clowu spokesman said

This brings the total number of workers defecting from the GWU chapel at the Epping firm to 100. Management at Cape Underwear say the workers have been dismissed for failing to

obey orders to return back to work on Wednesday, when their demand for a R10 wage increase was turned down. Machinists currently earn R54 a week.

Workers feel strongly that management now say they have dismissed themselves for refusing to return to work. Workers say they have been "literally chased out" after management gave them a five-minute ultimatum to return to duty, which they refused to obey.

In a statement yesterday, Cape Underwear said they were not approached by Clowu prior to the stoppage on Wednesday, when some workers struck. "It is now apparent that our company is being totally misused in a power struggle between competing unions," the statement said.

"Management cannot condone wild-cat stoppages instigated by people outside the normal industry infrastructure. To tolerate this would lead to total instability within the industry," said Mr Alan Falconer, a director at Cape Underwear — which is part of the giant Seardel Group.

The company believed the employment package offered was well in excess of the minimums laid down in the Industrial Council agreement, and that it had acted in good faith under extremely trying circumstances, said Mr Falconer.

A spokeswoman for Clowu, however, denied the firm's claims of not being approached by them. Clowu did approach the management at Cape Underwear two weeks before the strike on Wednesday, she said.

"We would like to state that no union can instigate a strike. Strikes develop because of dissatisfaction between workers and their bosses. At Cape Underwear workers have been trying to speak to management for two weeks, resulting in threats and insults," said the spokeswoman.

A half-hour stoppage by machinists at Bibette, another clothing factory in Lansdowne, also belonging to the Seardel Group, was reported yesterday morning. It is believed, that it also involved a wage dispute, but the report could not be confirmed. Managing director Mr Winer was engaged in a high-level management meeting and could not be reached.

Clowu is an independent union formed last year in opposition to GWU, which is the largest single union in the country.

Thousands late for work as bus drivers' dispute goes on

AKG us 30/4/84

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THOUSANDS of commuters were late for work again today — some by as much as an hour — as the bus drivers' overtime dispute continued.

At a weekend meeting many drivers threatened to stop work, but were persuaded to stick to the overtime ban and work to rule.



Mr Harry Attwood

Commuters said delays were particularly bad on routes into Cape Town from Milnerton, Mowbray, and Manenberg and between the city and Sea Point

Peak traffic

Traffic manager Mr Harry Attwood reported heavier-than-usual morning peak traffic in Claremont and Rondebosch along Campground Road, and Vanguard Drive in the Bonteheuwel/Langa area

Although many more people than usual appeared to be driving to work, there were no major traffic disruptions

Some bus drivers said buses had been diverted from Mowbray and Manenberg to cope with the disrupted Sea Point service

Routes affected

But City Tramways public relations officer Mr Bob Krause said it was not possible to isolate particular areas where buses had been diverted.

"Every one of our 10 000 daily trips on 350 routes has been affected to some extent. We are doing our best to re-schedule buses where the demand is highest"

Bus drivers resolved at a weekend meeting of the Tramway and Omnibus Workers' Union to continue their overtime ban until City Tramways management agreed to their demand for a 15 percent pay increase

Arbitration

City Tramways has referred the dispute to the Minister of Manpower for arbitration in terms of the Labour Relations Act

Mr DC Benade, secretary of the Tramway and Omnibus Drivers' Union, said the drivers had called on the union to dismiss "scabs" — drivers who were defying the

strike, but he had told them to "ostracise" rather than "toss them out"

Mr Benade said the main difference between the drivers and City Tramways was the union demand for a 15 percent increase to compensate drivers for having to upgrade their driving licences from heavy-duty to extra-heavy-duty

The increase, he said, would merely bring the drivers into line with the wage board's minimum determination for drivers with extra-heavy-duty licences

City Tramways has offered drivers a six percent increase and another two percent for drivers of new buses with increased standing-room

Mr Krause refused to comment, remarking only that City Tramways did not conduct its negotiations through the media

The work-to-rule campaign being carried out in conjunction with the overtime ban involves sticking rigidly to all traffic regulations

● Federation supports bus drivers' action — Page 5

Staff Reporter

Bus drivers to continue wage action

CAPE TOWN 30/4/84
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Staff Reporter

AT A meeting held between bus drivers and the Tramway and Omnibus Workers' Union at Gatesville, Rylands, yesterday drivers resolved to continue their "work-to-rule" action and refuse to work overtime till City Tramways agreed to their demand of a 15 percent pay increase.

The resolution said the situation would return to normal only if the company was pre-

pared to negotiate and meet the demands of the 15 percent increase and to make it retroactive to May 6, the expiry date of the agreement.

Drivers have been refusing to work overtime for two weeks now in protest against wage negotiations and shifts spread over "too many" hours.

The work-to-rule has considerably disrupted bus schedules. Commuters have regularly had to wait an extra half-hour or more for buses, and some routes are no longer served by the same number of buses.

Meanwhile, negotiations between the drivers' union and City Tramways have reached a deadlock. The dispute has been referred to the Minister of Manpower for arbitration.

The secretary of the drivers' union, Mr D C Benade, said the union "did not agree with the way the dispute was taken to the minister".

He said drivers had a "bad experience" with the Industrial Court two years ago, when the court determined they should have only a 5 percent increase.

CAPE TIMES 1/5/84

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Fired clothing workers in 'strike vigil'

By RIAAN DE VILLIERS
Labour Reporter

MORE than 130 fired strikers from Cape Underwear sang and chanted on the fourth day of their "strike vigil" in a Bonteheuwel church yesterday.

The workers, almost all women, are being organized by the Clothing Workers' Union (Clowu), a new, independent union battling for a stake in the giant Cape clothing industry.

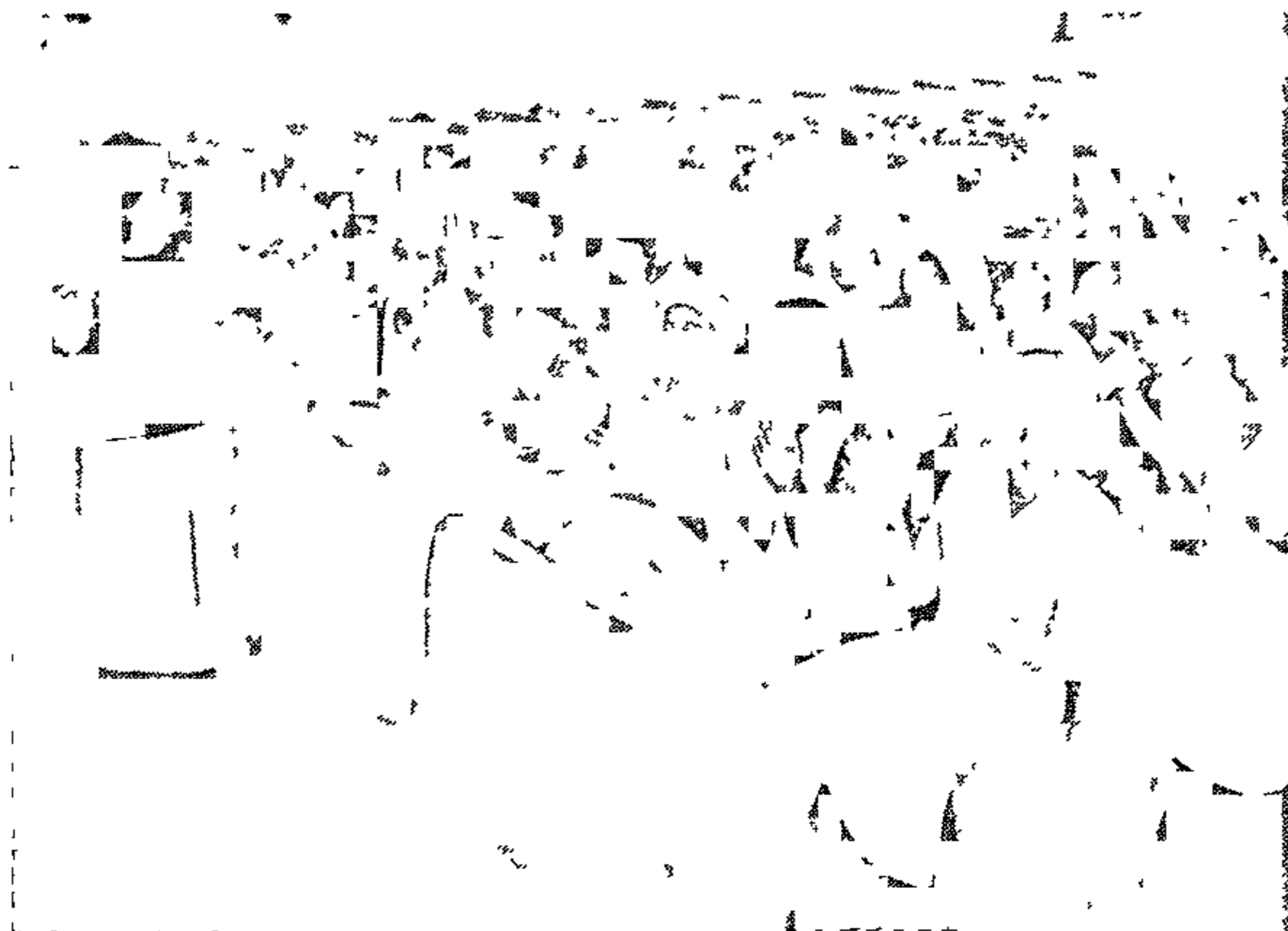
The workers regard themselves as being on strike after a demand for a pay increase was refused by Cape Underwear management last week.

The company regards them as having been fired.

The workers and union officials say they have conveyed their willingness to negotiate to management, and are awaiting a reply.

"We will wait here until our demands are met," they said.

Mr Allan Falconer, a director of Cape Underwear, said he would comment fully on the situa-



Fired Cape Underwear workers singing in a Bonteheuwel church yesterday

tion today.

The dispute is seen as crucial for the future of Clowu, a new, independent union formed last year in an attempt to challenge the massive, established Garment Workers' Union (GWU) which has 60 000 members and is protected by

a closed-shop agreement with employers.

In an important development, the GWU has asked employers to bring forward wage increases due to all clothing workers in July in terms of the existing industrial council agreement, a highly placed source in

the industry said yesterday.

He added the union had also asked employers to consider granting bigger increases.

This is seen as an attempt to retain support of clothing workers in the face of independent

worker demands. There were short stoppages at several other clothing factories last week.

The fired Cape Underwear workers said they would continue to meet in the church until their demands were met and hoped they would be joined by more workers.

They said they originally numbered 52 but their ranks had swelled to 137.

They have been marching to and from the factory every morning and at lunchtimes.

Spokesmen said they were still members of the GWU but had also joined Clowu since Wednesday.

● A young clothing worker who had joined the strikers was removed from the church by relatives yesterday and was taken away in a car despite remonstrations by union officials and striking workers.

The secretary of the industrial council for the Cape clothing industry could not be reached for comment. The council chairman, Mr A M Rosenberg, declined to comment.

KOM 1/5/84 (135)

Hotel workers win pay hike

Labour Correspondent

LEGALLY-BINDING minimum wages for Witwatersrand hotel-workers are to rise by 25% in August after five months of tough negotiations between employers and the Witwatersrand Liquor and Catering Trade Employees' Union at their industrial council

Deadlock between the two sides during the negotiations led to a decision to call in mediators to help settle the dispute, and the final settlement came after three mediation sessions

This was announced yesterday in a statement by the union, which represents white and coloured workers. It added that the new minimum wage would be R218 a month

However, the union added that this was "far from satisfactory" and endorsed a call by the Commercial, Catering and Allied Workers Union (CCAWUSA), which represents black hotel workers, for a minimum of R350 a month

It said a joint hotel shop stewards' committee, comprising stewards from both

unions at two major hotel groups, Southern Sun and Holiday Inns, and two large hotels — the Carlton and the Johannesburger — had asked the hotel managements for negotiations on this demand

According to the union's statement, minimum pay for workers in job grades where the minimum is less than R250 will rise by 25% and that for higher-paid workers by 15%

Wages will now be negotiated annually instead of every three years

MD considers request to meet union

CAPE TIMES 2/5/84 (152) (153) (154) (155) (156) (157) (158) (159) (160) (161) (162) (163) (164) (165) (166) (167) (168) (169) (170) (171) (172) (173) (174) (175) (176) (177) (178) (179) (180) (181) (182) (183) (184) (185) (186) (187) (188) (189) (190) (191) (192) (193) (194) (195) (196) (197) (198) (199) (200) 135

By RIAAN DE VILLIERS
Labour Reporter

THE managing director of Cape Underwear Manufacturing yesterday declared he was considering a request to meet the Clothing Workers' Union, which is organizing workers fired after striking at the factory last week.

In an interview, Mr Cecil Beekman said he had received a letter from the union in which it provided some information about its organization and asked for a meeting.

"I am considering this — but as we employ 680 people it is obvious that they do not represent the majority of our workforce," he said.

Some 50 workers were fired after striking for more pay at the Epping factory last week.

They are meeting in a "strike vigil" on every working day in a Bonteheuwel church, where they are being organized by Clowu — a new rival union to the established Garment Workers' Union.

They have since been joined by more workers and the group now numbers more than 130.

In a detailed statement on the dispute, Mr Beekman said pamphlets distributed since February had repeatedly "caused labour unrest" at the factory.

After a short work stoppage over wages by a "small minority" of workers, management arranged



Labour

for a representative of the Garment Workers' Union to address the workers to air their grievances through the "correct channels".

It also investigated its standing within the industry regarding pay and benefits and reported back to workers that it was "proud" of the package offered as wages were well in excess of the industrial council minimum levels and many other fringe benefits were offered.

This satisfied most workers but a "group of instigators" then demanded that workers should strike.

Workers were told to return to work within five minutes or consider themselves as having been dismissed.

Most returned but 49 did not and were asked to leave.

Since then more workers had stayed away. These were being considered as "normal absentees" and were welcome to return, he said.

Mr Beekman said wages were negotiated on an industry level and the Cape Clothing Manufacturers' Association had called a meeting to discuss a request from the Garment Workers' Union to bring forward — and improve — an increase due on July 1.

"Management cannot condone wild-cat stoppages instigated by people outside of the normal industry infrastructure and to tolerate this would lead to unbelievable instability in the industry," he added.

Buses: ^{City Times} 'NO 25/84' official dispute'

Staff Reporter

THE Tramway and Omnibus Workers' Union yesterday denied that an official dispute had been declared between the union and City Tramways, following the bus drivers' refusal to work overtime which is running into its third week.

The union was responding to a full-page City Tramways advertisement placed yesterday in all major dailies, explaining that the disruption in bus services in the City was due to a "dispute" existing between the company and the drivers' union.

Drivers refused to work overtime after their demands for a 15 percent pay increase was turned down.

"We maintain that no official dispute exists," said Mr D C Benade, Tramway and Omnibus Workers' Union secretary "I can prove that beyond any doubt."

The Industrial Coun-

cil could only declare a "dispute" when a resolution was moved, seconded and approved by a majority vote, said Mr Benade. This, he said, had not taken place and therefore a dispute could not be declared.

A spokesman for City Tramways said that the matter was referred to the Industrial Council, who had referred it to the Minister of Manpower for arbitration.

● Meanwhile, Mr Johnson Mpukumpa, chairman of the Nyanga Men's Hostels and Workers' Association, has appealed to employers not to take a "hard line" against workers affected by the disruption in bus services.

"People are struggling to get to work," he said.

At the same time, he declared the association's support for the bus drivers in their fight for better pay, and called on City Tramways management to meet the drivers' demands.

Hotel wage hike

THE Witwatersrand Liquor and Catering Trade Employees Union has completed a new wage agreement for hundreds of members on the Witwatersrand — but the union is unhappy with the minimum wages.

In terms of the agreement negotiated at the Industrial Council, increases for workers who earn below R250 per month, will be 25 percent and 15 percent for those over R250 as from August 1

The union's secretary, Mr Dirk Hartford, said in a statement that the agreement meant that the overall minimum wage in hotels will have gone up from R168 to R218 per month

Food

"Deductions for food and accommodation have not been increased and wages will now be negotiated annually instead of every three years.

"As far as the union was concerned, Mr Hartford said, the minimum wage that will be paid in the hotel industry was far from satisfactory. Black workers are mostly affected by the agreement and would struggle for a minimum of R350

"Our union's experience in the recent negotiations has once again highlighted one of the major flaws in the Industrial Council system. We have found that bigger employers are able to hide behind smaller employers on the question of minimum wages," Mr Hartford said

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LABOUR

Factory No to wage talks on plant level

Labour Reporter

CAPE Underwear Ltd, whose factory is the scene of a wage dispute, is not prepared to negotiate wages on a plant level as this would cause "chaos" in the industry.

Mr Cecil Beekman, managing director, said it was "impossible" to hold factory negotiations in a "labour-intensive" industry.

He added, however, that the Cape Clothing Manufacturers' Association had called a meeting to discuss a request from the Western Province Garment Workers' Union (WPGWU) "to bring forward the negotiated increase which is due on July 1 and to possibly consider improving it".

About 150 workers, some of whom were dismissed after a brief work stoppage last week, are continuing to meet in a church hall in Bonteheuvel.

Increase

The workers are demanding a R10-a-week increase.

The minimum wage laid down for a qualified machinist is R54 a week.

The clothing industry is the largest employer in Cape Town, with more than 60 000 people working in more than 400 factories.

Mr Beekman said the company was "proud of its current employment package, which is well in excess of the minimums laid down by the Industrial Council agreement and which includes many fringe benefits which are in the interests of the welfare of our workforce".

He said the stoppage had been "instigated by a small minority of workers".

The management had asked workers with grievances to go through the "correct channels" and approach the WPGWU with their grievances, Mr Beekman said.

Agreements

The giant union, with 60 000 members, is protected by closed-shop agreements in most clothing factories in the Western Cape.

Most of the dismissed workers, who consider themselves on strike, have joined the recently formed and unregistered Clothing Workers' Union (Clowu).

Mr Beekman said Clowu had written to the company, which was "investigating its credentials".

"The total organisation at this point comprises one officer and whatever workers she can get to join".

He added it was "obvious" that Clowu was not representative of the company's workforce of 680.

CAPE TOWN'S
3/5/84

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Clowu
talks
possible

Labour Reporter

CAPE Underwear Manufacturers and the Clothing Workers' Union (Clowu) may negotiate later this week over the fate of workers fired after striking at the firm's Epping plant.

Mr Cecil Beekman, managing director of the clothing firm, said he was considering a request for a meeting from the union.

Yesterday, he said he had made an offer for a four-man management delegation to meet with a union official and three workers on Friday morning. He was still awaiting a reply from Clowu.

A union spokesperson said the offer would be discussed by the workers yesterday afternoon.

Clowu, a new union formed in opposition to the giant Garment Workers' Union, has been organizing 49 workers fired for striking for more pay at the factory last week.

The workers have been meeting daily in a "strike vigil" in Bonteheuwel churches. The group now numbers over 130.

Employer to meet strikers

Cape Times 4/5/84 135 137 132 187

By RIAAN DE VILLIERS
Labour Reporter

A MEETING will take place this morning between management of Cape Underwear Manufacturers, an official of the Clothing Workers' Union and workers fired after striking at the firm's Epping plant last week

While the meeting may be crucial to the dispute, there seemed to be little prospect of a negotiated settlement yesterday

Mr Cecil Beekman, managing director of Cape Underwear, said he would attend the meeting because the union had requested it

Ultimatum

However, he was not prepared to consider re-employing 49 workers dismissed after ignoring a management ultimatum to return to work last week — and was not prepared to discuss the matter either. Any impression previously created by press reports that he would consider taking back the workers was incorrect, he added

The original 49 workers have since been joined by other workers from the plant

Earlier this week, Mr Beekman said any workers who had gone absent since the strike on Wednesday were "welcome to return"

In a statement, Clowu's general secretary, Ms Zubeida Jaffer, said the union would do "everything to try to settle the dispute"

However, she added that workers remained "strong in their demand for a R10 increase"

While she would not elaborate, it is thought the union and worker delegation will continue to demand the increase as well as the return of all workers

Meanwhile, top churchmen and other prominent figures have written an open letter to Cape Underwear management in which they express hopes that the dispute will be "speedily resolved".

Among the signatories are Dr Allan Boesak, president of the World Alliance of Churches, the Rev Syd Luckett of the Anglican Church, Dr J C Adonis of the N G Sendingkerk and Sheikh Nazeem Mohammed, president of the Muslim Judicial Council

They and others held an interdenominational church service for the workers in a Bonteheuwel church yesterday

The letter was then read out and signed and taken to the factory by a delegation of three churchmen

It said the strike was a "terrible sacrifice for workers and their families" and said they had a "desire to reach a reasonable and just settlement"

In response, Mr Beekman said later "The company reiterates its commitment to discuss in good faith any problems relating to employer-employee relationships on the basis of accepted industrial relations practices"

He added the company had already agreed to meet Clowu at their request "against this background"

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Drivers' union slates bosses

By EBRAHIM MOOSA
CITY TRAMWAYS had adopted a "provocative and dangerous attitude" by making pay negotiations subject to bus drivers working overtime again, the Tramway and Omnibus Workers' Union secretary, Mr Dirk Benade, said yesterday

This follows the calling-off of the overtime ban in support of higher wages by the drivers' union on Wednesday

"I am sorry that I called off the ban yesterday (Wednesday), because quite a lot of my members are not happy that I did so," said Mr Benade

The ban on overtime was called off in the hope that the company would negotiate their pay demands and sign a new agreement with the union, since the current one expires on Sunday

Lifting the ban on overtime did not mean ordering the men to do overtime, said Mr Benade. Working overtime was "completely voluntary" The company was now demanding that drivers work overtime

before any negotiations took place

"This is blatant intimidation which could be easily construed as unfair labour practice," he said

Drivers refused to work overtime from April 16 after their demand for a 15 percent wage increase was turned down by City Tramways management. The matter has now been referred to the Industrial Court for arbitration which will start its hearing on May 17

Yesterday, drivers worked overtime at a few depots only and the commuter service is not yet running normally on all routes. Many drivers

felt that the ban on overtime should remain until their demands were met

A spokesman for City Tramways, Mr Bob Krause, yesterday said the company was monitoring the situation and taking buses from scheduled services for use in problem areas. It would take some time for services to return to normal

Drivers will be informed of the latest position in their dispute with City Tramways at a general meeting on Sunday at 3pm, in the Garment Workers' Hall, Industria House, Victoria Road, Woodstock

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Attempts to end bus row fail again

Staff Reporter

AN attempt by City Tramways and the Tramways and Omnibus Workers' Union to settle an overtime dispute failed in confusion today — and it now appears the dispute may be settled only by an industrial court meeting later this month

After union secretary Mr D C Benade had called on Wednesday for drivers to end their overtime ban, City Tramways agreed to resume negotiations with the union over drivers' grievances

But today Mr Benade claimed that City Tramways' general manager, Mr N Cronje, had called off today's meeting because drivers were ignoring Mr Benade's call

City Tramways "categorically" denied it had cancelled the meeting

It said in a statement

today that no union officials turned up for the meeting, and "it now appears that the matter will only be settled by an industrial council which will take up the matter later this month"

Mr Benade accused City Tramways of turning the dispute into a "highly dangerous and provocative situation" by making the working of overtime a condition for negotiation

"We will not allow this to happen," he said

The dispute is now in its third week. It has become increasingly clouded in confusion and the union has called an urgent general meeting for Sunday to discuss the situation.

Meanwhile, services were disrupted again today as many drivers ignored Mr Benade's call for an end to the overtime ban

CAPG TIMES 5/5/86
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City bus drivers firm on overtime

By EBRAHIM MOOSA

THE pay dispute between City Tramways and the drivers' union, the Tramway and Omnibus Workers' Union, which has hit bus services in the City, has still not been resolved. City Tramways general manager, Mr N S Cronje, accused union officials of failing to attend a scheduled meeting at 10am yesterday which, he said, "would have dealt inter alia with the current dispute situation and other matters pertaining to it".

It now appeared as if the matter would be settled by the Industrial Court, which sits on May 17, said Mr Cronje.

However, union secretary, Mr Dirk Benade, denied yesterday that a meeting had been called.

Conceding only that a

"tentative" meeting had been scheduled for yesterday, he said that it had in fact been called off by Mr Cronje himself on Wednesday, because Mr Cronje had insisted that the men continue working overtime as a pre-condition for any talks.

A City Tramways spokesman, Mr Bob Krause, said "We categorically deny that this was the case".

Yesterday, drivers at most depots still refused to work overtime, although Mr Benade unilaterally called off the "work-to-rule" decision on Wednesday.

● A general meeting will be held at 3pm tomorrow, in the Garment Workers' Hall, Industria House, Victoria Road, Woodstock, to inform drivers of the latest position in their dispute.

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Deadlock in 'strike' talks

Labour Reporter

TALKS between Cape Underwear management and a Clothing Workers' Union delegation deadlocked yesterday when management refused to take back 49 workers fired after striking at the firm's Epping plant last week.

Following the all-day meeting in a City hotel, 130 workers involved in the dispute — who all regard themselves as being on strike — decided not to return to work unless everybody was taken back.

Forty-nine workers were originally fired after striking but were subsequently joined by others, bringing the total to 130.

Ms Zubeida Jaffer, secretary of the newly formed Clothing Workers' Union, said in a statement that management had "deadlocked" the talks through its refusal to reinstate the 49 workers who were "initially forced out of the factory".

The 130 striking workers, believing the dispute had been "forced

on them by management due to their reluctance to listen to their wage demands", unanimously resolved late in the afternoon not to return to work unless everybody was accepted back, she said.

Mr Cecil Beekman, managing director of Cape Underwear, confirmed the talks had deadlocked because management had refused to take back the 49 workers, in line with its attitude announced earlier this week.

However, he reiterated that workers who had gone "absent" since then were "welcome to return".

'Unrelated'

As the majority of its workers were members of the Garment Workers' Union, which was the trade union party to the industrial council, the company had "no alternative" but to accept this as the forum for collective bargaining purposes.

The Cape Clothing Manufacturers' Association would meet on Tuesday to consider a GWU request for a general wage increase throughout the industry.

Regarding the 49 workers, management could not condone a situation in which employees "refused to resume their duties" in support of a wage demand which was "totally unrelated to the current discussions within the industrial council", he added.

City bus drivers to continue ban on overtime

Staff Reporter

PENINSULA commuters were delayed again today following a decision by City Tramways drivers to continue their overtime ban indefinitely.

The decision was supported by all but five of 400 drivers who attended a Tramway and Omnibus Workers' Union meeting at Salt River yesterday

A motion for a one-day strike was defeated, but many drivers criticised chairman Mr M Soeker for refusing to read out the strike motions before the vote when he was requested to do so, claiming that he was "biased"

Mr Soeker and the union secretary, Mr D C Benade, were also criticised by several speakers for making decisions without consulting drivers

When Mr Benade was asked to explain why he had taken it on himself to call off the overtime ban last week when he heard an industrial court would arbitrate in the dispute on May 17, he said "I make no apologies for my decision"

He said "the court is just the place to put things right because the law is on our side"

Mr Soeker was criticised for writing to the industrial court without a mandate from the drivers

He explained that the letter had been written in his capacity as acting chairman of the industrial court and not as chairman of the union

The Minister of Manpower, Mr P T du Plessis, said in a letter read out at the meeting that the dispute was "receiving his urgent attention"

Clothing union duel hotting up

By RIAAN DE
VILLIERS
Labour Reporter

THE Industrial Council for the Cape clothing industry meets today to consider a request by the Garment Workers' Union (GWU) to bring forward, and increase, wage hikes for over 60 000 clothing workers due in July

The meeting follows several incidents of unrest in the industry, including a wage strike at Cape Underwear in Epping

These followed the formation of the Clothing Workers' Union (Clowu) which is attempting to win workers away from the giant (GWU), officially recognised by employers and party to the industrial council

Defections

The request by the GWU has been viewed as an attempt to contain worker demands and forestall further defections to Clowu

However, this was denied yesterday by Mr Cedric Petersen, the GWU's assistant general secretary, who said the request was "entirely unrelated to the recent incidents".

He said the union had originally put the request to employers in February this year before the incidents had taken place

The Cape Clothing Manufacturers' Association met yesterday to discuss the request prior to today's meeting. Mr Colin McCarthy, secretary of the association, would not comment on the discussions

● A Clowu official delivered a letter, thought to be from the Cape Underwear workers, to the meeting. Mr McCarthy

declined to elaborate on the contents and the worker's strike committee was unavailable last night for comment

● In a statement earlier this week, the association confirmed that wage talks would take place today and also commented for the first time on the situation in the industry

In what appeared to be an expression of support for both the industrial council system and the GWU, it said the industry operated "under the agreement negotiated through the industrial council" and the association was "satisfied" that the parties presently negotiating the wage adjustment were the "qualified bodies of both management and the workforce in the industry"

Rival unions

● Meanwhile, the Minister of Manpower, Mr Pietie du Plessis, has called on employers facing conflicting demands from rival unions to avoid worsening conflict.

Addressing the Cape Chamber of Industries last week, Mr Du Plessis said employers were increasingly faced with demands for recognition by more than one union with "conflicting claims of worker support"

A "great responsibility" rested on employers to "act in such a manner that any possible conflict situations are not worsened".

He said it was "difficult to lay down guidelines for action", but employers should try to identify natural leaders among their employees as these would "probably emerge as union leaders"

CAPE TIMES 10/5/84

Pay rises for 60 000 workers

Labour Reporter

MORE THAN 60 000 Cape clothing workers are to receive pay rises originally due in July as well as an additional R2 pay increase, following a meeting of the industrial council for the Cape clothing industry yesterday

The increases, agreed on by representatives of the Cape Clothing Manufacturers' Association and the Garment Workers' Union (GWU), follow several incidents of unrest in the industry

'Inadequate'

The Clothing Workers' Union — formed recently in opposition to the officially recognized GWU — later declared it viewed the increases as "completely inadequate"

Following the council meeting, reliable sources in the industry said employers had agreed to a GWU request that increases in various categories scheduled for July 1 in terms of the existing industrial council agreement be brought forward and paid from May 18

Employers also agreed to a union request that all workers should receive an additional R2 increase.

Sick-pay rates would be increased from about 50 percent to 65 percent of actual wages, the sources said

They added that the current agreement expired on December 12 and both employer and union parties to the council agreed to start negotiating a new agreement "as soon as possible" so that new wage rates could be implemented from December 13

'Dissatisfaction'

Ms Subeida Jaffer, Clowu's general secretary, said in a later statement that the union viewed the increases as "completely inadequate", and "regretted" the decision made by employers in the light of the "grave dissatisfaction" expressed by workers

"It believes their response can only worsen the present crisis in the clothing industry," she added

Mr A M Rosenberg, chairman of the industrial council, Mr Simon Jocum, chairman of the Cape Clothing Manufacturers' Association, and Mr Cedric Petersen, assistant general secretary of the GWU, declined to comment.

LABOUR NEWS

Mine surface union is a multi-racial closed shop

By PHILLIP VAN NIEKERK

AN AGREEMENT between the Chamber of Mines and the 15 000-strong Mine Surface Officials' Association (MSOA) effectively entrenching a closed shop among surface mining officials was clinched on Wednesday.

The agreement follows a lengthy dispute between the MSOA and the chamber over the alleged appointment of blacks to posts traditionally held by whites without consultation with the MSOA. The MSOA alleged that the chamber was infringing its "better utilisation of labour" agreement with the union and that blacks were being paid less than whites in similar jobs.

The chamber argued that as blacks were being appointed to clerical, rather than genuine surface officials jobs, and were not doing the jobs traditionally done by white MSOA members, there was no obligation on them to consult the MSOA.

The agreement comes within months of the formation of a Black Mine Surface Officials Association, under the wing of the National Union of Mineworkers, to represent black mining officials who until a few years ago were not allowed to belong to the MSOA.

Mr Robbie Botha, general secretary of the

MSOA, said yesterday that in terms of the agreement the closed shop is to be extended to all blacks, coloured people and Asiatics employed after April 9 in more senior positions. The closed shop agreement was signed in 1969 when the MSOA represented only whites and there was doubt whether it extended to blacks as well.

The right of freedom of association has been guaranteed for less senior black, coloured and Asiatic staff, and the more senior black, coloured and Asiatic officials employed before April 9. There is also a guarantee that senior blacks and whites will be paid equal pay for equal work.

Mr Botha said he was personally satisfied with the agreement, particularly the retention of the agreement that no blacks can be appointed without the approval of the MSOA.

"It is not that we are against their appointment," he said. "We want to assist them to maintain the same salary level as whites. We see this agreement as a safeguard for the non-white."

Mr Johan Liebenberg, industrial relations adviser for the Chamber of Mines, was not available for comment yesterday, but an assistant confirmed the agreement.

Unions oppose call for bus fare increases

Weekend Argus
Labour Reporter

THE proposed bus fare increase has been met by strong trade union opposition and observers, including an industrial relations consultant, says it will result in increased wage pressures on the private sector.

Commenting on the application by City Tramways to the Local Road Transportation Board for an average 12 per cent increase, Mr Steve Woods, industrial relations consultant, said the fares would have to be paid by those who "can least afford them".

"While management will be hard-put to meet the wage demands of the workers which might arise from the fare increase and the hike in general sales tax, these demands will also be justified," Mr Woods said.

Meanwhile trade unions have indicated they will oppose the City Tramways application.

A spokesman for the Food and Canning Workers' Union, which has about 10 000 members in the Western Cape, said the union was likely to oppose the increase as "strongly as possible".

"This once again highlights the need for public control over a public facility."

A General Workers' Union spokesman said that by applying for the increase City Tramways had shown "the same contempt for commuters as they are currently showing towards their bus-drivers".

Pay increases

The Tramways and Omnibus Workers' Union has expressed fears that the application would be used by City Tramways to put an "upward limit" on wage increases which will be awarded to the bus drivers by the Industrial Court which sits next week.

"Unless the company knows already what the court will award us, I would say the application is a little premature," said Mr D C Benade, general secretary of the union.

Mr C E McCarthy, deputy-director of the Cape Chamber of Industries, said he had no doubt City Tramways would be able to justify its application.

"But obviously wage demands will be made on industry and commerce," he added.

Arrested pupils in court today

Underwear workers to meet management today on dispute

Labour Reporter
REPRESENTATIVES of striking Cape Underwear workers and officials from the recently-formed Clothing Workers' Union (CLOWU), say they will meet the management of the company today to discuss the dispute.

This will be the second meeting between CLOWU, which is trying to wrest support from the giant Garment Workers' Union, and the management of Cape Underwear

Managing director of Cape Underwear, Mr Cecil Beekman, said today he could not comment on the matter

About 110 workers walked out of the factory two weeks ago in support of a demand for a R10-a-week increase

Commenting on increases of about 7 percent, negotiated by the Garment Workers' Union (GWU), which is protected by a closed shop agreement in most clothing factories in the West-

ern Cape, a CLOWU spokesman said there was still a feeling of "dissatisfaction" among the workers.

The clothing industry last week agreed to bring forward and increase wage rises previously negotiated by the GWU

A R4 minimum across-the-board increase, which will come into effect on May 18, has been agreed upon.

Qualified machinists at present earn R54 a week.

The CLOWU spokesman said the rise in general sales tax to 10 percent and the possibility of an increase in bus-fares "would eat up most of the increase"

REPORT-BACK

Mr Cedric Petersen, assistant general secretary of the GWU, was not available for comment today.

The GWU held a report-back meeting with the workers on Saturday in Salt River.

However, reporters were barred from the meeting and no details have yet been released.

The CLOWU spokesman said most Cape Underwear workers, who originally went on strike, had not yet returned to work.

He said the workers were being paid about R30 a week, which is being donated by sympathisers.

Argus Correspondent
PRETORIA. — The three Atteridgeville High School pupils who were arrested on Friday during a clash with the police resulting from the school unrest in the township are to appear in court today

Lieutenant T F Jefferson, Police liaison officer, said the three pupils will face charges of public violence and damaging state property

Meanwhile the Minister of Education and Training, Mr Barend du Plessis, has given the more than 6 000 boycotting pupils until tomorrow to return to classes and continue with normal tuition, failing which the schools would be closed until next year.

Early this morning the students were seen going to school but they did not have their books with them.

No change

The ultimatum was today confirmed by the regional director for the Northern Transvaal schools, Mr P G H Felstead.

He said as far as he was concerned "the decision to close the schools if the boycotts continued until tomorrow has not been changed."

However, a delegation from the Atteridgeville Town Council appealed to Mr du Plessis during their meeting in Cape Town last Wednesday, that the schools should not be closed.

Mr du Plessis also repeated his desire "for an effective education to take place" and he joined the delegation in its appeal to all concerned parties to help prevent the closing the schools.

Mr du Plessis's deadline coincides with the appearance in court of five other pupils arrested a fortnight ago.

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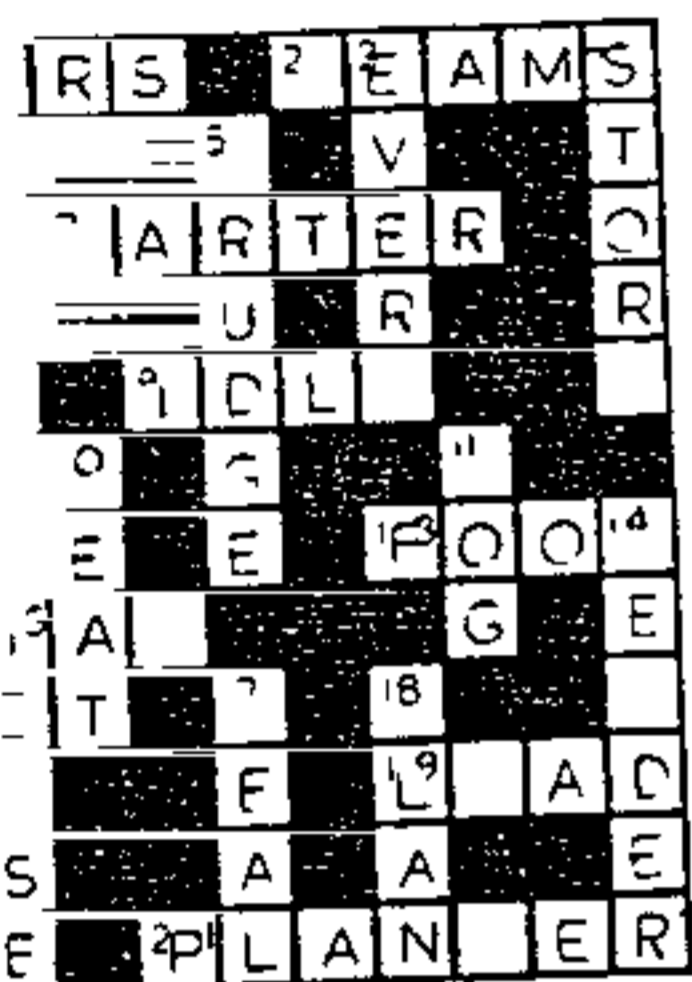
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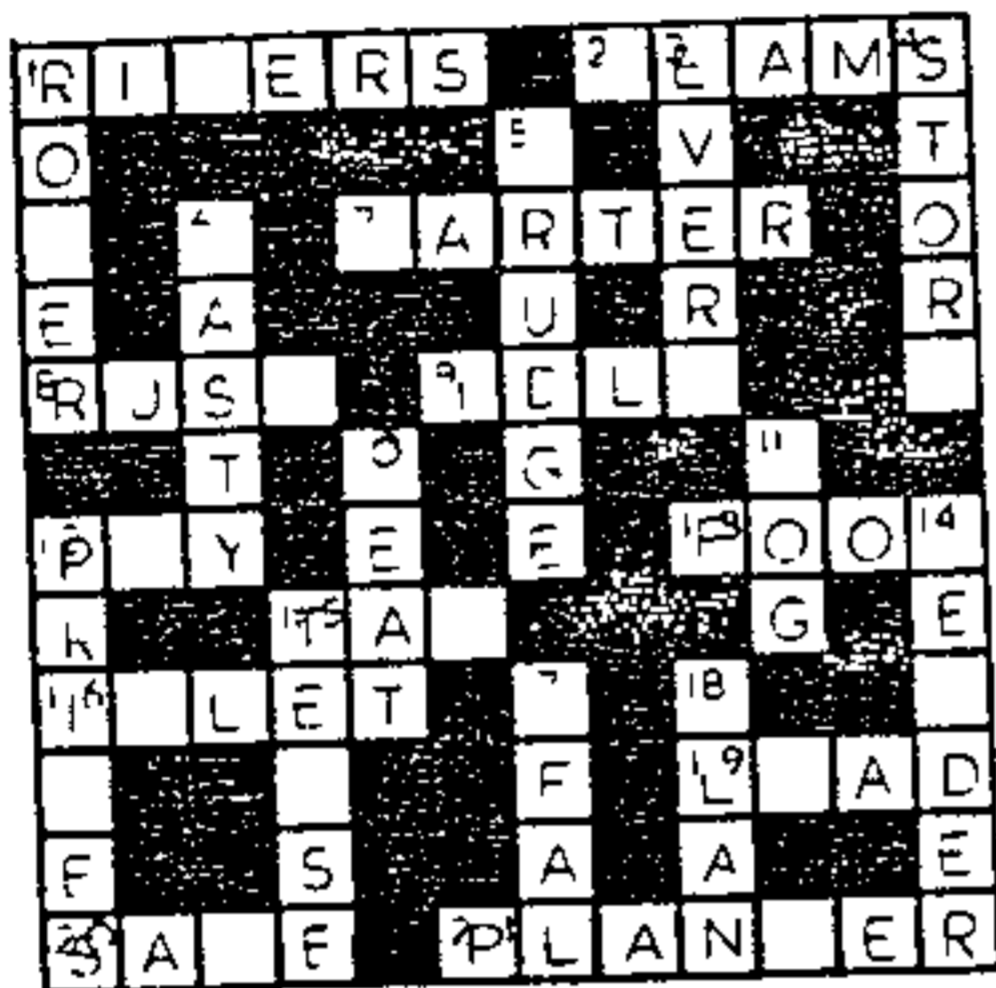
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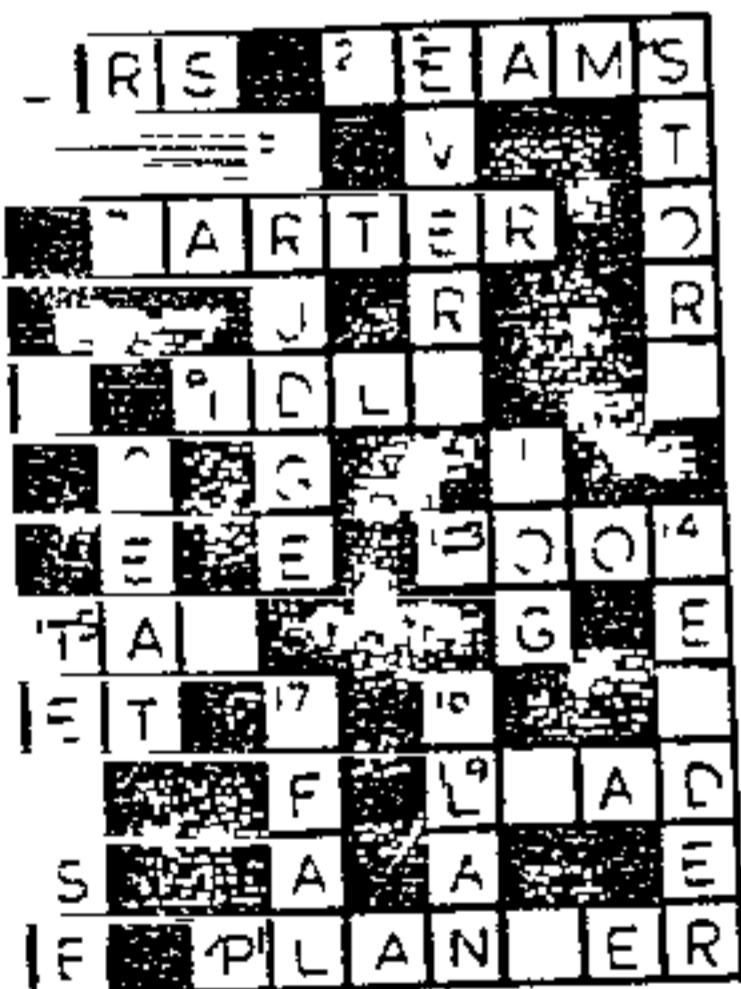


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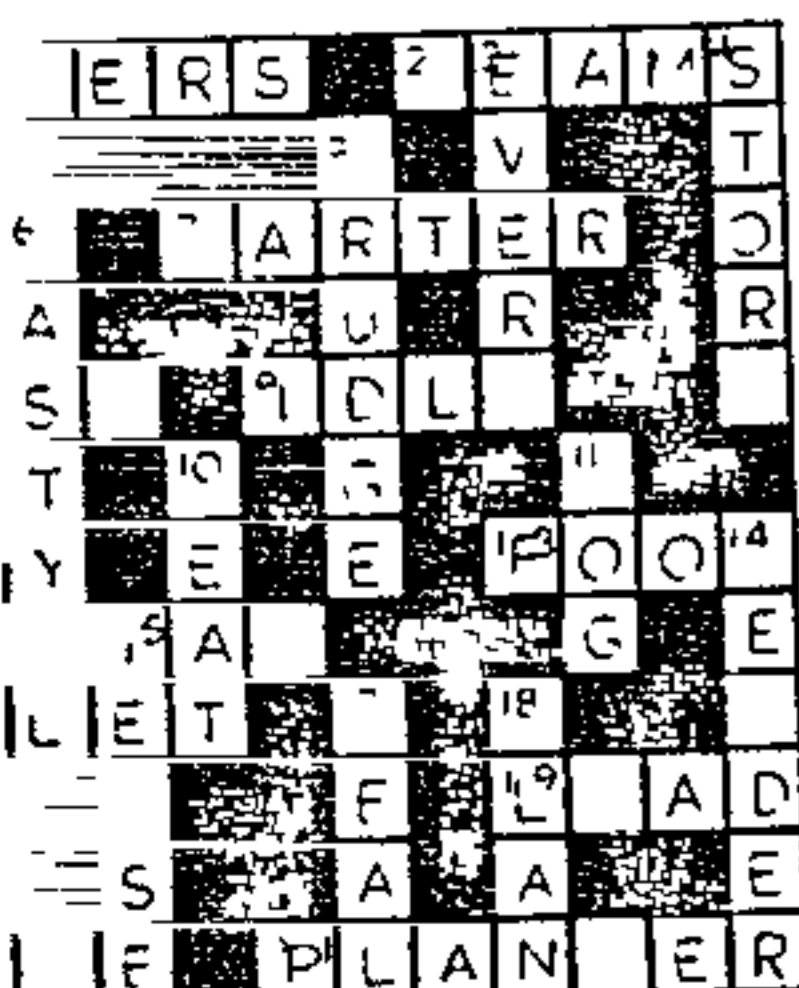


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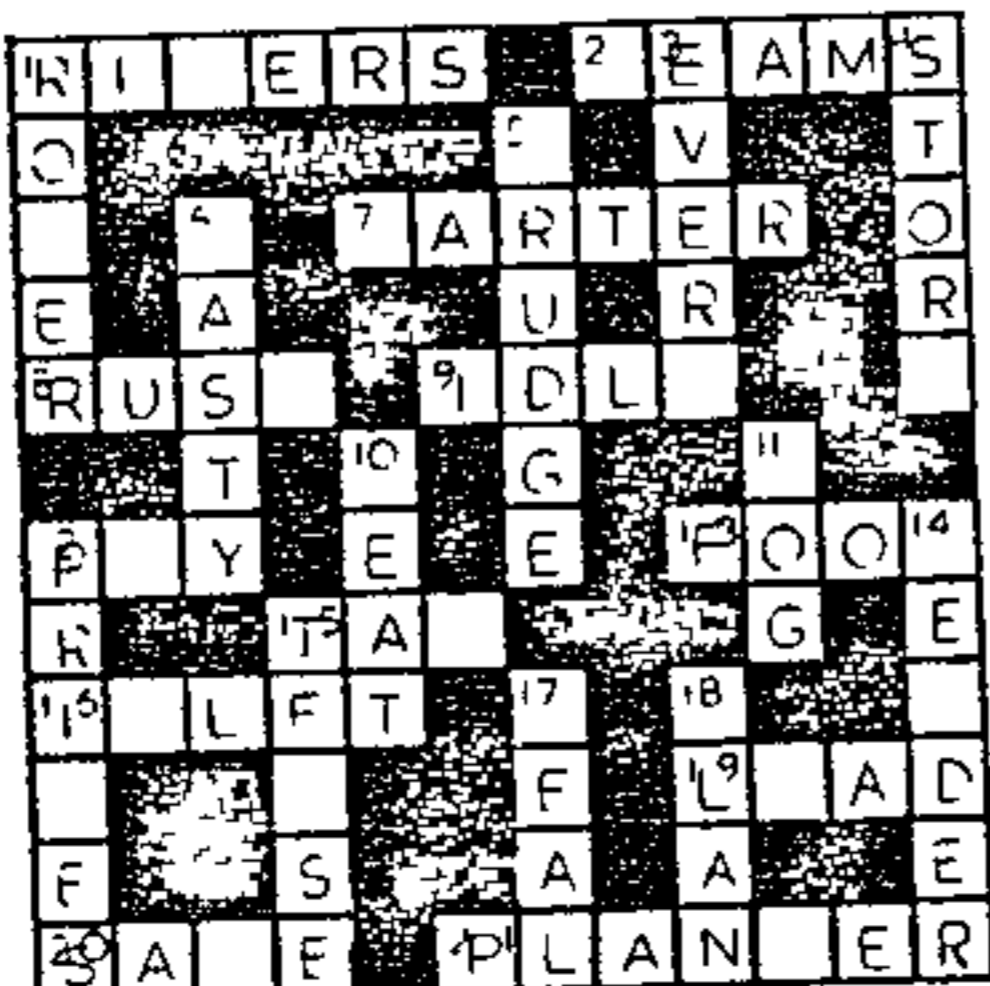
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CAPE TIMES 19/5/84
Underwear dispute over

By RIAAN DE VILLIERS
Labour Reporter

THE dispute between Cape Underwear Manufacturers and workers fired after striking at the factory three weeks ago was settled early last night when the parties involved reached agreement at the factory in Epping

The agreement was announced in a brief joint statement by management, worker representatives and the Clothing Workers' Union (Clowu), which has been organising the group involved in the dispute

It said an "amicable" agreement had been reached between management and the workers. They would return to work on Wednesday next week.

Management and union spokesmen declined to comment further

The dispute started

when 49 workers were fired after striking in support of a R10 pay demand. They were later joined by more workers who left the factory

The outcome appears to be a negotiated settlement in which management has agreed to take back all the workers. In return, the workers appear to have relinquished their original wage demand

Workers involved in the dispute gathered in a Muizenberg hall yesterday afternoon, where they presented a short play depicting their experiences during the dispute

While relatively few workers were involved, the dispute has been unusually important and its outcome may have a major bearing on labour relations developments in the massive clothing industry, which employs more than 60 000 workers

Clowu is a new union, formed recently in opposition to the giant Garment Workers' Union of the Western Province (GWU), which is officially recognised by employers and is protected by a closed-shop agreement

While Clowu was not formally involved in the original wage dispute, it subsequently organised workers involved

The dispute is said to have been the first strike in the giant Western Province clothing industry since 1936

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Published on 23rd June 1984

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Clothing workers are back

Labour Reporter

NINETY-EIGHT workers returned to an Epping underwear factory today after striking for three weeks.

The employees, members of the Clothing Workers' Union, returned to Cape Underwear Manufacturers Ltd in terms of an agreement concluded with the company last week.

About 50 women, who initially downed tools in support of a demand for a R10-a-week pay increase, were dismissed three weeks ago. They were later joined by about 70 others

TRICKLED BACK

Some trickled back to work during the three-week strike.

Mr Cecil Beekman, managing director of the company, confirmed that the women were back at work. Everything had gone "smoothly", he said.

The dispute, although not involving many workers, was seen as significant by labour observers

The clothing industry is the largest employer in the Western Cape, and the Cape Underwear strike is believed to be the first in the industry since 1936

The Western Province Garment Workers' Union — one of the largest unions in the country — has been protected by closed-shop agreements with most clothing companies for more than 30 years.

There have been several signs of discontent in the clothing industry recently, particularly over wages.

The Cape Clothing Manufacturers' Association yesterday instituted a wage increase of R4 a week for all categories of labour.

A qualified machinist will now earn a minimum of R58 a week.

Unions split over Seifsa pay offer

Star 24/5/84
By Carolyn Dempster
Labour Reporter

Unions in the iron, steel and engineering industry are split down the middle over whether or not to accept the wage offer made by the Steel and Engineering Industries Federation of South Africa (Seifsa)

Today was the deadline for unions to respond to Seifsa's final offer of a 13 percent increase for labourers and a 9 percent rise for artisans

The South African Boilermakers' Society, which represents about 30 000 metalworkers, is to ask the Industrial Council to set up a further meeting with the employers "Unless this happens, we will not be able to accept the present offer," said the general secretary of the SABS, Mr Ike van der Watt.

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The decision was taken after a stormy five-hour meeting of the union's executive yesterday.

Mr N L M Ferreira, general secretary of the SA Iron, Steel and Allied Workers' Union (Yster en Staal Unie), said his union, with 39 000 mostly skilled workers in the metal industry, would be accepting Seifsa's offer "reluctantly"

The two unions with majority representation among the unskilled metalworkers — the Metal and Allied Workers' Union, with 30 000 members, and the Steel and Engineering Allied Workers' Union, with 20 000 members — had not reached a decision on what course of action to take by midday today.

Both unions have in principle rejected the offer of a 20c-an-hour increase for labourers and an increase of 40c an hour for artisans.

UNION MATTERS

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GWUSA's swansong

PM 25/5/84

An era in SA labour history has come to an end with the announcement that one of the oldest trade unions, the Garment Workers Union of SA (GWUSA), is to amalgamate with the 60 000-member Garment Workers Union of the Western Cape (GWU-WP) from January 1 next year.

The merger was announced this week by GWUSA president Anna Scheepers who also announced that she is to retire at the end of the year.

Scheepers cited dropping membership — the union has shrunk to 6 000 members from a one-time high of 16 000 — as the chief reason for the merger.

Scheepers told the *FM* "Formerly I thought that we would merge with the black National Union of Clothing Workers, which we helped form. We have negotiated on this for three years — but they rejected us. Therefore we approached the GWU-WP in March this year."

Despatch 25/5/84

Union leader to quit after merger

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JOHANNESBURG — Dr Anna Scheepers, president of the Garment Workers' Union of South Africa for 46 years, is to quit at the end of the year when her union merges with the Garment Workers' Union of the Western Province

Gwusa, which is to disappear after 68 years of existence, has, according to observers, been a historically important organisation though in recent years its membership and its influence have dwindled

From a high point of 16 000 members in the '50s, Gwusa today has a membership of under 6 000 with branches in Johan-

nesburg, East London, Kimberley, Port Elizabeth and Bloemfontein

The merger will mean a shot in the arm for the GWU (WP) which has a membership of over 60 000 in the Western Cape, and which will become a national union for the first time

Dr Scheepers, who is also a former senator and past president of the Trade Union Council of South Africa (Tucsa), said yesterday she felt "heart sore" to be leaving the trade union movement with which she has been associated for more than half a century — DDC



DR SCHEEPERS

By JEREMY BROOKS

BATTLING "Suster Anna", the lady who for 50 years has dominated the South African trade-union movement, steps down from her post at the end of the year

Elected president of the Garment Workers' Union at the age of 21 in 1938, Dr Anna Scheepers has spent a lifetime negotiating working conditions for "our girls" and other workers under her wing

Forging friendships with politicians and workers alike, she was made one of the country's few woman senators in 1974

Political opponents referred to her in the Senate — sometimes affectionately, sometimes disparagingly — as "Suster Anna"

Once an Afrikaans newspaper called her a communist — she sued it and won Today she happily describes herself as "conservative" and a dedicated supporter of free enterprise.

And — after picketing a sweet factory in Malvern — she spent a day in the Jeppe police cells before charges against her were dropped.

Final accolade

"I was more black than blue from the bruises that time," she remembers

"I charged the policeman with assault but he got off."

The final accolade came with an honorary doctorate in law from the University of the Witwatersrand in 1973

For the shy platteland girl with ice-blue eyes it was a major triumph. Coming from an impoverished Krugersdorp farming family, she was unable to pay her way through high school towards a matric, leaving her to a lifetime of "self-education"

At the end of this year Dr Scheepers, twice-widowed, leaves her office in End Street, Johannesburg, for fresh fields

"Perhaps I'll go into labour-relations consultancy or welfare work," she says

"I really haven't decided yet. I've had offers"

It's been a long road since 1933, when the 18-year-old Anna first persuaded her parents to let her find work in Johannesburg

Clocking



Dr Scheepers — In the office she quits this year — smiles at some of the newspaper cartoons that portrayed

Anna Scheepers doffing union ma

"During the Depression things were very difficult. My father was selling his mealies for six shillings a bag, and cattle were sold for almost nothing

"In those days people had fixed ideas about Johannesburg — it was Sodom and Gomorrah to them — and my father wouldn't let me come to work here

"In Krugersdorp there was just no work, and even in Johannesburg one post would attract 40 or 50 applicants. There were plenty of workers

and no jobs," she said. Eventually her father relented. The young girl arrived in Johannesburg and stayed with a friend who worked in the clothing industry

"She found me a job in a fruit and delicatessen shop. The hours were terribly long, and I was working for £4 a month. I decided to get a factory job"

She joined Jaffe and Co, a firm of Johannesburg clothing manufacturers. The managing director was not even

married then — today Dr Scheepers negotiates workers' wages with the same company and her former boss's son.

Then one day the legendary Solly Sachs and Johanna Cornelius arrived. Sachs, a member of the Communist Party, which later expelled him because of his pragmatic views, was to die in London in exile in 1976

"They talked to us about the formation of a medical benefit society for the Garment Workers' Union. They

wanted a ticky a week, and for that we would get a doctor, medicine and dental services

Overseas trips

"They appealed for workers to join them. Only five of us out of about 90 stepped forward. I became the shop steward — I thought that any organisation which could do that for a ticky a week must be worthwhile."

5) 11 S. Times 27/5/84

cking out



smiles at some of the newspaper cartoons that portrayed her turbulent career Picture: HORACE POTTER

doffing union mantle after 50 years

married then — today Dr Scheepers negotiates workers' wages with the same company and her former boss's son

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Overseas trips

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That was the young Anna Scheepers's debut into trade unionism — followed shortly afterwards by her election to the presidency in 1938 at the age of 21. She was now a full-time paid official

Then followed a whirlwind of trips overseas, lightning tours across the country, open-air meetings and negotiations with hard-headed businessmen across boardroom tables

"It was very difficult and very frightening at first. I was young, and I'm a shy per-

son at heart. I still can't talk to people on planes unless they start a conversation first

"I remember that awful feeling, the butterflies in my stomach, as I climbed on to the back of a lorry to address workers in Cape Town for the first time," she said

"I discovered I was speaking too quickly — I was nervous — and not clearly enough. I trained myself to speak more slowly and clearly"

"One thing Sachs taught

us was that there could be no racialism in the trade-union movement. Fortunately, my family — my father was a Smuts man — were not racialistic. Others had more difficulty in accepting people as people — on merit and not on skin colour"

On one occasion Dr Scheepers found herself in Rustenburg fighting the cause of the tobacco workers

"Most of the factory girls were staying in a church hostel called Morelig. The dominees had warned them that anybody participating in the strike would not be confirmed and would be placed under censure," she said

The strike organisers knew the company was determined to break the strike by bringing in 'scabs'

A dreadful smell

"I knew about a certain ant poison which had a dreadful smell. I dropped a little bit in a house once and couldn't go inside for hours," said Dr Scheepers

On the morning of the strike it began raining heavily. Dr Scheepers said she remembered particularly the women strikers, too poor to buy underwear, standing in the downpour clutching placards, their thin cotton frocks clinging to their bodies

"The bus carrying the scabs tried to storm the gates. The chain we had formed broke, and as it was moving in Johanna Cornelius opened the door and threw in a bottle of ant poison

"The effect was awful. The girls inside started screaming. Some vomited and had to be treated in hospital. The factory was closed for two days"

Johanna Cornelius, in a new raincoat she had just bought with her savings, immediately began grappling with policemen, who threw her into a muddy puddle

Dr Scheepers says "They never discovered what it was in the bottles because we had soaked off the labels. Johanna told them they were special 'AS-Bomme' — Anna Scheepers's bombs"

The factory in Rustenburg still stands today. Relations between management and its workers are very different — the union is recognised, and wages are far more realistic.

Union matriarch steps from limelight

29/5/84
135 By Carolyn Dempster, *Star*
Labour Reporter

Dr Anna Scheepers — a shy and lowly worker in a dress factory? Impossible

But this is how the matriarch of the South African trade union movement started her career

In 1934, at the tender age of 19, the lure of a medical benefit scheme "too good to imagine" drew the Afrikaans girl into the Garment Workers' Union of South Africa (GWUSA)

Now, some 50 years later, "sister" Anna is stepping out of the limelight

She is leaving the trade union movement, and the fight to her successors, when she retires as president of the Garment Workers at the end of the year

Few trade unionists can claim to have served 46 years as president of the same union "I think it's a world, never mind South African record," says Dr Scheepers

Few could match the trade union leader's record as the first woman president of TucsA (Trade Union Council of South Africa), or as a woman member of the Senate

In 1973, she was awarded an honorary doctorate in law by the University of the Witwatersrand for her outstanding contribution to industrial peace in South Africa

This was despite the fact that she gave up her formal education to start work long before reaching matric.

The string of personal achievements marked the trade union leader's commitment to her union, to achieving better wages, working conditions and benefits for garment workers throughout the industry

"The early days were very difficult. We had strong opposition and our attackers would attend the meetings only to break them up," she recalls



Dr Anna Scheepers . "we had fearless leaders."

In the early 1940s, Dr Albert Hertzog advised the National Party that unless they encouraged Afrikaans workers to support them they would never gain power

"They tackled the Mineworkers' Union and succeeded there, and they won in the Building Workers' Union

"But the reason they didn't get the Garment Workers is perhaps that we had more fearless leaders"

It was under the leadership and guidance of Mr Solly Sachs, general secretary of GWUSA, and Mrs Johanna Cornelius, the first president, that Dr Scheepers learned her unionism

To this day, she believes one of the essential elements of a good trade unionist "is to have your heart in the union move-

ment, to feel very deeply and strongly for the less privileged — for their suffering and their problems"

"At a time when you were called a communist and a kaffirboetie if you tried to organise black workers, we did organise, we did make the effort — and we succeeded," she adds

"We were considered radicals at that time, which is why I find it strange that certain people among the new generation of trade unions regard me as a conservative

"I haven't changed, it is the conditions that have changed," she comments

Employers too have changed "In the old days they were good shrewd businessmen, but usually not well educated

"Nowadays, they are tough and they are well-educated — lawyers, accountants and doctors"

Dr Scheepers is concerned about the future of the South African trade union movement

"Quite frankly I am worried, because now there are so many people coming in who are not trade unionists, who have no experience, and there is a clamouring for positions," she says

"With the new legislation likely to come in next year, the more unions allowed to pop up in the various industries, the more workers will be divided

"We would have been quite prepared to co-operate with the emergent trade unions if they had been prepared to organise those who were unorganised"

Instead, she declares, the likelihood of inter-union rivalry will increase

Dr Scheepers' plans for the future are still unsettled

But looking back, she feels the greatest reward has been "to conclude a good agreement"

ROM 30/5/84 (35) (137)

Cape union takeover 'ironic'

Own Correspondent

CAPE TOWN — A labour historian and expert on the clothing industry, Mr Martin Nicol, says the takeover of the Garment Workers' Union of South Africa by the Garment Workers' Union (Western Province) is an "historic irony of immense proportions"

Mr Nichol, a University of Cape Town academic, was commenting following the announcement that the 6 000-strong Gwusa is to become part of the 60 000-strong GWU (WP)

He said "For 25 solid years, between 1930 and 1955, the Transvaal Garment Workers' Union waged a militant campaign to take over the Cape union, but the Cape leadership

resisted. Now the tables have turned

"Solly Sachs, general secretary of the Transvaal union until 1952 and one of the first trade unionists to be banned and exiled, believed the only way the wages of Cape clothing workers could be raised to the Transvaal standard was to have one national union.

"Now that wages are comparably low throughout the country, the Cape union is to take over the Transvaal union"

Mr Cedric Petersen, assistant general secretary of the GWU (WP) said the move had been motivated by the shrinkage in membership of the Transvaal union. He added that there had been unanimous support for the move in the Transvaal union

to appeal against his judgment. The appeal will be heard by a full bench of the Natal provincial court in September.

The March case, which was heard in the Durban and Coast Local Division of the Supreme Court, centred on an issue with a complicated history.

The NUTW has long been trying to gain recognition from CFCC at the Frametex mill of the company's New Germany complex. The union alleges that at a meeting with the company in October 1982 CFCC undertook to recognise it at the mill provided it represented the majority of the Frametex workers. The NUTW claims it later proved — although the company disputes this — that the majority of workers were indeed NUTW members but that the CFCC had decided to favour the Tucsa-affiliated Textile Workers Industrial Union (TWIU).

Whether CFCC agreed to recognise the NUTW at the October 1982 meeting and whether or not that agreement was enforceable by law later became hotly disputed. The union alleged that CFCC broke that undertaking by favouring the TWIU. The company contested it. In a Supreme Court case heard in September last year, the NUTW agreed that in any future proceedings it would not claim that any contractually binding agreement on recognition had been concluded by CFCC.

Unfair labour practice

In the same month, however, the Minister of Manpower appointed a conciliation board to establish whether CFCC had committed an unfair labour practice by refusing to give effect to the alleged agreement to recognise the union made in October 1982.

CFCC asked for the board to be scrapped because, as a result of the Supreme Court case, there was no longer a dispute. But the NUTW contested that, claiming that a breach of an agreement — even if it was not contractually binding — did constitute an unfair labour practice.

In March Mr Justice Booysen endorsed the union's contention. This opened the way for the NUTW to contest the main issue in its battle with CFCC: whether CFCC has committed an unfair labour practice by allegedly refusing to recognise the NUTW and favouring the TWIU. However, after the judgment was delivered, CFCC gave notice that it would contest the judge's findings.

This week Mr Justice Booysen said that it was very difficult for him to evaluate whether another judge would come to the same conclusions as he had in March. He therefore granted CFCC leave to appeal against the judgment, although he said the matter was not important enough to be heard by the Appellate Division.

According to a lawyer acting for the union, the judgment means that a possible hearing of the main case in the Industrial Court will be delayed yet again.

INDUSTRIAL COURT

A round to Frame

The laborious legal battle between the National Union of Textile Workers (NUTW) and Consolidated Frame Cotton Corporation (CFCC) seems set to become even more prolonged. This follows a judgment handed down in the Maritzburg Supreme Court this week.

Mr Justice Booysen, who in March rejected an application from CFCC to prevent the Industrial Court (IC) from considering the NUTW's recognition dispute with CFCC, has now granted the company leave

135 ~~184~~

History may have overtaken Anna Scheepers but it can never forget her. The labour war-horse and former United Party Senator — target of both intense loyalty and detraction — announced her retirement last week, signalling the end of an era in SA's labour history. And her 68-year-old union, the Garment Workers' Union of SA (GWUSA), is soon to be absorbed by the Western Cape Garment Workers' Union (WCGWU).

For GWUSA, once considered to be one of the country's most powerful and radical unions, has been left behind by new labour trends and developments. And its once powerful boss, after 50 years of union activity, is now bowing out.

Scheepers (70) looks like she ought to be baking *koeksusters*, but has been GWUSA president for almost 47 years and obtained an honorary doctorate from the University of the Witwatersrand for her contribution to industrial peace.

Though she has retired once before and returned, she is now saying goodbye forever — and not with an entirely light heart. "This time there's no going back," she says. "I can't stay and watch everything I've built up over 50 years destroyed and workers losing everything we've fought for."

"My ideas are no longer in keeping with current trends and I feel frustrated and disappointed. We fought for so many years for all workers to be members of registered trade unions. Today unions are fighting against this."

"So I ask myself what I fought for — the unorganised aren't organised and the organised are divided. And I can't see any one benefiting from these divisions. I would like to see more progress in organising the unorganised and to see unity instead of division. I feel sad now."

Scheepers has paid her dues as a unionist and like many other unionists today has had her brushes with the law. "The most significant achievement of my working life was in 1948 when we

won a 40-hour working week for Transvaal garment workers," she says. "At the time, our City Hall meeting was attacked by our political opponents and the doors and windows broken."

But today GWUSA is regarded as one of the more conservative unions. "We weren't really radical in the past, but were considered so because of strike action organised in 1931-1932 by Solly Sachs," Scheepers explains.

"People thought we were *kaffir-boeties* or Communists simply because we fought for all workers. But, at that time, striking was the only way."

Today she sees things differently. "Strike action isn't economically beneficial to workers, and certainly not before all other possibilities are exhausted. I believe in negotiating and using the legal machinery. But the new leadership is looking for confrontation rather than negotiation."

Born on the farm De la Rey, named after her great-uncle General Koos de La Rey, near Krugersdorp, Scheepers, like many other *platteland* girls, was forced by economic conditions during

the Depression to seek work in the city.

Her first job at 18 was in a Malvern delicatessen. Seven months later she began work as a presser for Jaff and Co and became involved with GWUSA. She was made a shop-steward almost immediately and has been immersed in the trade union movement ever since. Widowed twice, both her husbands were union office bearers.

In its heyday, GWUSA was one of SA's most powerful unions, but in recent years, its membership has dwindled. "White and coloured workers aren't coming into the industry any longer. In the past, many matric girls or even teachers worked in the clothing industry because there was no alternative employment. In 1953, white workers were in the majority. Today whites constitute 1,5%," she explains.

Dwindling membership has forced GWUSA to consider amalgamation. And while it would have been logical for the union to merge with the black National Union of Clothing Workers (NUCW) — which GWUSA originally helped form in 1940 — Scheepers is bitter that NUCW rejected their approaches after three years of negotiation.

"I have no doubt of our black support. Recently, I thought that instead of amalgamating with the WCGWU, we'd reapproach NUCW. But our members wouldn't hear of it. One of our branches said they would not consider merging with black unions because they've never acted responsibly," she says directly.

"I think that the emerging black unions are acting counter-productively. They should be tackling the thousands who are still downtrodden and unorganised rather than attacking existing membership. The white-anting of unions can pay no dividends, and isn't in the workers' interests."

"My greatest fear is that with the growth of many small mushrooming unions, it will just be a question of divide and rule. My greatest hope is that I'll live to see one union and one national agreement in the garment industry."



135
1/6/84

ers) for the forthcoming year was not unexpected. But it is bound to cause serious problems for the Steel and Engineering Industries Federation (Seifsa).

When the parties last met at the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry on May 15, Seifsa made its final offer to the unions. They were given until last Thursday to respond. The Seifsa offer, which represented a 9% increase in minimum wages for skilled workers and a 13% increase for the lower levels, consisted of

- Minimum wages for artisans to be raised by 40c/hour to R4,81c;
- Minimum wages for unskilled workers to be raised by 20c/hour to R1,73,
- A reduction in the period of service enabling workers to qualify for an extra week's leave from six to five years,
- An increase in site workers' subsistence allowance, and
- Significant increases in holiday leave bonuses, particularly in respect of general labourers.

Most of the unions in the Confederation of Mining and Building Unions (CMBU) as well as the Yster and Staal Unie have accepted Seifsa's offer — despite the fact that it is considerably lower than the original wage demands for a 33% and 66% increase for the upper and lower levels respectively.

The SA Boilermakers' Society broke ranks with the other CMBU members to reject it, along with the Metal and Allied Workers' Union (Mawu) and the Steel Engineering and Allied Workers' Union (Seawu).

Both Boilermakers general secretary Ike van der Watt and Seawu general secretary Jane Hlongwane have called on Seifsa to make another offer. Mawu has indicated that it rejects the offer and will be reporting back to its members.

IMF council members

It is significant that these three unions are not only large, representing a substantial number of the workers total, but that all are members of the recently revived SA Co-ordinating Council of the International Metalworkers' Federation (IMF).

The revival of the SA council came too late for co-ordinated action in this year's negotiations and the council decided to allow its member unions to act on an individual basis. However, it is believed that union alignments will be radically restructured in future negotiations.

Seifsa director Sam van Coller declined to comment to the FM on the possible outcome of this year's talks. But it is likely that the Boilermakers, Mawu and Seawu will act together in confronting Seifsa.

Seifsa's strategy will be important in determining what form their action will take. It is clear that Van Coller faces a number of problems. If Seifsa goes ahead and publishes the agreement for the metal industry based on the consensus reached with the CMBU majority and Yster and Staal, the three dissident unions could challenge their

right to sign a national agreement.

Alternatively, the trio could decide not to challenge the agreement, which would not bind them, and instead join forces to demand higher pay from individual metal industry companies. If their demands are not met, they could declare disputes with the individual companies.

This would be in line with the tactics adopted by many emerging unions. Indeed, one of Mawu's preconditions for joining the metal industrial council last year was that it wanted to negotiate on both industry and company levels.

Seifsa could defuse the situation by deciding to table a new offer. This would, however, involve loss of face and could be taken as a sign of weakness.

METAL NEGOTIATIONS

Three dissidents

fm 1/6/84
The mixed reaction from trade unions to the employers' offer in the metal industry wage negotiations (involving 380 000 work-

PE, Uitenhage tyre firms

By CLAIRE
PICKARD-CAMBRIDGE

UNIONS representing about 7 000 workers in Port Elizabeth and Uitenhage's tyre and rubber industry are currently considering an offer of a 55% minimum wage increase from three giant employers.

This follows lengthy negotiations between the National Allied and Automobile Workers Union (Naawu), Yster en Staal Werkers Unie and three companies, General Tire and Rubber Company, Goodyear Tyre and Rubber Company and Firestone, who are all party to the Industrial Council.

According to Mr Les Kettleidas, Naawu's regional secretary, the proposed minimum wage increases from a current R1,38 to R2,15 an hour will bring them into line with

wages negotiated in the local automobile industry.

Mr Kettleidas, who led the union negotiations, said they had encountered dismally low wages in the tyre and rubber industry when Naawu first became party to the Industrial Council covering the industry in March this year

Industrial Council negotiations had begun on April 16, but up until the present proposal they had rejected all employers' offers

Unions are now considering the employers' offer and will respond on Wednesday after they have had report-back meetings with their membership

If this is accepted by the workers it will become a

two-year agreement implemented from June 11

Furthermore, this is the first time workers in the tyre and rubber industry have also been guaranteed minimum six-monthly increases for a two-year period, applying over and above the new minimum wage offers, he said

These minimum six-monthly increases to keep abreast of the cost of living were previously given at management's discretion.

Long-service leave had also been agreed upon for the first time, as well as an additional paid public holiday over and above that provided in the Basic Conditions of Employment Act

~~135~~ ~~170~~ ~~157~~ ~~176~~
offer 55% increase

E. Post

2/6/84

He said union demands had been for increased wages, minimum wage rates, shorter working hours, long-service leave, lay-off and retrenchment benefits and increased annual bonuses

Naawu was committed to a struggle for a meaningful living wage and believed the manner in which new conditions of employment had been determined would set a pattern for negotiations in the future, he said

Mr Fred Sauls, general secretary of Naawu, said the union had been struggling since 1971 to break into tyre and rubber wage negotiations as the Yster-

en-Staal Unie only had been party to the Industrial Council.

However, management had become more open to talking with Naawu after legislative changes in the labour field and a breakthrough had been achieved after 10 years in the cold

Now that there is direct representation for black workers concerning conditions affecting them, there has been a marked change in the attitude of employers who are looking at wages more realistically.

The employer bodies contacted by Weekend Post said they would rather not comment at this delicate stage of the negotiations

Law
GST rise:
135
Union acts

6/6/84
The Artisan Staff Association today lashed out at impending increased general sales tax, medical and dental tariffs and bond rates

It said it would "definitely join hands" with other South African Transport Services-based unions in demanding "substantial" increases

"The workers cannot be expected to exercise restraint in curbing inflation if the Government is a protagonist in increasing the inflation rate," the 24 500-member association stated

The association said it believed other commodities were also due to go up in price. — Sapa

fm 8/6/84

METAL INDUSTRY TALKS

Conflict ahead

The Steel and Engineering Industries Federation of SA (Seifsa) may have paved the way for unrest in the metal industry. It has announced that it is no longer prepared to negotiate with three trade unions which rejected its pay offer in this year's negotiations

Seifsa's final offer in the drawn-out talks at the metal industry industrial council was a minimum 40c/hour increase for skilled workers and 20c/hour for unskilled workers, as well as improvements in site workers' allowances and holiday leave bonuses. Two weeks ago most of the 14 unions involved in the negotiations — including all but one of the unions falling under the umbrella of the Confederation of Mining and Building Unions (CMBU) and the Yster and Staal Unie — accepted Seifsa's offer

But three member unions of the SA Coordinating Council of the International Metalworkers' Federation — the SA Boilermakers' Society (also a CMBU member), the Metal and Allied Workers' Union (Mawu) and the Steel, Engineering and Allied Workers' Union (Seawu) — rejected it. The Boilermakers and Seawu called on Seifsa to make another offer. Mawu stated that it rejected the offer and would refer the issue back to its members.

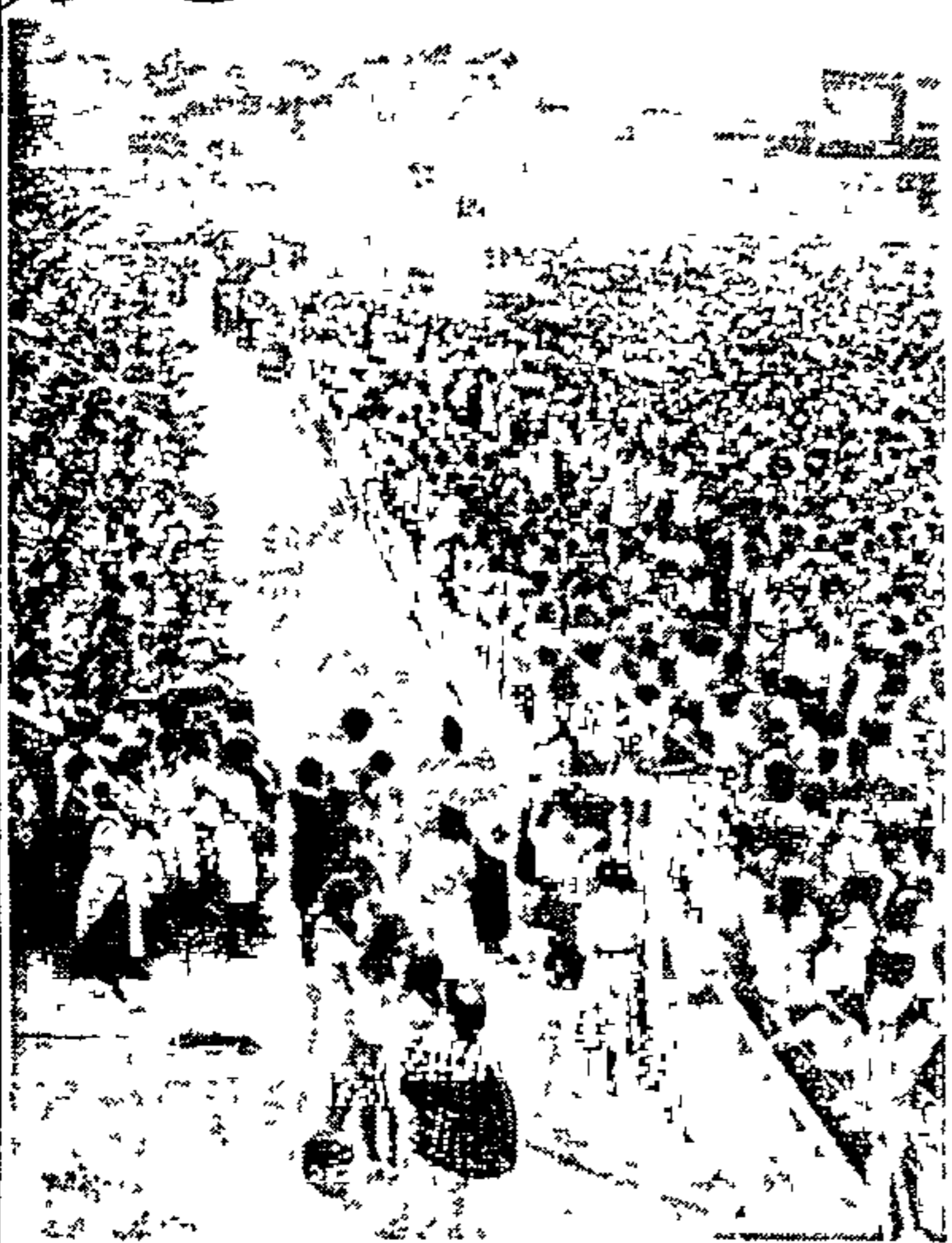
Now that Seifsa has rejected this call the indications are that when the industrial council meets next week it may decide to go ahead and ask the Minister of Manpower to publish the 1984 agreement and apply to have it extended to non-parties.

The Metalworkers' Federation unions' reaction to Seifsa's action has been delayed as several key officials are attending a federation conference in Dublin.

It seems that confrontation will be inevitable when the federation unions finally formulate their response. It is also likely that the International Metalworkers' Federation itself, which has in the past intervened in SA labour disputes, will be drawn into the fracas.

12/6/84

The Natal Mercury, Tuesd



Part of the large turnout at the Garment Workers' Industrial Union meeting at Curries Fountain in Durban yesterday.

Workers back single union representation

Labour Reporter

IN ONE of the largest trade union meetings at Curries Fountain in Durban, more than 15 000 garment workers yesterday pledged support for the Tucsa-affiliated Garment Workers' Industrial Union in the face of union rivalry that threatens to disrupt the clothing industry

Hundreds of clothing factories in Natal were shut down to enable workers to attend the rally convened by the union to discuss alleged inroads made into its membership by Fosatu-affiliated National Union of Textile Workers and other unions

Most workers were on duty last Saturday at normal rates of pay to get the day off yesterday.

The meeting was attended mainly by Indian and black women and unanimously resolved to give the GWIU full support.

It called on the union to use all powers at its disposal, including strike action, to oppose infiltration of rival unions into the garment industry

GWIU supporters carrying placards denouncing rival unions were applauded as they marched into the crowded sports ground

Banners stated 'Unity is strength — we are happy with our union', and 'Garment workers do not want more than one union'

Opening the meeting, union president Ismail Muckdoom said attempts were being made by other unions to win support although the GWIU had a closed shop agreement with many factories

He said the GWIU had a membership of more than 55 000 workers at 425 clothing factories in Natal.

Since its formation about 50 years ago it had made significant strides in improving wages and working conditions

He said the union was not racially-segregated. Its membership was open to all races

The presence of workers at the meeting was a public demonstration of their faith in the GWIU, he said

He claimed that the GWIU was a workers' union and was not affiliated to any political body

General secretary of the union Frankie Hansa told the meeting that attempts were being made to sow division among garment workers by allowing more than one union to represent them

Merany 14/6/84 187 135

Court told of union dispute on shop floor

Labour Reporter

HOSTILITY was growing among workers in the garment industry and chances were that officials of the Tucsa-affiliated Garment Workers' Industrial Union might be assaulted if they went into factories, an Industrial Court sitting in Durban was told yesterday

This was said in evidence by Mr Johnny Copelyn, general secretary of the Fosatu-affiliated National Union of Textile Workers, in support of an appeal by the union for membership on the Industrial Council of which GWIU is a party

Petition

The union, which had earlier been refused membership on the council, is appealing to the Court for an order to grant membership to the council or exempt its members from a closed shop agreement reached between the GWIU and a Natal company, James North (Africa) Ltd

Under cross-examination by Mr Heulton Cheadle, representing NUTW, Mr Copelyn said

80 percent of workers at James North had signed a petition stating that they did not wish to continue being members of GWIU, but were bound in terms of the closed shop agreement.

In spite of the agreement — in terms of which the company may not employ a worker who is not a member of GWIU — NUTW won recognition at the plant after about 80 percent of the workers voted in favour of NUTW in a secret ballot conducted by the company

Mr Copelyn alleged that GWIU threatened workers with their jobs if they joined NUTW

The hearing was adjourned to June 15 Mr I A Cockrane appeared for the Industrial Council.

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**'Workers
may beat
up Tucsa
unionists'**

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C. Pers
17/6/84

HOSTILITY was growing among workers in the garment industry and it was likely that officials of the Tucsa-affiliated Garment Workers' Industrial Union may be assaulted if they went into factories, an Industrial Court in Durban was told this week.

CP Reporter

This was said by Fosatu-affiliated National Union of Textile Workers' general secretary Johnny Coplyn in support of an appeal by the union for membership to the Industrial Council, of which Gwu is a party.

Under cross-examination by NUTW's representative Heulton Cheadle, Mr Coplyn said 80 percent of the workers at James North had signed a petition stating that they did not wish to continue being members of Gwu, but were bound in terms of the closed-shop agreement.

The union, which had earlier been refused membership to the council, is appealing to the court for an order to grant membership to the council or exempt its members from a closed-shop agreement reached between Gwu and a Natal company, James North

Mr Coplyn alleged that Gwu threatened workers that they might lose their jobs if they joined NUTW

The hearing continues today

**Crude sentence
for gang member**

GANG justice for a prisoner who disobeyed rules, was a throat slashed by a sharpened spoon

Keith Beukes, member of the Mongrel gang, survived the attack to recover in hospital

But two of his fellow gang members in the Fort Glamorgan Prison, Johnny Corderay, 26, of Duncan Village, and Lawrence Windvogel, 25, also did not go unpunished. They were convicted in the East London Regional Court for their

actions. Court sentenced him to 18 months and further six months to run concurrently with the session of the

Magistrate sentenced him to that you can victim of viol

Windvogel months for a spoon before. Both had p charges

Mercury 18/6/84

Closed shop appeal seen as a test case

Labour Reporter

THE Industrial Court sitting in Durban has reserved judgment on an appeal by the National Union of Textile Workers to have its members exempted from a closed-shop agreement at a Natal clothing factory, James North (Africa) Ltd, which led to a nine-month-long dispute

The outcome is seen by labour experts as an important test case likely to affect about 45 000 workers in the clothing industry — the majority of whom are members of the Garment Workers Industrial Union

In terms of the agreement reached between the garment union and some clothing factory owners, no employer who is a party to the agreement may employ a worker who is not a member of that union. The agreement, which has been in force for 47 years, effectively barred rival unions from making inroads into the membership of the Tucsa-affiliated GWIU

Blocked

The Court was told that the NUTW won recognition at James North after a majority of the workers voted to join the union, although they were legally bound by the closed-shop agreement to be members of the GWIU to which union dues were still being deducted

Mr Halton Cheadle, who represented the textile workers, told the Court that the exemption was being sought specifically in respect of its 219 members at the James North factory

He claimed that the GWIU had blocked several attempts by the NUTW to have the dispute resolved in a mature way and the situation in the

industry had become extremely volatile. He said workers should be free to choose which union should represent them.

If the Court refused to grant the relief sought, the company would be faced with the choice of either pulling out of the Industrial Council — in a move to break away from the closed-shop agreement — or face a mass resignation

A withdrawal from the Industrial Council would also eventually lead to the breaking up of the council and would put an end to collective bargaining at industry level — a move which would weaken the bargaining strength of workers in the industry

Approval

Opposing the application, Mr A de Kok, for the GWIU, said the NUTW was effectively asking for an ending of the closed-shop agreement — an agreement which had been reached with the approval of all workers in the industry

'There are really no grounds for why the agreement should be nullified merely because a union, knowing of its existence, elects to move into the industry by obtaining a minuscule measure of support — 219 members out of a labour force of 45 000,' he said.

Mr I H Cochrane, who appeared for the Industrial Council, questioned whether the Court had the power to award costs in the application. He said the Industrial Council, which was the first respondent, was obliged to appear before the Court in terms of Section 51 of the Labour Relations Act and it was unfair to expect the council to be called upon to pay costs to any of the parties

135

22/6/84

CNA GALLO'S SOURCES

| | Sales Rm | % of group sales | Pre-tax profit Rm | % of group profit |
|------------------------------------|-------------|------------------------|-------------------------|-------------------------|
| Retail stores | 192.5 | 67.9 | 9.3 | 38.5 |
| Gallo division | 70.2 | 24.7 | 9.4 | 38.9 |
| Support subsidiaries | 21.0 | 7.4 | 4.3 | 17.7 |
| Holding company financial services | — | — | 1.2 | 4.9 |
| | 283.6 | 100 | 24.1 | 100 |

provide considerably more impetus to acceptance of these media

Stronger emphasis on educational products will help to make the group's earnings less cyclical

Bloom predicts higher earnings for the group this year, flowing from the elimination of loss-making companies and the expansion into the profitable video business. Despite the recent share price fall, the market recognises there is potential as it values the share well above the net worth of 182.7c. By next year, if consumer spending revives in line with forecasts, the company should look increasingly attractive. The share yields 5.3% at the current price of 280c, against the yield of 4.6% for the sector

Andrew McNulty

The CNA stores will also remain general booksellers, while specialist shops formerly held by Gallo, such as the Exclusive and Campus bookshops, will concentrate on specialist markets

Band notes that non-CNA retailers probably account for about 85% of Gallo's sales

and will always remain a major part

Longer term, management expects the SA markets to increasingly follow US and UK trends. That means preparing for another major market — that for cable and satellite TV. Possible government subsidies for computer education in schools could

THE CLOSED SHOP

Controlling the entry points

Few labour issues can heat emotions like that of the closed shop. The practice of employers hiring only workers who are members of specific unions is controversial — and particularly so in SA, where race is an ever-present factor in the workplace

Before 1979, in the pre-Wiehahn period, Africans could not be members of legally-recognised trade unions. The closed shop was widely condemned by labour reformists as entrenching job reservation. Only recognised unions could enter into closed shop agreements prohibiting employers from hiring non-union labour — and all these unions excluded Africans

Since government accorded legal recognition to black trade unions, much has changed. Unions mainly representing unskilled black workers — founded both before and after Wiehahn — have flourished. And as they gained strength they began to challenge the closed shop prerogatives held by the older unions. Some have applied for, and been granted exemptions. The Federation of SA Trade Unions (Fosatu) affiliate, the Paper Wood and Allied Workers' Union, has, for instance, been exempted from the SA Typographical Union's closed shop at a number of Nampak factories

At one stage it seemed that if the emerging unions continued to gain exemptions, there would be a long-term erosion of the closed shop. But, recently, the older unions have begun to use the closed shop to resist the organisational gains made by the newer unions. One defensive tactic has been to develop a mechanism to expel workers from established unions if they join emerging ones — and so bringing down closed shop penalties on the employer

This seems to be the case in the present battle between Fosatu's National Union of Textile Workers (NUTW) and the Garment Workers' Industrial Union (GWIU). Both have members at the Pinetown protective

The principle of the closed shop has come into focus because of two current court actions relating to inter-union rivalry. Many feel that the system is too entrenched in SA to be easily abolished. Nonetheless, it runs counter to the ideal of freedom of association

clothing manufacturer, James North (Africa). Conflict started last year when the NUTW applied to the Natal clothing industrial council for membership. The application was refused on the grounds that the NUTW did not have sufficient representation in the industry. The NUTW subsequently announced that it would challenge the industrial council's decision in the Industrial Court

The GWIU, which is affiliated to the Trade Union Council of SA (Tucsa), followed up late last year by amending its constitution to allow it to expel any member who joined another trade union. It was a masterful tactic. Labour law does not prevent workers from belonging to two trade unions. But in terms of the GWIU's closed shop agreement with James North, it meant that the company would be liable for censure and prosecution by the industri-

al council if it continued to employ NUTW members

While the GWIU's tactic was undoubtedly aimed at ensuring its survival against the NUTW onslaught, it posed a gigantic headache for James North. No company enjoys being caught in the middle of a trade union membership war. James North took the sensible decision to test the workers' true feelings by conducting a secret ballot. The result was a resounding victory for the NUTW. Some 219 workers voted in favour of it, while only 43 opted for the GWIU

But the GWIU did not take the matter lying down. It alleged ballot irregularities and worker intimidation, and has questioned the impartiality of James North's ballot auditors

The NUTW's challenge of the Natal clothing industrial council's rejection was heard in the Industrial Court last week. No decision had been handed down by the time the FM went to press. But the GWIU did concede in court that the ballot results were accurate. The judgment will be crucial for determining the future of the GWIU's closed shop in the Natal clothing industry, into which the NUTW has made significant inroads. NUTW general secretary John Copelyn tells the FM his union has organised some 5 500 Natal clothing workers — although not all fall within the GWIU's closed shop

The closed shop emerged as a point of contention in another case heard last week in the Rand Supreme Court. This arose out of an application lodged in March by the National Union of Furniture and Allied Workers (NUFAW) for an urgent interdict preventing the Paper Wood and Allied Workers' Union (PWAWU) from recruiting workers in the furniture manufacturing industry. The furniture union, which disaffiliated from Tucsa recently, argued that the PWAWU was acting in contravention of its

FOCUS ON OIL PRICES

At the beginning of this year the FM created a markets section to focus on and extend its coverage of foreign and domestic financial and commodity markets. This week it extends that coverage by including key oil prices, both spot and forward, quoted in international markets. See page 104

MA

135

1984

1997

166

own constitution, which did not cover furniture workers. The NUFAW's action stemmed out of the PWAWU's encroachment at Brits furniture factory Pat Cornick. But the NUFAW obviously intended to stop its Fosatu rival from organising anywhere in the furniture manufacturing industry.

A complicating factor in the case is that the PWAWU had applied to have its scope extended before the NUFAW's application to the Supreme Court. By the time the matter came up for hearing last week, the extension had been granted. The hearing therefore revolved around costs and whether the NUFAW had been entitled to prevent the PWAWU from recruiting furniture workers at the time the application was lodged.

The NUFAW argued that employees who joined the PWAWU would be endangering their right to continued employment in the furniture industry because it has a closed shop. The PWAWU's legal representatives countered by saying employees had every right to belong to more than one union. The NUFAW stated in court that it intended amending its constitution to prevent this — as did the GWIU. The FM went to press before the court passed judgment.

Flashpoint issue

These two cases vividly illustrate how the closed shop has become a flashpoint between the emerging and older unions. Tucsas general secretary Arthur Grobbelaar is a staunch supporter of the concept. "It is a legitimate means whereby trade unions can ensure that they retain their representation and representativeness. The Labour Relations Act provides various escape routes to keep them on their toes."

But while the emerging unions seldom have much in common with Tucsas, it would be far off the mark to assume that they are against the closed shop in principle. A leading Fosatu representative told the FM: "We feel the closed shop is a legitimate union demand. Fosatu does not accept that the closed shop is against freedom of association, but it has been abused in SA because of minority and racist unionism. The closed shop must be based on representivity. The industrial closed shop that some SA trade unions have was not based on that. Workers must also have a way of getting out of a closed shop in the event of a union losing support."

According to a National Manpower Commission (NMC) report on the closed shop issued in 1981, 50 industrial councils out of a total of 104 had 57 closed shop agreements. These covered about 250 000 workers, 23 000 of them union members. The report stated that certain unions are involved in up to eight closed shops. Of the exclusively white unions, 25% had closed shops, while of the unions which catered for whites, coloureds and Asians, 82% had closed shops. Only one black union had a closed shop. A senior gov-



NUTW's Copelyn ... onslaught into clothing

ernment spokesman tells the FM these figures remain roughly valid.

The majority of these agreements contain a reciprocal clause — that employees are obliged to work only for employers who are party to the agreement, while employers can only hire union labour.

The NMC's investigation of the closed shop arose from the Wiehahn commission's consideration of the practice. It reveals exactly how contentious the closed shop is. In Part I of the Wiehahn report the majority of commissioners recommended that the closed shop should be maintained, subject to constant surveillance by the NMC. However, government in its responding White Paper, favoured the minority view that future closed shops should be prohibited and that existing agreements should be maintained depending on the wishes of the participating parties. But it instructed the NMC to investigate the matter further.

After much deliberation the NMC's 1981 report recommended that the capacity to negotiate closed shops should be retained but that more safeguards should be considered. The NMC stated that "although there are strong philosophical and practical objections to the closed shop it is a long-established practice in SA the retention of which will have more advantages than disadvantages. It is a way of recognising that trade unions need some sort of security arrangement which is justified because of the role they play in the maintenance of industrial peace."

It added that a prohibition on future closed shops, despite possible merits, would result in profound disruption of a large number of stable employer-employee relationships.

In its White Paper on the fifth Wiehahn report government accepted the NMC's recommendation — but decreed that a 90-day period should be allowed before an employee has to become a union member.

That will not be the NMC's last word on the closed shop. It is shortly to release another report on safeguards.

There are many arguments for and against the closed shop — and they are not restricted to SA. According to Kate Jowell of UCT's Business School, the International Labour Organisation (ILO) has not taken a stand on the issue despite the fact that it has adopted more than 156 conventions on labour issues. This, she says, could be seen as indicating the conference's acceptance of the practice. However, it could also be indicative of the difficulty of formulating a convention acceptable to the three parties involved in the ILO — international labour, management, and the organisation's various states' representatives.

Arguments for closed shops are

- They contribute to industrial peace since they lead to the development of larger and stronger trade unions. This obliges employers to pay due heed to them and to comply with agreements,
- They help prevent the establishment of a large number of trade unions in the same industry, so contributing to greater trade union stability;
- They aid trade union discipline, and consequently help employers too,
- It would be unfair for non-union members to derive benefits from the actions of trade unions without bearing the obligations of membership, and
- They are so entrenched in SA that abolition will lead to disruption.

Some find these arguments compelling. But in the final analysis closed shops restrict both employees' and employers' labour choices. This goes against the grain of all that free enterprise represents. Just as workers should have the freedom to associate, and to join the trade union of their choice, they should also have the freedom not to associate. In a country like SA this is a vital principle.

135 E. Post
29/6/84

Anna's retirement is end of trade union era

By RICHARD LANDER in Johannesburg

ONE of South Africa's longest-serving trade union leaders has announced that she intends to step down — a move that could signal the end of an era in the country's labour history

Dr Anna Scheepers, president of the Garment Workers' Union of South Africa (GWUSA) for 46 years, will retire at the end of the year, leaving behind a labour movement far removed from the one to which she paid her first dues as a 21-year-old dressmaker in 1935

At that time, unions were concerned with the nuts and bolts of a worker's life — wages, hours and benefits. Today, unions in South Africa are inextricably tied up with politics

There is no love lost between the new unions and the old vanguard epitomised by Dr Scheepers, who feels they have their priorities wrong and points out that she was organising black workers more than 40 years ago

"We're miles apart — I regret it and would have

liked a more united movement," she said, reflecting on the present complex structure which encompasses unions of all political and racial hues grouped in different federations

Mr Dave Lewis, general secretary of the General Workers' Union representing the new breed of labour unions, said "Our members' lives don't start at nine in the morning and end at seven at night. They have grievances which they carry into their homes — high rates, rising bus fares — and they expect their unions to get involved in these campaigns"

Dr Scheepers, 70, is unrepentant about her past, or the path she took her union down. "We built up from nothing — we looked after the downtrodden"

Times were tough when the young Afrikaans girl left her family's farm in 1935, at the height of the depression, for a Johannesburg dress factory. Dressmakers worked a 48-hour week, had one day's holiday a year and constantly faced the threat of having their wages cut

Within three years she was president of the



Dr SCHEEPERS ... fought 'scabs'

GWUSA, leading members on the picket line where they sometimes clashed violently with mounted police and "scabs" — non-union workers brought in as strike-breakers by factory owners

Once, Dr Scheepers said, she threw noxious ant poison at a scabs' bus to dissuade them from breaking the picket line

As president, she made it her task to improve the material lot of her members, and she speaks with pride of the benefits she won for textile workers

These vary from a 40-hour week, achieved in 1948, to various funds for sickness, short-time work and members' funerals

All these were won through the industrial council, an employer-union round table existing in most industries

Dr Scheepers is an ardent supporter of the council system, one of the major points of difference between her and many new unions

"The industrial council can bring about great benefits for the workers," she said. More militant groups, however, reject them as authoritarian, bureaucratic and of no help to black members

She also dislikes the way the new unions push politics to the forefront of their manifestos. "I think you must get your priorities right — first uplift the people and then other things will follow"

Dr Scheepers has felt the wrath of political opponents, particularly the National Party, with whom she crossed swords long before they came to power in 1948

She recalls the period before the Second World War

when grey-shirted Nazi sympathisers, violently opposed to trade unions, used to try and break up her meetings

"We were called Communists and kaffirboeties for organising non-white workers," she said

Her union's battles with the NP continued after it came into power

Mr Solly Sachs, her mentor in trade unionism, was banned from public activity for being a Communist and an attempt was also made to ban Dr Scheepers

"But they couldn't prove I was a Communist," she said

Today she admits to being a conservative but insists her views have not altered over the years. "What was radical then is conservative today — I can't see where I've changed my attitudes," she said

Perhaps fittingly, her union will die at the same time she retires. With fewer whites entering the garment factories, membership has dwindled to a few thousand over the years from a peak of 16 000 and the GWUSA is to team up with a larger Cape Town union next year

I hate Lucy: Mpetha tells crowd

THE general secretary of the Garment Workers' Union, Mrs Lucy Mvubelo, came under attack from the United Democratic Front this week when one of the organisation's leaders told a student audience he hated her.

Mr Oscar Mpetha, joint president of the UDF, told more than 500 delegates at the fourth national congress of the Azanian Students' Organisation (Azaso) that Mrs Mvubelo was "one of the unionists

who teach workers that trade unionism does not involve politics, but is only about bread and butter issues

"Let the Press tell Lucy that I hate her," Mr Mpetha told cheering delegates

135
Soweto 6/7/84

I hate you, Lucy!



Leave politics alone, says Mvubelo



Mpetha attacks union leader

CLOTHING workers' union leader Lucy Mvubelo came in for a tongue-lashing this week by United Democratic Front president Oscar Mpetha.

The veteran activist said the general secretary of the National Union of Clothing Workers was one of the unionists "who teaches workers that trade unionism does not involve politics but only bread and butter issue"

"I hate Lucy and I want all of you here including the Press to tell her that," he told more than 500 students at the fourth annual congress of the Azanian Students' Organisation (Azaso) this week

Mr Mpetha said union leaders were telling the workers they were not ready to revolt against apartheid

"They make workers docile and subservient," he said.

He also said South Africa's trade unions were faced with a leadership crisis and that the onus was now on students to "take up leadership"

"The students must now lead by organising all political organisations — you must educate the workers, and mobilise them before it is too late," said Mr Mpetha.

Approached for comment, Mrs Mvubelo said she was surprised at Mr Mpetha's attacks "because I worked with him under the South African Congress of Trade Unions (Sactu) for a long time. He should know better

how much I have contributed to trade unionism"

She said that as a unionist she had helped break down influx control and job reservation

"Without my effort and that of other unionists, we would not have achieved this I believe national politics should be given to politicians and trade unionism to workers," she said.

Addressing the Orlando congress, outgoing Azaso president Tiego Moseneke received a standing ovation when he said Prime Minister P W Botha's so-called peace initiatives were in fact creating an angry mood among the youth

He called on all students to campaign against "minority power and replace it with majority power"

"For far too long our people have been patient. We are now tired and we cannot take it any longer. We must be on the offensive and fight to the bitter end," Mr Moseneke told the congress

By KHULU SIBIYA

C. Press 8/7/84

BACK LIBERATION - LUCY

TRADE unionist, Mrs Lucy Mvubelo, has come out in full support of all liberation movements and the release of political prisoners in South Africa.

Reacting to criticism others for the sake of against her, Mrs Mvubelo, who is general secretary of the National Union of Clothing Workers of SA, also warned the Government of problems if meaningful changes were not introduced soon.

She said: "I believe that the Government should abolish all apartheid laws, separate development, mass removal of people and politics, she said that

Referring to her union's attitude towards violence, she said that

Violence

Referring to her union's attitude towards violence, she said that

By JOSHUA RABOROKO

members were free to join and belong to any political organisation of their choice

"We have no cut and dried policy on affiliation to any political organisation, as long as it does not promote violence as a means of bringing about change," she added

She rejected claims that she was a "sell-out" for her support of for-

ign investment in the country.

"I have made it clear to potential investors, that as long as they do not support the South African Government's policies of influx control, job reservation and apartheid, then I have no problems with them.

"But," she added, "if they are prepared to hide behind such laws, then investing in this

Mvubelo calls for the scrapping of apartheid

country will only sow seeds of discontent and I am afraid this may lead to chaos"

Unity

Mrs Mvubelo said she was not worried about being criticised, for "everybody is entitled to his or her own views about me."

Referring to trade

union unity talks, she said she supported the talks, but would have to get a mandate from general membership on whether to participate She favoured a grant union federation that would operate on the same lines as international federations

She criticised certain blacks in the country.

She criticised certain

Referring to trade

Argus 16/4/84 (135)

Petrol-bomb attack on Mvubelo's house

Argus Correspondent

JOHANNESBURG — Veteran trade unionist Mrs Lucy Mvubelo narrowly escaped death last night when her Soweto home was petrol-bombed and destroyed by fire.

Mrs Mvubelo, general secretary of the National Union of Clothing Workers of South Africa, cried today as she watched relatives and friends remove the charred remains of her household possessions with wheelbarrows.

She said no one was injured in the fire that destroyed her home. The only rooms left intact were two bedrooms. Only the walls were left standing in the front section of the house.

The fire was extinguished by firemen before it reached the two rooms.

She said a group called the South African Suicide Squad (Sass) had claimed responsibility. Sass has claimed responsibility for bombing Soweto councillors' homes in the past.

"They claim they are getting rid of Government stooges. Maybe they think I am a stooge. But I have done so



Mrs Lucy Mvubelo

much to better the lives of black South Africans."

Mrs Mvubelo has been criticised severely by black leaders in the past for calling for foreign investment in South Africa. Recently she called on the African National Congress to support investment in South Africa.

Mrs Mvubelo said that at about 11 30 pm she heard breaking glass.

"I thought the sound came from the back of the house and I went out through the kitchen at the back. From there I saw flames at the front of the house. My nephew tried to put out the fire with an extinguisher but could not.

"The flames and smoke were too much for anybody and if my daughter and I had been caught unawares, we would have died."

Trade unionist's home is bombed

135 ~~135~~ Spar 18/7/84

Veteran trade unionist Mrs Lucy Mvubelo narrowly escaped death last night when her Soweto home was petrol-bombed and badly damaged by fire.

Mrs Mvubelo, who has been general-secretary of the National Union of Clothing Workers of South Africa for 31 years, cried today as she watched relatives and friends remove the charred remains of her household possessions with wheelbarrows.

She said nobody was injured. The only rooms left intact were two bedrooms. Only the walls were left standing in the front section of the house. The fire was extinguished by firemen before it reached the two rooms.

She said a group called the South African Suicide Squad (Sass) claimed responsibility. Sass has claimed responsibility for

bombing Soweto councillors' homes in the past.

"They claim they are getting rid of Government stooges. Maybe they think I am a stooge. But I have done so much to better the lives of black South Africans."

Mrs Mvubelo has been criticised severely by black leaders in the past for calling for foreign investment in South Africa. Recently she called on the African National Congress to support investment in South Africa.

Mrs Mvubelo said that at about 11 30 pm she heard breaking glass.

"I thought the sound came from the back of the house and I went out through the kitchen at the back. From there I saw flames at the front of the house. My nephew tried to put out the fire with an extinguisher but could not

Unionist weeps as charred possessions are taken away

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Mrs Lucy Mvubelo weeps as she looks at the burnt shell of her home.

By Michael Tzsong

With tears streaming down her face, veteran trade unionist Mrs Lucy Mvubelo walked around her fire-damaged Soweto home yesterday and said she did not understand why anybody disliked her so much as to destroy her house.

Mrs Mvubelo, who has been general secretary of the National Union of Clothing Workers of South Africa for 31 years, was almost killed on Sunday night when two petrol bombs were thrown into her house.

She said two broken bottles used as

bombs were taken away by police.

Nobody was injured in the fire which destroyed most of the building. Two bedrooms were saved by firemen.

She wept yesterday as she watched relatives and friends scoop up and remove the charred contents of her home in wheelbarrows.

Mrs Mvubelo said a group called the South African Suicide Squad (Sass) claimed responsibility.

It has claimed responsibility for bombing several Soweto councillors' homes in the past.

Mrs Mvubelo (64) said at about 11.30 pm she heard breaking glass

"I thought the sound came from the back and went out through the kitchen at the back. From there I saw flames at the front of the house. My nephew tried to put out the fire with an extinguisher, but could not.

"The flames and smoke were too much for anybody and if my daughter and I were caught unaware, we would have died.

"The damage is incalculable. I do not know how many thousands of rands worth of furniture and other goods have been destroyed. I had ornaments from abroad, carpets, a clock from Taiwan, books, a new lounge suite, a

TV and a new R1 800 hi-fi system

"The hi-fi was still unused. I bought it last month to escape the three per cent general sales tax increase. Now there is nothing left of it.

"Everything has been destroyed in the kitchen as well. I have built up this home on my own and have always looked forward to having a beautiful house and now this happened.

"Sass claim they are getting rid of Government stooges. But I have done so much to better the lives of black South Africans."

Mrs Mvubelo has been criticised by black leaders for calling for foreign in-

vestment here. Recently she called on the African National Congress to support investment in South Africa.

She has travelled extensively abroad where she has advocated investment in this country.

"In 1971 I advocated for foreign companies to employ black matriculants. The foreign companies started employing them.

"In 1978 the Government removed some job reservation, but I did the spadework to see they got the employment for which they were qualified.

After all that this is my reward," she said pointing to what was her home.

BOMBERS HIT

LEGGERS

FOURSE

Source from 17/7/84 ~~135~~ 135

TWO PETROL BOMBS thrown through the window at veteran trade unionist, Mrs Lucy Mvubelo's, Orlando West home completely destroyed the furniture and house at the weekend.

No-one was injured in the fire, and the anonymous South African Suicide Squad (SASS) has claimed responsibility for the bombing. A spokesman for the South African Police at Protea yesterday confirmed the bombing and said members of the Security Police are investigating.

Flame

Mrs Mvubelo, who is the general secretary of the National Union of Clothing Workers, kept asking rhetorically "What have I done" as she cried, looking at the remains of what used to be her pride and home. She estimated damage done to the furniture and house at more than R50 000.

She said "I heard noises outside as if something was being dragged in the yard. I immediately thought somebody was stealing my new gate and on in-



WHAT HAVE I DONE: Mrs Lucy Mvubelo crying at her home yesterday. Pic: MBUZENI ZULU

BY SELLO RABOTHATA

Investigation, my nephew and I saw a large flame coming from the lounge which is at the front of the house. When he told me it was a bomb I rushed to my neighbours, who phoned the fire brigade. The incident took place at about 11 30 pm."

Mrs Mvubelo said the fire brigade arrived about 45 minutes later. Neighbours helped fight the fire with hoses and sand while waiting for the fire brigade. The fire was extinguished before it could destroy the two bedrooms in the house. She said she would like to thank all her neighbours who rallied round to help when the fire started on Sunday night. Mrs Mvubelo has not

been in the good books of a number of black leaders in the past for encouraging foreign investment in South Africa. She also called on the African National Congress to support the call. Last week she said she supported all liberation movements and called for the scrapping of apartheid in the country. Mrs Mvubelo also warned of problems if the Government did not implement meaningful changes soon.

Lucy gets house offer

THE Soweto Town Council has offered Mrs Lucy Mvubelo, whose house was destroyed in a bombing incident at the weekend, alternative accommodation until her house is rebuilt.

Mrs Mvubelo said this yesterday when the South African Society of Bank Officials donated R500 to help her with the expenses of rebuilding her house. The donation was made by Mr Tom Chalmers who also called on all concerned individuals and employees to help Mrs Mvubelo.

She said she has been offered a flat to stay in while her house is being rebuilt. "The whole house will have to be brought down because it has been badly burnt and the walls have cracked. I spent most of my lifetime making this house what it was and I had pride in it," she said.

She said on the Sunday the incident took place she had just entertained the wives of some Bophuthatswana parliamentarians. She had decided to go to sleep shortly before the bombing occurred. Mrs Mvubelo was still at home yesterday recovering from shock.

Mr Chalmers criticised the attack on Mrs Mvubelo and said "Is this what we must expect after the fight for freedom has been won. People like the World Council of Churches and the British Trade Union Council should be made aware what the money they give to people like these is used for."

"Mr Mvubelo has been fighting for this country's workers for more than 30 years and this is the reward she gets."



DONATION Mrs Lucy Mvubelo could not hold back her tears when Mr Tom Chalmers donated a cheque for R500 to help towards rebuilding her house

Women for Peace back Lucy Mvubelo

135
Star
19/7/84

The co-founders of Woman for Peace (WFP) are rallying to support their close associate, trade unionist Mrs Lucy Mvubelo whose home was burnt on Sunday

Mrs Cecile Celliers and Mrs Bridget Oppenheimer, co-founders of WFP, issued a joint statement after Mrs Mvubelo was nearly killed when two petrol bombs were thrown into her house

"We are immensely shocked and WFP will do everything to support

Mrs Mvubelo

"In all her work Mrs Mvubelo has achieved an amazing amount for South Africa

"Unfortunately people who speak out today become targets for this kind of violence," said Mrs Oppenheimer

DISTRESSING

Mrs Celliers added "Everything Mrs Mvubelo has done has been for her people For her to be attacked is distressing"

Mrs Mvubelo, who has

been the general secretary of the National Union of Clothing Workers for 31 years, co-chaired WFP for two years trying to bring South Africans of all races together

In 1979 she was voted The Star Woman of the Year in recognition of her many years of struggle for trade union rights

Mrs Mvubelo believes a group called the South African Suicide Squad was responsible for the attack

Firebombs confuse Lucy, the workers' champion

135 Star 20/7/84

From behind walls charred to crisp cinders, a soft but spirited singing can be heard. It rises eerily from the blackened remains of the house, breaking the stillness of an otherwise quiet Orlando West afternoon.

Lucy Mvubelo has joined a group of women in prayer and hymn. Heedless of the ashes that lie in place of a carpet, she kneels to give thanks for being alive — but she admits aloud: "Oh, Lord, now I am confused."

Last Sunday night while the veteran trade unionist and general secretary of the Clothing Workers' Union slept, activists from a group calling themselves the South African Suicide Squad (Sass) threw two homemade bombs into the house. Within minutes, a dream she'd had for 10 years of retiring in a home carefully and beautifully renovated had died, along with treasured souvenirs and precious, hard-won fabrics and furniture.

She is occupied with herding the hundreds, literally hundreds, of people who have streamed on to the tiny property

the lights went out. I was with my next-door neighbour when I heard the second bomb go off.

"My spirits are high in spite of this," she said. "It really warmed my heart to see the children from Orlando West High and Phefeni School pour in here, roll up their sleeves and set to work."

Just a week before, Mrs Mvubelo's nephew had pleaded again with her to insure her home and its contents and she had at last given in, promising to do so the following week.

"I had dallied because I didn't really think my home was beautiful enough to warrant insuring just yet. I had planned to paint the outside. I didn't realise that the Devil was just behind me."

"Now when I think of the treasured possessions I have lost — my battery-operated clock from Taiwan and my set of encyclopedias — I just weep. Fortunately the portrait of myself as The Star Woman of the Year was saved. I have it in my office though I have been nagged for years to take it home."

"I dialled 0, then the line went dead and the lights went out."

since Monday morning to offer their sympathy and bring gas heaters and loaves of bread. An iron coal stove, cinder-covered but functional, now yields up a smell of cooking sugar beans and at least four neighbours tend busily to its boiling.

"I was certain, when I heard a cracking, clinking sound," says Mrs Mvubelo, rubbing a hand across weary eyes, "that it was thieves come to pinch my new gate. Now I know it was my guardian angel, come to wake me."

"My nephew looked out of the window and saw the flames. He said, 'Bomb' quite breathlessly and I ran to the telephone. I dialled 0, then the line went dead and

Mrs Mvubelo, walking painfully in bedroom slippers, picks her way through her remaining possessions, gesturing like an estate agent. "Here," she says, "was the most beautiful bamboo wall covering, and here a solid oak wardrobe. There stood R1750 worth of hi-fi equipment — never before used. And, oh, my bottle-green carpet and brand-new upholstery."

The possessions mean that much more to her because she has worked alone and steadfastly to own them. Her husband, who died recently, was attacked by thugs in 1956 and beaten so badly he lost his memory. He never recognised his wife or children again.

"I was certain when I heard a cracking sound that it was thieves come to pinch my new gate. Now I know it was my guardian angel come to wake me," says trade unionist Lucy Mvubelo describing the traumatic destruction of her home to INGRID NORTON.



MRS LUCY MVUBELO — "They want to kill me. Well, let them come."

● Photograph by Alf Kumalo

Mrs Mvubelo has educated her two children under extreme financial pressure. The daughter of a domestic worker who earned £2 a week and a labourer father, both mission-educated, Mrs Mvubelo was taught the importance of learning from the time she could talk.

"My mother spoke fluent German and was very liberal-minded. I knew all through my childhood that the system of the country was hurtful and I would do all I could one day to change it."

She has since achieved more than a quarter of a century's struggle for black trade union rights, she was one of two women to be appointed to the 41-member National Manpower Commission in 1979, the year she was made The Star's Woman of the Year. Just prior to that she was appointed deputy vice-president of the multiracial Trade Union Council of South Africa (Tuksa).

She has addressed labour meetings throughout Africa, Europe and the United States, attracting the attention of America's most powerful leaders when she toured with an appeal to continue investment in South Africa

All this, she feels, makes the motive for the attack the more puzzling.

"Why me?" she asks, sinking on to a comfortable bed in the remaining outhouse. "I have done nothing. The only clue to the motive must be the statement made by Mr Oscar Mpetha, joint president of the United Democratic Front, who was recently quoted as saying he hated me because I was one of the unionists

"I won't run away. Wherever I go they will find me if they want me badly enough."

who teach workers that trade unionism does not involve politics but is only about bread and butter issues."

Mrs Mvubelo is accused by extreme black groups of being a Government stooge, a sell-out. It is said that she has negotiated starvation wages. She argues that she has improved the salaries of unionists dramatically since she and Dr Anna Scheepers, former president of Tuksa and now president of the Garment Workers' Union, began negotiations.

"Wages have been increased from R27 a week to R36 a week. Workers receive an increment

every six months and many excellent fringe benefits, ranging from a bursary scheme to a group funeral scheme and a fund for orphans and the disabled.

"The top of the scale is now R60 a week, but there are many earning far above that."

"I am forced to say it is just a bunch of loutish brats that are doing the complaining about our achievements."

Mrs Mvubelo, in an effort to decide the motive, flips mentally through what she regards as major achievements in a long struggle.

"In 1971, when job reservation was so sensitive an issue and influx control and group areas were very tense issues too, the United States Government invited me to America to put forward my own views."

"I said then, 'Let American companies ignore South Africa's policies and allow our children to compete with other race groups at home. I did not say everything was rosy in this country, I said only we do not want hand-outs, we want to be taken for our ability and our efficiency. As long as American companies promise to carry out my advice I will support their investment in South Africa.'"

Mrs Mvubelo firmly maintains that it was she who got the ball rolling in providing in-house training for blacks, coloured staff and Indians.

She sniffs. The smell of charred wood is still overpowering. Streaks of pastel green paint are visible where the black has been wiped away, leaving an arc above a bed. Bits of ceiling continue to flutter to the floor.

"They want to kill me. Kill me, after all I've done for blacks in this country. A heartfelt fight. Well, let them come. I won't run away. What's the use? Wherever I go they'll find me if they

want me badly enough."

Mrs Mvubelo is waiting to hear whether the Soweto Council has managed to find her alternative accommodation while her house is demolished and rebuilt. She cannot imagine where the funds for the project will come from.

"But everybody has been so kind," she says. "I will postpone my retirement now and work on to fund this disaster."

"All I can say is, Lord, if this is the sort of freedom the black people are looking for, this kind of faceless, senseless, cowardly atrocity, then, dear Lord, I am confused."

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Mercury 26/7/84

Court told of dispute over unionist

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Labour Reporter

THE Industrial Council for the clothing industry came under attack at an Industrial Court hearing in Durban yesterday for allegedly failing to resolve a dispute over the sacking of a trade union activist.

The presiding officer, Dr D B Elers, reserved judgment

Mr Chris Albertyn, who appeared on behalf of Miss Florence Ntuli, who was dismissed by the Natal Overall Manufacturing Company, told the Court that the functions of the council were to endeavour by negotiation or otherwise to settle disputes

He said it had failed to do so in regard to the dismissal of Miss Ntuli — a member of the Garment Workers' Industrial Union, one of the parties which make up the Industrial Council

Because of a closed shop agreement with the company, Miss Ntuli is compelled by law to be a member of the GWIU in spite of now having joined a rival trade union — the National Union of Textile Workers

Arguing for her reinstatement, Mr Albertyn told the hearing that a letter setting out her grievances had been sent to the council, but it had made no genuine attempt to have the dispute resolved

The matter now fell outside the jurisdiction of the council, he said.

Mr Jeff Fobb, representing the company, said he was not in a position to

comment on criticism levelled against the council, but urged the Court not to pass judgment on the application for reinstatement until the company had filed its responding affidavits

'Not neglect'

He said the delay in submitting the papers was not through neglect. Miss Ntuli's refusal to cooperate by having the dispute resolved by the Industrial Council had led to the company delaying its reply

Mr Fobb said it was not sufficient to merely write a letter to the council. The council should have been placed in a position to hear the dispute

The company had agreed to abide by the decision of the council in the interest of good industrial relations, he said

135 D. Asputch 30/7/84

EAST LONDON — Rivalry between two trade unions has been cited as the reason for last week's work stoppage and unrest at the Frame Group textile factory here

Rivalry blamed for unrest

that membership of the TWIU was a condition of employment at Frame Group

However, both the general secretary of the TWIU, Mr Norman Daniels, and the joint managing director of the Frame Group, Mr Selwyn Lurie, strongly denied there was any "closed shop" agreement between the TWIU and the Frame Group

Instead, Mr Daniels alleged there had been fraudulent attempts to cancel the subscriptions of TWIU members.

In the statement issued through Saawu, it was claimed that some workers wanted to stop their subscription payments to the TWIU as an

indication of their resignation from the union. The statement said that 15 days after the petition had been submitted, without response from the management, a delegation was sent to discuss the matter with the management

The following day, the statement said, a company employee accompanied by two policemen told the workers that the matter would be discussed and the response filtered through the "liaison committee".

The statement then alleged the same employee returned with pamphlets stating that anyone who did not work in working hours would be summarily dismissed

While workers were reading the notices, another company employee accompanied by police told the workers to leave the company premises within three minutes

The statement alleged that after three minutes, the police forcibly evicted workers from the premises, and the gates to the factory were locked

Mr Daniels said TWIU's membership exceeded 50 per cent of the workforce of 4 500 at the Frame Group factory and that the union had been the officially recognised representative of the workers for more than 50 years

"We started receiving

a large number of supposed resignations, of which more than a thousand were from people who were not even members of TWIU.

"We approached members who had supposedly resigned and they told us they knew nothing of the resignations

"We concluded that someone had sat at the clock cards and had written down the numbers and names of employees and sent fraudulent resignations to us," Mr Daniels alleged

He claimed that, according to TWIU members, groups of workers "had banners and were marching up and down causing chaos. Our people were not part of this,

but many of them were caught up in it when police removed workers from the premises"

"What we are trying to do now is get those innocent people who were locked out of the factory back to work. We will be talking with management to ensure this doesn't happen again"

Mr Daniels said no one was compelled to be a member of the TWIU. "There are, in fact, a number of workers who are not members of our union."

Mr Lurie said from Durban yesterday that the statement issued through Saawu was not true

He reiterated an ear-

lier statement that there had been no official discussions between management and workers who wanted to cancel their subscriptions to the TWIU.

"Nothing has been put to the management. They have not operated through the recognised channels of communication."

Mr Lurie denied workers were compelled to be members of the TWIU

"This is definitely not correct. There is no closed shop agreement."

Mr Lurie also said the wording and timing of the notice ordering workers to return to work as presented in the Saawu statement were not correct

"The notice was distributed after workers had stopped working - DDR"

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Tucsa to debate union registration

JOHANNESBURG — The Trade Union Council of SA is to debate two resolutions at its annual conference in September which reject reforms of the government's controversial union-registration system proposed by the National Manpower Commission (NMC)

Both reject a suggestion by the NMC that already-registered unions should lose their right to attempt to block applications for registration by rivals

Last year, Tucsa adopted a resolution calling for the outlawing of unregistered unions

The NMC, which

advises the government on labour issues, has compiled a report on registration which calls for major changes in the present system

Among its recommendations were that unions who do not win approval from a government registrar be outlawed

But it also suggested that the present law, which links registration to the representation strength of a union, be changed

It noted that this allowed registered unions to block or delay the registration of rivals on the grounds that they

were not representative

In some cases, this objection has been on racial grounds, with the registered union trying to block a rival on the grounds that it does not represent enough workers of a particular race

A first agenda for Tucsa's conference reveals that the the Garment Workers Union of SA will propose a resolution calling for union representation strength to "remain a key factor in their registrations"

It says this is necessary because there is a need "for strong unions to represent workers" — DDC

RDM 2/8/84 (135) (132)

Tucsa unions seek rejection of reforms

By STEVEN FRIEDMAN
Labour Correspondent

THE Trade Union Council of SA (Tucsa) is to debate two resolutions at its annual conference in September which reject reforms of the Government's controversial union registration system proposed by the National Manpower Commission (NMC)

Both reject a suggestion by the NMC that registered unions should lose their right to attempt to block applications for registration by rivals

Last year, Tucsa adopted a resolution calling for the outlawing of unregistered unions

The NMC, which advises the Government on labour issues, has compiled a report on registration which calls for major changes in the present system

Among its recommendations are that unions which do not win approval from a Government registrar be outlawed

But it also suggested that the present law, which links registration to the representativeness of a union, be changed

It noted that this allowed registered unions to block or delay the registration of rivals on the grounds that they were not representative. In some cases, this objection has been on

racial grounds

A first agenda for Tucsa's conference reveals that the Garment Workers Union of SA will propose a resolution calling for union representativeness to "remain a key factor in their registrations" This is necessary because there is a need "for strong unions to represent workers"

A second resolution, by the Mine Surface Officials Association (MSOA), urges that representativeness "should continue to be (a factor) in the registration of trade unions"

But, unlike the Garment Workers Union resolution, it recommends that this should be "determined on a non-racial basis"

Both resolutions, however, back the right of registered unions to block attempts by their rivals to gain registration

The MSOA resolution also seeks continued clamps on the right of "general workers unions" to register

It wants the "present restrictive definition" of a union in labour law to be retained

At present, a union is defined in the law as any number of workers in "any particular undertaking, industry, trade or occupation" The NMC urged that the word "particular" be deleted

Tucsa resolutions urge Govt to create more jobs

By STEVEN FRIEDMAN
Labour Correspondent

TWO resolutions calling for Government action to create more jobs will be discussed at next month's conference of the Trade Union Council of SA

One calls on the Government to change the tax system to prevent employers replacing workers with machines

The other urges that employers who close plants in cities to move to "decentralised" areas should not be granted financial incentives by the Government

It suggests that Government decentralisation incentives, which encourage employers to open factories in outlying areas, are often not creating jobs but are encouraging employers to close city factories, costing workers their jobs

Both resolutions come amid mounting concern at the country's high unemployment rate

Many of the jobless are "structurally unemployed" which means they will not be able to find work even if the economy recovers

According to a first agenda for the conference, the Transvaal Leather and Allied Trades Industrial Union will move a resolution expressing "extreme concern" at grow-

ing automation and its effect in adding to unemployment

It says that "techniques which replace labour with capital are inappropriate for South Africa with its massive structural unemployment"

The resolution urges the Minister of Finance to "make the relative costs of capital and labour more appropriate to the South African situation"

A resolution by the Textile Workers Industrial Union supports the principle of creating work opportunities in "decentralised areas"

But it also charges that "many established factories are now moving from urban areas to the decentralised areas where many incentives are offered to attract industry"

This is not creating new jobs but simply transferring them from one area to another, leading to unemployment in the cities, it says

The resolution urges the Government to make incentives available only to "employers who will create new job opportunities and not to those who close their factories in the urban areas and transfer to decentralised areas"

Critics see Government decentralisation incentives as a means of decreasing the number of black workers in cities, while boosting the creation of jobs in the "homelands", and the resolution appears to endorse this view

Call for changes in NMC

Labour Correspondent

A RESOLUTION to be proposed at this year's annual conference of the Trade Union Council of SA (Tucsa) urges that changes be made to the composition of the Government's National Manpower Commission

The proposed changes appear to be aimed at strengthening the influence of established unionists on the NMC and eliminating the role of academics who Tucsa has accused of being too sympathetic to emerging unions

Earlier this year, Tucsa threatened to quit the NMC, which advises the Government on key labour issues

The NMC is composed of State, employer and union representatives as well as academics and others with an interest in labour issues It

is appointed by the Minister of Manpower

No emerging unionists have been appointed to the commission

In an attack on the NMC, Tucsa charged that the State's representatives and academics exerted undue influence in the commission and that, as a result, it was not making an adequate contribution to labour policy-making

In particular, it accused some academic members of the NMC of being "surrogates" of the emerging unions

It also suggested that its own views were not exerting enough influence in the commission

The resolution urging changes to the NMC is to be

proposed by the Mine Surface Officials Association (MSOA) and is contained in a first agenda for the Tucsa conference, which is scheduled for early next month

It urges the Minister of Manpower to "give urgent attention to the recomposition of the National Manpower Commission"

This should be done, the resolution adds, in such a way that "the chairman and vice-chairman shall be representatives of the State and the membership of the commission shall be equally divided between employer and employee interests"

This would appear to rule out a role for State appointments beyond the chairman and vice-chairman as well as a role for academic members,

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A major factor in the defections was Tucsas call for a unitary system of labour relations in SA. This implies that all unregistered unions should be declared illegal. Nonetheless, three of the smaller unions that left the association may have done so because affiliation fees were increased from 5c a month (per member) to 8c.

Arthur Grobbelaar, Tucsas general secretary, says he's "not overly disturbed" by the decline in membership. He notes that Tucsas has recovered from similar reverses in the past, and defends Tucsas policy on non-registered unions. "One cannot continue to play soccer to the rules of hockey," he says of the existing duality on the labour scene.

Tucsas remains SA's largest trade union federation. Grobbelaar stresses that Tucsas figures are based wholly on paid-up members — which, he says, is not true of other union federations. "Some of our competitors have more of a following than a membership," he says.

Grobbelaar says Tucsas 1984 congress, to be held from September 3-7 in Durban, will be open only to members of Tucsas affiliates — with no "outsiders" admitted. This means it will be closed to the press — in contrast to past congresses where labour reporters were freely admitted, even if they were not always welcome.

Delegates will be considering a recent report of the federation's Future Activities Committee, which asks whether Tucsas should redefine its objectives to serve the interests of its affiliates, as opposed to those of all SA workers. This could harden Tucsas growing reputation as being an increasingly conservative trade union body.

UNION FEDERATIONS Tucsas problems

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Since its congress in September 1983 the Trade Union Council of SA (Tucsas) has suffered a decrease in affiliated membership of more than 10% — from 490 000 to 430 000. The drop is largely due to the resignation of the SA Boilermakers Society, which has more than 50 000 members. However, five other unions also disaffiliated.



Tucsas Grobbelaar ... 'outsiders' stay out

RJM 4/8/84 (135)

Top trade unionist dies



ARTHUR GROBBELAAR
died yesterday

By PHILLIP VAN NIEKERK

MR Arthur Grobbelaar, General Secretary of the Trade Union Council of South Africa for the past 19 years, died after a heart attack in Johannesburg yesterday

Mr Grobbelaar, who was a well-known and often controversial figure in the labour movement, began his career as a boilermaker and worked his way through the ranks

Regarded in the Sixties and early Seventies as a left-wing opponent of a Government hostile to multiracial trade unions, Mr Grobbelaar was viewed in recent years as a conservative, establishment figure.

He was elected Tucsas General Secretary in 1965, replacing Mr Terrance O'Donoghue, after he had served three years as assistant general secretary of the South

African Boilermakers' Society, (Sabs)

In the late Seventies Mr Grobbelaar served on the Wiehahn Commission of Inquiry which heralded a new era of non-racial labour legislation in South Africa.

Mr Lief van Tonder, the president of Tucsas, last night described the death as a blow to the "whole labour movement"

Mr Ike van der Watt, current General Secretary of Sabs, said Mr Grobbelaar had been a "cornerstone" of Tucsas and Sabs, and had made an extremely important contribution to the labour movement

"He will be sorely missed and I think Tucsas will find it very difficult to find a replacement of his calibre"

Mr Grobbelaar, who was 59, is survived by his wife and two daughters

135 S. Times 5/8/84

Unions mourn Grobbelaar

TRADE union leaders across the country were shocked yesterday by the death of the general secretary of the Trade Union Council of South Africa (Tucsa), Mr Arthur Grobbelaar, 59.

He dominated Tucsa activities for the past 19 years. His death of a heart attack

By JEREMY BROOKS

has left a vacuum in the organisation on the eve of its annual conference.

The possibility of postponing the conference has been raised, but no decision has been taken

Mr Grobbelaar's aggressive approach to his work contributed to a turbulent career which was often controversial.

Dr Anna Scheepers, a past president of Tucsa and president of the South African Garment Workers' Union,

said she had worked with Mr Grobbelaar on one of the five commissions on which he served during his career

"What impressed us then, in those early days, was his tremendous capacity for hard work.

"His dedication to the cause of unity in the trade union movement was unflagging."

Mr Grobbelaar leaves a widow, Lynette, and his daughters Esme and Wendy.

Arrangements for the funeral service will be announced in the Press soon

RAM 6/8/84

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(135)

THIS year's Tucsa conference will again discuss resolutions opposing labour law reform

Last year, Tucsa called for a ban on unregistered unions. Now a National Manpower Commission report has urged just that.

But the NMC also recommended that registered unions no longer be able to object to the registration applications of rivals. It is this which the Tucsa meeting will be asked to reject.

At present, registered unions can object to attempts by new unions to register by arguing that they are the representative unions in their industries. They have not been slow to do this — sometimes by arguing that only they should represent particular race groups.

Of course, a closed shop forcing workers to belong to your union helps back up any claim to be the majority union in an industry.

Critics see this as a means of protecting registered unions from competition.

But many registered unions are extremely keen to continue being protected and both the Garment Workers Union and the Mine Surface Officials Associations want Tucsa to urge that the present system be retained.

The surface officials, however, do say it should operate non-rationally.

Tucsa is likely to approve the resolutions — which, coupled with its support for a ban on unregistered unions, call for registered unions to have the right to put rivals out of business.

These calls come as several Tucsa unions face attempts by emerging unions to recruit their members.

They are unable to out-organise them and seek to use their access to the ear of the Government to stem the tide.

Archie Poole contests Belhar for Labour



Mr Archie Poole

Staff Reporter

THE Labour Party candidate for Belhar, Mr Archie Poole, was one of only two trade unionists to witness the signing of the Nkomati Accord

He also monitored labour legislation introduced by Mr Fanie Botha in Parliament in 1979 — an exercise which lent him insight into parliamentary procedure

Mr Poole was general secretary of the Engineering Industrial Workers' Union of South Africa until he was nominated last month to contest the Belhar seat in

the election to the House of Representatives

He intends specializing in trade unionism and workers' rights if he is elected, he says

At present he is a member of the National Executive of the Trade Union Council of South Africa (Tucsa), is on the Cape Town Harbour Advisory Board, and is vice-chairman of the Belville Trade Training Centre

He is a member of both the Proteaville Technical College Advisory Board and the National Manpower Training Committee for the Metal Industries, and vice-president of the International Metalworkers' Federation SA Council

Mr Poole, 61, was a founder-member and vice-chairman of the Belhar Ratepayers and Tenants Association

He is being opposed by two independent candidates, Mr F J Sellidon and Mr S E Wesso

(Report by Noel Bruyns, 77 Burg Street, Cape Town)

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By Lucille McNamara

Today marks the end of an era for the powerful multiracial Trade Union Council of South Africa with the funeral of its general secretary, Mr Arthur Grobbelaar.

Mr Grobbelaar died of a heart attack at his home on Friday, ending two decades of "obsessive dedication" to Tuca.

That Mr Grobbelaar ruffled feathers in his quest to improve the lot of working men is unquestioned, but he gained the respect of even his sternest adversaries.

Tuca president Mr Lief van Tonder said "At times he differed sharply with his colleagues and other trade unionists, but his opponents respected him. There was never any bitterness, which I always admired."

In her book "The Story of the Trade Union Council of South Africa", Mr

Grobbelaar's personal assistant Ruth Imrie said "While maintaining unremitting criticism of the National Party Government and apartheid, Grobbelaar nevertheless managed at the same time to avoid any identification of Tuca with the more extreme left-wing or radical elements."

Mrs Imrie called him a pragmatic and astute politician who weathered consistent attacks from left and right and had been a driving force in Tuca's campaign for black trade union rights and an end of discrimination in the workplace.

A boilermaker by trade, Mr Grobbelaar

laar came to Tuca almost by accident. He was seconded by the South African Boilermakers' Society to help Tuca out after the death of its former general secretary.

He threw himself so enthusiastically into the work that he was unanimously elected to the position four months later.

Mr Grobbelaar was also a member of the Wiehahn Commission of Inquiry into Labour Legislation.

Commission chairman Professor Nic Wiehahn said "To me he was a personal and great friend."

"I think his contribution to the la-

bour movement, and to industrial relations in particular, was tremendous.

"I always found him an intelligent, well-balanced working member of the Wiehahn Commission to which his contribution was great. I've always had high regard for his sincerity and devotion to the task of finding solutions to our labour problems."

As a commission member he helped take a critical look at the country's jungle of race-oriented labour laws which led to a number of proposals to cut a liberal swathe through them.

The commission recognised the legality of black trade unions by allowing them to register and by paving the way for a fully integrated workforce by legalising multiracial unionism.

Tuca and the thousands of unionists throughout the country will undoubtedly endorse Professor Wiehahn's closing remark "South Africa has lost a great son in Arthur Grobbelaar."

135 Star 7/8/84
**Loss of Grobbelaar ends
an era for trade unionism**

RDM 8/8/84 (BS) 1972

Another union leaves Tucsa

By PHILLIP VAN NIEKERK

THE Motor Industry Combined Workers' Union (Micwu) — whose general secretary, Mr Des East, was next in line for the presidency of the Trade Union Council of South Africa (Tucsa) — has pulled out of Tucsa

This was confirmed yesterday by Mr East, who was not prepared to give reasons as Micwu did not want to become involved in a "public slanging match"

However, the decision had nothing to do with the death last Friday of Tucsa's former general secretary Mr Arthur Grobbelaar, Mr East said

Micwu has followed at least seven other unions which have disaffiliated since Tucsa's congress last year where, among other con-

troversial decisions, affiliation fees were doubled

Other major unions to have left include the SA Boilermakers Society, the Footplate Staff Association and the National Union of Furniture and Allied Workers (Nufawsa)

Mr East said one of a number of reasons for leaving Tucsa was Micwu's dissatisfaction at the admission to Tucsa of a white teachers union

He said Micwu was opposed to the principle of single-race unions which were contrary to the "spirit of trade unionism today"

Mr East was Tucsa's first vice-president, a post which historically has meant that he would automatically be the next president.

He said he had no regrets, because he was not "in the business for my own reputation"

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A champion for his time

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IN AN age in which the pace of events seems to be stepping up exponentially, even principal actors in politics as elsewhere, are being rapidly despatched to the wings while audiences switch their attention to new sets of players, new scenarios

In the process, and until time and history provide a corrective, perspectives can be lost. James Arthur Grobbelaar, General Secretary of the Trade Union Council of South Africa for 19 years, who died suddenly last Friday, is a case in point. A boilermaker by trade and active in the trade union movement for almost 30 years, he was until very recently perhaps the principal actor in the South Africa labour movement and a major force behind changes which are now riveting the attention of business and the body politic, both here and overseas

RUTH IMRIE

Author of Tucsas official history, 'A Wealth of People'

For it was under his leadership that TUCSA conducted a sustained and vigorous campaign for trade union rights for black workers, provoking the then Minister of Manpower to state in 1967

"If TUCSA wants to continue to undermine Government policy and create problems then it must take note that the Government will not hesitate to take the necessary measures"

TUCSA, under Arthur Grobbelaar's leadership, became not only isolated because of its fight for black rights, but also its struggle to remain completely multi-racial nearly destroyed the organisation itself. In 1968 TUCSA faced the loss of nearly half its membership over the issue of



ARTHUR GROBBELAAR
Tucsas chief for 19 years

black affiliation. With a drastic reduction in income the General Secretary went unpaid for three months, but carried on in an attempt to prevent further disaffiliations and save the organisation

In 1969 he guided TUCSA to the pragmatic — but traumatic — decision to exclude black affiliates, thus preventing further loss. The campaign for trade union rights for blacks did not, however stop, and within years he succeeded in preparing TUCSA to readmit black affiliates, which happened in 1974

Arthur Grobbelaar was a member of the milestone Wiehahn Commission whose recommendations not only changed the face of labour legislation and relations in South Africa, but also paved the way for other major attitu-

dinal and directional changes

In more recent years he was a member of the National Manpower Commission, serving on the executive committee of the Commission, and a member of the Prime Minister's Economic Advisory Council. Earlier in his career he was twice awarded Foreign Leadership Grants by the United States Government, and participated in the US/South African Leadership programme

Throughout his years as General Secretary of TUCSA he travelled widely. Every year since 1964, when South Africa left the International Labour Organisation, he attended that Organisation's yearly conference as an observer, and the links he maintained and fostered provided a secure base for others to build on in more recent years

That South Africa is once again submitting reports on the conventions ratified is a further tribute to his influence, both locally and in the international context

This year again Arthur Grobbelaar attended the ILO and went on to visit the German and British national trade union centres. He returned considerably cheered by his reception in all three venues

Arthur Grobbelaar was a man for his time, and a staunch and unflinching champion of trade unionism in the traditional sense. His great contribution to South Africa lies in the fact that he helped to prepare a climate in which fundamental changes are now possible

(135) Star 9/8/84

Tucsa goes ahead with conference

By Carolyn Dempster, Labour Reporter

The 30th annual conference of the Trade Union Council of South Africa (Tucsa) is to go ahead as planned next month.

A final decision was taken yesterday by the federation's executive committee which was considering postponing the conference following the sudden death of Tucsa general-secretary Mr Arthur Grobbelaar.

Among key resolutions submitted for debate are those on the registration of unions, the new constitutional dispensation and effects of raised general sales tax.

The conference will be closed, which means many of the more controversial debates will not receive a public airing.

One of these is the proposal made by the Mine Surface Officials' Association

(MSOA), that Tucsa reject certain of the recommendations contained in the latest National Manpower Commission report.

MSOA proposes that the federation "re-affirms the existing restrictive definition of a trade union", and supports the current legislation which links registration of a union to its representativeness.

As it stands, these restrictions have enabled registered unions to prevent rivals from achieving registration either because of their racial composition or because of their status as general worker unions.

One resolution on this year's agenda likely to enjoy the support of all Tucsa affiliates, is a call for the Government to remove GST from canned meats, fish and vegetables, milk products and substitutes, sugar and dairy substitutes.

CURTAIL

In view of the economic situation, the executive has also proposed that the Government be called on to take steps to curtail Government bureaucracy and curb its massive cost.

If seems unlikely Tucsa will take a definite stand on the new constitution.

A resolution from the executive calls on the Government to mount a "massive information campaign" to spell out the real and practical effects and actual costs of implementing the dispensation.

The ongoing crisis in black education has prompted two strong resolutions - one calling for the introduction of a unitary system of education and another that Tucsa appoint representatives to meet with the Department of Education and Training with a view to amending the age limit laws in black schools.

Retroactive pay rise for bus drivers

Staff Reporter

AN Industrial Court has awarded bus drivers a retroactive 10 percent wage increase following a dispute earlier this year between the Tramway and Omnibus Workers' Union and City Tramways Limited

Mr Dirk Benade, secretary for the union, yesterday confirmed that the award last week, retroactive to May 5, was 10 percent for drivers with less than four years of service, nine percent for those with more than four years of service, eight percent for shedmen not specified in the union's agreement with the company, and seven percent for those shedmen who are to benefit from the employers' training facilities

However, the court rejected the union's demands for a 40-hour working week in place of the current 44-hour week, and a rand-for-rand company contribution towards the employees' sick fund Presently,

the company matched seven percent of the employees' contribution, Mr Benade said

"The whole thing is like a Chinese puzzle," he added "A newcomer is better off than a person with 40 years' service, thanks to the award"

Officially, the company offered a four percent increase However, at the height of the dispute which led to a "work to rule" decision by drivers in April/May, an unofficial offer of an eight percent wage increase was made, Mr Benade said

The dispute seriously affected bus services in the Peninsula for a month and was finally referred to the Industrial Court when negotiations between the two parties ended in a deadlock

The Department of Manpower spokesman said yesterday that that he could not confirm the award since it was subject to a "secrecy provision" which had to be cleared

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C. Zins 9/8/84

Fear of sack is cutting output — Scheepers

By Kate McKinnell

The great fear among workers of becoming unemployed in these times of recession causes lowered productivity, says Dr Anna Scheepers, president of the the Garment Workers Union of South Africa

She was speaking on the employee's viewpoint on productivity at the seminar "Productivity — The Practical Implications" held by the Women's Bureau of South Africa in support of national productivity week

Employees worry that if they increase their productivity, less labour will be required and they will join the queues of the unemployed, she said

Workers should be shown that the lower costs caused by their increased productivity led to increased demand for the articles they made. This greater demand would secure their jobs and even increase employment.

She outlined three other causes of low productivity:

- A lack of productivity conscious-

ness. The public should be made aware of the need for greater productivity through the media and tactfully in the workplace

- Insufficient education and training for the whole population. Management should provide more training to ensure greater productivity.

- A lack of management skills. Dr Scheepers ranked energetic and well-trained management as the first requirement for increased productivity.

Dr Scheepers said mechanisation was a foolish solution to problems of low productivity as it would lead to economic, social and political problems in South Africa.

She said the Government's policy of tackling inflation by reducing the money flow was regrettable as it reduced demand and forced factories to cut back on production.

This caused unemployment and lowered productivity as employees dragged out their work to keep jobs going.

ARTHUR GROBBELAAR

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The death of Arthur Grobbelaar last week deprived the Trade Union Council of SA (Tucsa) of its top strategist and most effective spokesman at a critical time Tucsa is attempting to find a way to adjust to the challenge of the emerging black trade unions

Grobbelaar, who had been general secretary of Tucsa for 19 years, was anathema to many black unionists and some traditional liberals They will never forget, nor forgive, his entirely pragmatic engineering of the expulsion of Tucsa's black affiliates in 1969

Grobbelaar himself always contended, with ample proof, that he was a champion of black trade union rights and that he only agreed to exclude the black unions to save Tucsa from disintegration The organisation faced the loss of half its membership over disputes about black affiliates and if the decision to exclude them had not been taken it is doubtful whether Tucsa could have survived.

As it is, Grobbelaar could take credit for engineering the readmission of black unions in 1974 However, much damage had been done in the view of blacks and Tucsa's black membership (meaning indigenous African) is still a fairly small proportion of the total membership

It is ironic that in Grobbelaar's last



years Tucsa should have come to be regarded as an increasingly conservative organisation Many of the council's founders suffered banning and imprisonment for what were then regarded as radical views During the sixties Tucsa was under continuous government attack for its advocacy of black unionism

In part, its increasingly conservative image is due to its willingness to ask government to invoke punitive laws

against unions that strike illegally and in part to the fact that it combines non-racism with a genuinely conservative economic outlook.

It opposes Marxism and full-scale socialism and, as Ruth Imrie put it in her book on Tucsa, *A Wealth of People*, argues that "all labour and all capital have a common interest"

It is ironic too that in the closing months of Grobbelaar's life the union in which he started his union activities, the Boilermakers' Society, should have resigned from Tucsa The society withdrew, at least in part, as a result of its opposition to a Tucsa call for government to enforce laws prohibiting illegal strikes and to insist on the registration of trade unions

Tucsa's next conference, to be held in Durban next month, is likely to be one of the most crucial in its history Most unusually, it will be closed to the press, and to all outsiders, and will consider the report of a "Future Activities Committee" set up to draft guidelines for the organisation's reaction to the growth of radical black unionism in a more permissive legal climate

When Tucsa charts its future path, Grobbelaar's guiding hand, and his wealth of international union contacts, will be sadly missed

RDM 11/8/84 (135)

Tucsa appoints stand-in

Labour Correspondent

THE Trade Union Council of SA has appointed Mrs Ruth Imrie, previously its assistant general secretary, as acting general secretary in the place of Mr Arthur Grobbelaar, who died last week.

It is likely to be some months before a permanent replacement is elected.

It was also learned yesterday that Mr Grobbelaar's death is likely to prompt a reassessment of Tucsa's role before a new general secretary is chosen.

Tucsa sources said yesterday that there was no apparent successor to Mr Grobbelaar within Tucsa and that it would take some time to find one.

The general secretary must be elected by a Tucsa

conference. The organisation's next conference takes place early next month but, the sources said, it was "highly unlikely" that a new general secretary would be appointed at this meeting.

Either a special conference would be convened later to elect a successor to Mr Grobbelaar, or this would have to wait until next year's conference.

Mrs Imrie, a former social worker who is also the author of Tucsa's official history, "A Wealth of People", has served as Mr Grobbelaar's deputy for some time.

Unlike previous Tucsa general secretaries she has not held office in a Tucsa union and it is not clear whether she would be available to fill the post permanently.

debate in closed session a document on the organisation's future. But it will take on new urgency now.

The second blow was unrelated — a key union, the Motor Industry Combined Workers Union, has quit Tucsa.

Micwu's general secretary, Mr Des East, was a Tucsa vice-president, and was due to be its next president. He may have been a candidate for general secretary had Micwu not quit.

The union is saying nothing publicly about its decision.

But it has begun to co-operate more closely with non-Tucsa unions in the International Metalworkers Federation and appears to believe that this offers it more than continued membership of Tucsa would.

RDM 13/8/84 □ □ □ (135) (82)
THE Trade Union Council of SA has suffered two serious blows

The first was the sudden passing of Mr Arthur Grobbelaar, its general secretary.

Mr Grobbelaar held this post for twenty years and so pivotal was his role that his name became almost synonymous with Tucsa.

He has left no obvious successor. Mrs Ruth Imrie, former assistant general secretary, has been appointed to act in his place but it will be some months at least before the post is filled permanently.

Tucsa sources say Mr Grobbelaar's death will lead to a reassessment of Tucsa's future role.

This had already begun, largely in reaction to increased competition from emerging unions — Tucsa's conference next month will

Workers to vote ^{Spar} on industrial action

By Carolyn Dempster,
Labour Reporter

More than 3 000 metalworkers at the Highveld Steel complex outside Witbank are to vote over the next three days whether or not to take industrial action in the wage dispute with management

The ballot, which begins today, is being held jointly by the Metal and Allied Workers' Union (Mawu) and the South African Boilermakers' Society (Sabs)

The ballot is the first to be held jointly by an established and an emerging union and could lead to the plant's first legal strike by black

and white skilled and semi-skilled workers

Of the five unions represented at the complex — which has a workforce of more than 4 000 — only the Yster en Staal-unie has accepted Highveld Steel's offer of a 7-13 per cent wage increase

In separate negotiations on the in-house agreement which began last month, Yster en Staal, Mawu, the Amalgamated Engineering Union (AEU) and Sabs declared disputes with Highveld

Yster en Staal later capitulated, leaving Mawu, AEU and Sabs still in dispute

In a letter to these unions, management

made it clear it was not prepared to budge on its offer

While Sabs and Mawu have decided to take the first step towards legal industrial action, the AEU under the umbrella of the Confederation of Metal and Building Unions has neither accepted nor rejected the offer

Mr J E Faure, president of the confederation and chairman of the AEU, said his members would not be participating in the ballot

"At this stage we would not like to take any action which would jeopardise negotiations or prejudice other unions," he said

Building workers to get pay rise

By EBRAHIM MOOSA

IMMINENT wage increases for artisans in the next two weeks are likely to increase the cost of houses by five percent, building sources said yesterday

This additional burden, coupled with a possible rise in mortgage bond rates, could break the camel's back for many prospective home owners

A spokesman for a leading City home construction company, Mr Peter de Wet, said that this could add between R2 000 and R3 000 to the price of new homes

About 10 000 artisans and about 30 000 to 50 000 unskilled labourers are demanding a wage increase of more than 12 percent

A spokesman for the Industrial Council for the Building Industry said yesterday that last November wages were increased by 15 percent

Negotiations

Industry sources say it is likely that there could be a similar increase soon

Mr E H Boehnke, president of the Master Builders and Allied Trades' Union — the employers union — yesterday confirmed that a new industrial agreement which included wages "among

other things', was being negotiated

The issue would be resolved at a meeting next Monday, he said. Two previous meetings had been inconclusive

The five major unions involved in the negotiations are the Building Workers Union, the South African Woodworkers Union, the Amalgamated Union of Building Trade Workers, the Amalgamated Society of Woodworkers and the Operative Mason's Society of South Africa

Rejected

Unions approached for comment yesterday said that any wage negotiations below the 12 percent inflation rate "would not be feasible"

The secretary of the SA Woodworkers Union, Mr E Kapp, said yesterday "We are certainly not going to accept 10 percent"

The employers' offer of a minimum R4,30 an hour — a rise of 80c from the current R3,50 — was rejected by the unions in the preliminary talks. This was because average earnings are already between R4,50 and R5,00.

The slump in the construction industry and rising costs are likely to force builders to absorb the increases and lower their margins, Mr De Wet added

Man harasses ex-wife: Jailed

Staff Reporter

A FRENCHMAN who ignored a Supreme Court interdict forbidding him to see his former wife was yesterday jailed for four months for contempt of court

Patrick Maurice Jean Masué, 31, of Senator Park, Keerom Street, Cape Town previously pleaded guilty to the charge

In a statement handed to the court, Masué admitted approaching his former wife, Miss Emmerentia van Zyl, in Sea Point on July 29 and telephoning her on August 4

Miss Van Zyl told the court they had married in June 1982 and had gone overseas. After three months it became obvious that the marriage was not working and she returned to South Africa

Masué followed and started harassing her and on October 1982 she had obtained a Supreme Court interdict which restrained Masué from contacting her

He had ignored the order and was convicted in the Stellenbosch Magistrate's Court for contempt of court and sentenced to 30 days, suspended for five years

She had been "very afraid" of him because he had assaulted her while they were in France and Switzerland

Masué denied that he had been following his former wife when he had met her in Sea Point and said it had been a "chance" meeting

Mr Mike Stowe prosecuted. Mr R Cheesman appeared for Masué

Games a hit

Chief Reporter

BEDEVILLED by politics and commercialism and deprived, by the Soviet-bloc boycott, of the participation of some of the world's top athletes, the 1984 Olympic extravaganza just ended at Los Angeles amid excitement, colour and drama has been a huge success financially if not on the track

Some of the statistics emanating from what commentators have caustically called "Rip-Off City" have been staggering

● Ticket sales, for example, are said to have surpassed

R154 million, exceeding expectations, and a profit of at least R15 has been predicted.

● While the LA Games were not noted for the of records broken on and field, attendance Memorial Coliseum their two-week duration topped 5,6 million — Olympic record.

● The Games, in 7 800 athletes from 141 tries took part, had a wide television audience estimated at 2 500 million of humanity.

● In the biggest operation of its kind



The spike wound which Zola Budd acquired during the race on Friday.

TOWN TOPICS
The original community noticeboard
Phone JULIE METCALFE on (021)24 2233 between 9am and 12 30pm weekdays only

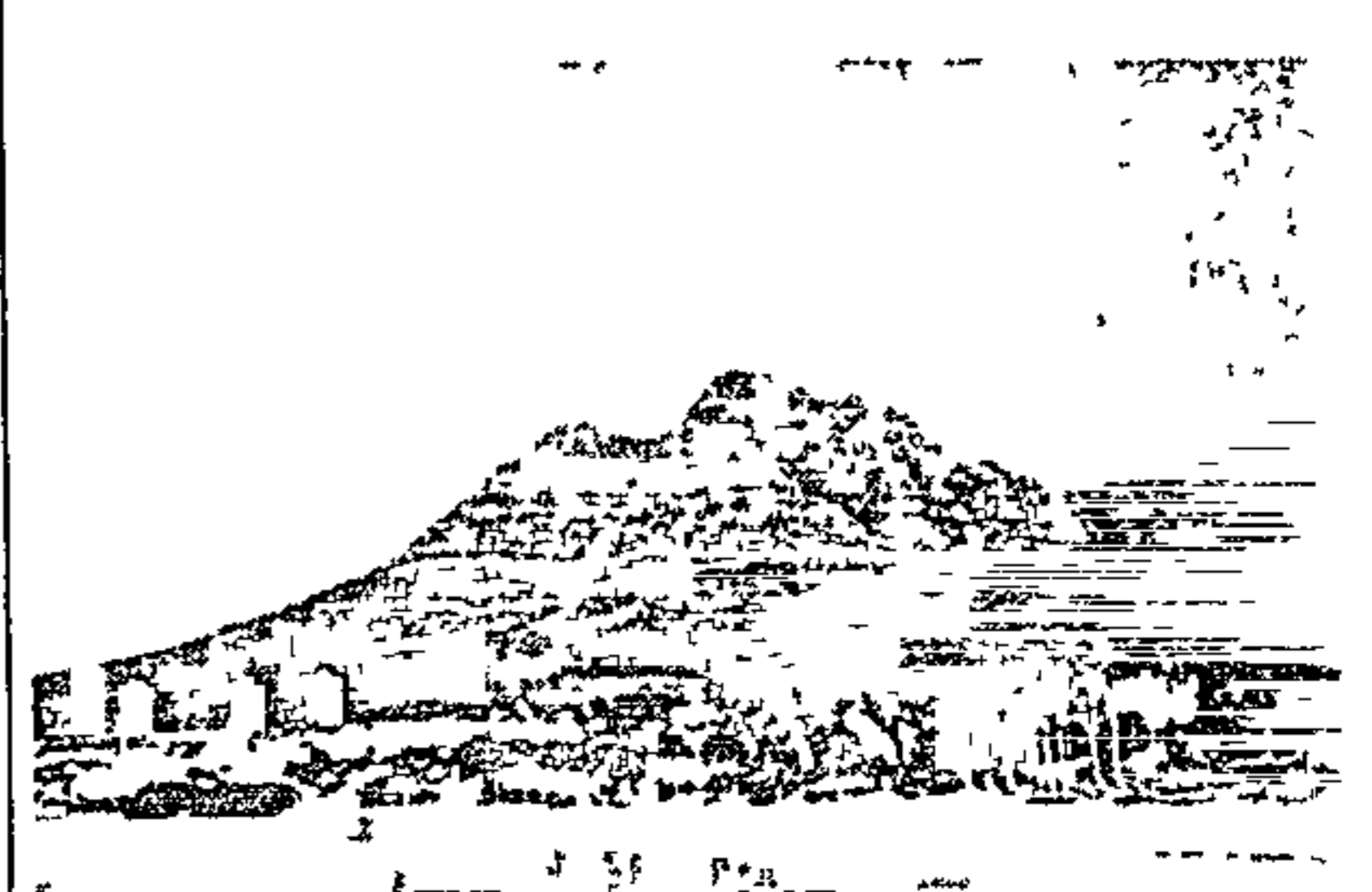
CAPE TOWN PHOTOGRAPHIC SOCIETY meets this evening for its monthly slide competition and a talk by Gerald Hoberam on how he perfected the technique of macro-photography in his research for a way to capture the beauty to be found in coins. Slides of the famous Spink collection will be shown. Members of the Numismatic Society are invited. Visitors welcome. Inquiries phone James Wellbeloved at 21-6770

Workers for blind needed

Staff Reporter

TAPE Aids for the Blind (TAB) needs volunteers to help in its service to blind and print-handicapped people in the Peninsula

Ideal candidates



Mercury 24/8/84

135

Union threat to workers blocked

Mercury Correspondent

JOHANNESBURG—A threat by a Natal garment workers' union to expel workers who join rival unions — which would cost them their jobs — has been thwarted by Industrial Court action

The union is the Garment Workers' Industrial Union, a member of the Trade Union Council of SA, which has a closed-shop agreement in the industry, forcing workers to belong to it

It faces competition from the National Union of Textile Workers, a Federation of SA Trade Unions member, which has recruited most workers at Pinetown clothing firm James North Africa and is recognised by the company

Workers at the plant must remain members of the GWIU unless they are exempted from the 'closed shop', but this has not prevented them from joining a rival union as well

The GWIU reacted to the NUTW's campaign at James North by changing its constitution to allow the expulsion of workers who joined a rival union. The 'closed shop' means expelled workers would also lose their jobs

It ordered workers who had joined the NUTW at James North to appear at an inquiry into whether they belonged to the rival union

The NUTW challenged this in the Industrial

Court, arguing that it was an 'unfair labour practice'

The latest issue of Fosatu Worker News reports that lawyers for the GWIU have conceded that the threat to expel members for joining a rival union 'would be seen as an unfair labour practice'

As a result, it says, the GWIU has abandoned attempts to expel NUTW members

Now the NUTW is pressing for James North workers to be exempted from the closed shop so they can resign from the GWIU, but the Tucsa union has the power to block this at the Natal garment industry's industrial council

Although the settlement of the case does not create a precedent for similar disputes, it is likely to allay fears that other unions with closed-shop agreements would move to expel those who joined rivals

Unions with closed-shop agreements covering black workers face competition from emerging unions in several industries and expelling workers who join these rivals would give them a powerful weapon

KDM 24/18/84 (18/18/84) 035

Closed shop unfair, court maintains

Labour Correspondent

A THREAT by a Natal garment workers union to expel workers who join rival unions — which would cost them their jobs — has been thwarted by industrial court action.

The union is the Garment Workers Industrial Union, a member of the Trade Union Council of SA, which has a closed shop agreement in the industry forcing workers to belong to it.

It faces competition from the National Union of Textile Workers, a Federation of SA Trade Unions member, which has recruited most workers at the Pinetown clothing firm, James North Africa, and is recognised by the company.

Workers at the plant must remain members of the GWIU unless they are exempted from the closed shop, but this has not prevented them from joining a rival union as well.

The GWIU, however, reacted to NUTW's campaign at James North by changing its constitution to allow the expulsion of workers who joined a rival union. The closed shop means that expelled workers would also lose their jobs.

It ordered workers who had joined NUTW at James North to appear at an inquiry into whether they belonged to the rival union.

NUTW challenged this in the industrial court, arguing that it was an "unfair labour practice".

The latest issue of Fosatu's newsletter, Fosatu Worker News, reveals that lawyers for the GWIU have now conceded that the threat to expel members for joining a rival "would be seen as an unfair labour practice".

As a result, it says, the GWIU has abandoned attempts to expel NUTW members.

LABOUR DISPUTES

Frame unravelled

A new dimension has been added to the bid by the National Union of Textile Workers (NUTW) for recognition at the Frame Group's New Germany factory complex

Last week, the union, which is affiliated to the Federation of SA Trade Unions (Fosatu), applied for a conciliation board to consider its claim to represent the majority of workers in the complex. This is a direct

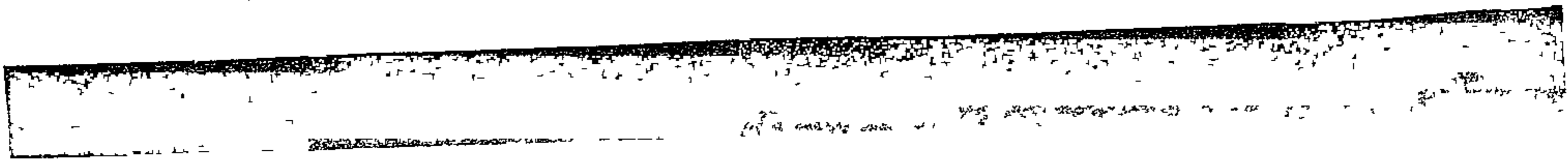
The struggle of the National Union of Textile Workers for recognition at the Frame Group's New Germany, Pinetown, factory complex ranks as the most complex legal battle in SA labour history. In the first of two articles, the *FM* examines the disputes.

challenge to its rival in the complex, the Textile Workers' Industrial Union (TWIU), an affiliate of the Trade Union Council of SA (Tucsa)

The Frame Group is the largest textile manufacturer in southern Africa, employing some 33 000 people. At New Germany, three of its five mills — Frametex, Seltex and Pinetex — are owned by the Consoli-

~~151~~ ~~140A~~ ~~111~~ (135)

Financial Mail August 24 1984



~~(S) (U) (A) (19) (13)~~

dated Frame Cotton Corporation (CFCC) The Nortex mill is owned by Consolidated Woolwashing and Processing Mills and Natal Knitting Mills by Natal Knitting Mills Frametex, which employs some 3 500 people, is the largest mill and is the key to the complex

Much of the litigation centres on a meeting between NUTW and Frame director Abe Frame in October 1982 At the meeting, according to NUTW, it complained that TWIU, which had been granted stop-order facilities at Frametex, was being given preferential treatment Abe Frame withdrew TWIU's stop-orders, and NUTW claims he undertook to recognise any union which could prove it had majority membership in any of the mills

NUTW says it submitted over 2 000 membership forms signed by Frametex workers to CFCC However, it claims management raised "bogus objections" to many of the forms and rejected the argument that it had a majority

In April last year, CFCC recognised TWIU at Frametex on the basis that the majority of the New Germany complex employees belonged to it NUTW contended that CFCC had deliberately fostered the rival union and coerced its employees during working hours to resign from NUTW to join TWIU It also argued that TWIU did not have the majority in Frametex, a point which was not disputed by the company, and that management had deviated from the undertaking made by Abe Frame to recognise unions on a mill-by-mill basis

Litigation followed NUTW applied to the Industrial Court for a *status quo* order to interdict CFCC from recognising TWIU at Frametex In May, the court granted NUTW the order Neither CFCC nor TWIU opposed the application At the same time NUTW applied to court, it also asked the Minister of Manpower to appoint a conciliation board to hear the dispute It claimed CFCC had committed an unfair labour practice by favouring TWIU Labour law decrees that where no industrial council exists — as in this case — the warring parties have to meet at a conciliation board before they can seek final relief in the Industrial Court

In papers submitted to the Department

of Manpower, CFCC stated that in situations involving recognition of unions, employers should not be deprived of the prerogative to test a union's strength, if necessary by weathering a legal strike

Then came an event which changed the course of the dispute A *status quo* order is valid for 90 days only NUTW's attorneys failed to extend the order in time and, despite attempts to have it renewed in the Industrial Court, it lapsed On learning that the order had lapsed, CFCC intimated that it would accord recognition to TWIU at Frametex In response, and because the Minister was still considering the appointment of the conciliation board, NUTW sought an interdict in the Durban Supreme Court It alleged that the October 1982 agreement was a contractually binding arrangement preventing CFCC from recognising TWIU

Deal struck

In September, in the course of the hearing, a deal was struck between the two parties CFCC agreed not to recognise TWIU as the collective bargaining representative of its Frametex employees CFCC also undertook not to grant TWIU facilities at Frametex Both undertakings were made pending a refusal by the Minister to appoint the conciliation board, failure by a board to resolve the dispute and, in that case, the matter going back to the Industrial Court for final determination

This placed NUTW back in the position it

had lost when the *status quo* order lapsed But, in return, NUTW made a major concession to CFCC The union agreed not to use the argument that a contractually binding agreement had been concluded in October 1982 This had the effect of restricting the union to Industrial Court action and prevented it from taking the matter to the Supreme Court

Later in the month, the Minister finally appointed the conciliation board But both parties reported to the Minister that the board would not settle the dispute As a result, the Minister directed 30 days later that the matter should be heard by the Industrial Court In papers prepared for the hearing, NUTW alleged that CFCC's "deliberate" fostering of the "sweetheart" TWIU constituted an unfair labour practice It requested that CFCC should hold a ballot to determine which union had majority support.

But before the case could be heard, CFCC applied to the Supreme Court for a declaration that the dispute for which the Minister had appointed the conciliation board had been resolved as a result of the deal struck previously in the Supreme Court CFCC argued that the Industrial Court did not have the right to hear the case, since NUTW had conceded that no binding agreement had been given by Abe Frame and that there was no longer a dispute NUTW contended that an agreement had been concluded, even though it was precluded from contending that it was contractually binding

and that a breach of the alleged agreement was an unfair labour practice The court accepted the union's argument

This would have opened the way for the case to go back to the Industrial Court But CFCC sought, and obtained, leave to appeal against the Supreme Court's judgment It will be heard before a full Bench of the Natal Provincial Division on September 17

There the issue rests for the moment But NUTW's new initiative in claiming that it now has a majority in the New Germany complex could change the whole complexion of the dispute Much depends on whether the Minister of Manpower appoints the board and, if so, what he decides its terms of reference should be



Textile workers ... target of two unions

RDM 3/9/84 □□□ (135)

THE Trade Union Council of SA meets this week for its annual conference — and the meeting may well be Tucsa's most crucial for some years

Several major unions have left Tucsa and some of its unions are under growing pressure from emerging union rivals

Tucsa has little presence on the shop floor and its influence now comes mainly from access to the Government

Morale within it is low and it recently lost veteran general secretary Mr Arthur Grobelaar.

One sign that Tucsa is under growing pressure is that this conference will take place behind closed doors

Tucsa's conference is usually more a media event than a forum for planning, dominated by resolutions seemingly designed for public consumption

That delegates are meeting in private suggests Tucsa will engage in soul-searching about its future. And the meeting will, besides discussing the effect of automation on unions, also debate a document on Tucsa's future

But it will take a major shift in approach if Tucsa unions are to make their presence felt in the factories

(135)

TRADE UNION COUNCIL OF SOUTH AFRICA

Delegates to TUCSA's 30th Annual Conference, held in Durban during September 1984, unanimously issued the following statement of intent:

- TUCSA is the home of workers who recognise the inter-dependence of all South Africa's race groups and seek to strive together to achieve justice, equal opportunity, fair wages and better working conditions for all South African workers.
- TUCSA dedicates itself to seeking the unity of all South African workers whether under the TUCSA banner or not. And the Council pledges itself to making renewed efforts to establish bridges of communication with other trade unions.
- Towards this end, we give notice to all persons involved in industrial relations, be they other labour bodies, individual unions, members of the academic community, employers, administrators or the media that our doors are open to anyone interested in sincere and constructive debate.
- Let our desires to co-operate leave no misunderstandings about the determination of our affiliates to protect their membership from outside attack.

Any attempts to poach our members will be vigorously repulsed.

- TUCSA unions are under no misapprehensions about present obstacles to trade union unity.
- We understand the desires of emerging unions to establish their own identities.
- We realise that long established trade unions representing skilled, semi-skilled and established workers often have different priorities to those still concerned with the primary tasks of recognition and security.
- We know that there are powerful forces seeking to divide South African workers along racial lines.
- TUCSA remains confident that the majority of South African workers will ultimately overcome these difficulties to work together for their common good. We remind our fellow workers that divisions among us only serve to strengthen the hands of the exploiters.
- TUCSA stands for the retention of those provisions of the Labour Relations Act that require the registration of trade unions together with their scope of registration and representativeness as main criteria for registration.

These standards are the cornerstones of sound trade union principles. However attractive short-cuts to these tested principles might appear in the short term to those seeking to enter the labour field they do not offer sound long-term benefits for the majority of South African workers.

- TUCSA offers its help to any trade union seeking to organise the hundreds of thousands of unorganised workers who urgently need trade union protection.

- TUCSA stands for
 - The economic progress of all workers;
 - Social, economic and political freedom for all South Africans;
 - The rule of just law;
 - Equal opportunity for all South Africans;
 - A unitary education system which will provide equal education opportunities for every child;
 - Freehold rights for everyone, so that our social fabric can be strengthened by legal tenure and home ownership;
 - The abolition of all discriminatory legislation, including the forced removal of people;
 - The repeal of the mixed marriages and immorality acts;
 - The implementation of a maximum 40 hour working week;
 - A living wage.
- TUCSA reaffirms its determination to work with central government towards, and creation of, more equitable socio-economic circumstances for South African workers.

We do this because we have already proved that we can better influence meaningful reforms by participating in public forums. In this regard we must caution Government that TUCSA is not prepared to lend respectability to non-viable institutions that are not capable, for whatever reasons, of fulfilling their objectives.

We also say to those unions that seek to malign TUCSA for participating on Government forums: If you are honest in your abhorrence of what we are doing you will refrain from partaking of the fruits which TUCSA's deliberations earn you.

- TUCSA calls on young trade unionists of all races to make themselves available for office in our Council to ensure the best possible balance of representation on its bodies.
- TUCSA appeals to all unaffiliated trade unions to join a co-ordinating body of their choice.

We make this appeal because we believe that the issues facing South African workers are so grave and urgent that we can no longer afford the luxury of operating in isolation attending only to parochial matters.

The time has come to shape the new South Africa and the country's workers cannot afford to let others fashion our destinies.

Government spending flayed by Tucsa 135

Inflation remains the country's worst enemy and unnecessary Government spending lies at the root of its problems, Mr Robbie Botha, acting president of the Trade Union Council of South Africa (Tucsa) said

Opening the 30th annual conference of Tucsa, Mr Botha said "The worker is being called on to fund non-viable homeland projects, control boards, lavish parliamentary costs, a burgeoning civil service, overspending and too many unnecessary barriers to individual initiative

"We are making paupers of

all our pensioners while giving them little in return and we are creating an economic climate which makes it impossible for the average person to retain a reasonable standard of living

"Tucsa has chosen the path of involvement with the process of change, and involvement with the institutions — such as the Wiehahn Commission and the National Manpower Commission — which can bring about the sort of changes we believe that our membership seeks

"It is our earnest hope that all labour organisations in South

Africa will see the wisdom of this path and join with us in the type of involvement that seeks to ensure that any changes will be to the benefit of all workers in South Africa"

3/9/84 Stan
Spanning all the racial and ethnic groupings in South Africa — and all shades of political opinion — Tucsa was almost by definition a centrist grouping. It had always represented all shades of opinion and had been built on the tolerance and understanding of all viewpoints represented within its ranks

Mercury 4/9/84 (135)

Firm fights ruling over union dues

Pietermaritzburg
Bureau

THE Consolidated Frame Cotton Corporation yesterday appealed in the Supreme Court against a decision by a magistrate interdicting the company from continuing to deduct union dues in favour of the Textile Workers Industrial Union (SA) from the wages of certain workers

Mr Justice Broome and Mr Justice Nienaber reserved judgment in the matter

Durban Magistrate Mr G J Botha granted an application in January this year by 19 workers from the Pinetex Mill, in Pinetown, for a court order declaring that deductions

from their wages in favour of the TWIU were unlawful as they had joined another union, the National Union of Textile Workers.

In an affidavit, Mr Julius Sithole said that in September 1982 he and other workers had given written authorisation to the company to deduct union dues from their wages.

When they joined the other union a year later, they wrote to the company cancelling the stop order.

The company had responded that their authorisation could not be revoked except in accordance with the TWIU constitution

Mr Sithole said if the

company had in any way obliged itself to make the stop order deductions and remit them to TWIU, it had been done without the knowledge or consent of the workers.

'We would not have wittingly bound ourselves to allow deductions to continue after our resignation from TWIU or retraction of the stop order authorisation,' he said

In an answering affidavit, the joint managing director of the Frame group, Mr Selwyn Lurie, denied that the workers had resigned from TWIU and claimed that they had notified only the company of this Frame, he said, was not authorised to receive the resignations.

Tucsa: Press kept out

SOWETAN Reporter

THE Trade Union Council of South Africa began their 30th annual conference in Johannesburg yesterday.

The conference was closed to the Press and other outsiders to enable the member unions to sort out their differences, both politically and in terms of finding a meaningful direction

In his address, the acting president, Mr Robbie Botha, said TUCSA had always represented all shades of opinion and had been built on the tolerance and understanding of all viewpoints represented within its ranks

"We are, after all, trade unionists. Our trade is practical bargaining, and we should be able to bring to our debates the sound experience which will enable our inter-organisational bargaining to be far-minded, constructive and fruitful

"Above all, we are a democratic institution, and we must be aware of the one major implication of democracy and that is maturity

"Party politics is not our business, but there are issues of practical politics which most definitely are our concern. These are issues such as Justice, Education, Housing, Poverty, ac-

tions which curb the freedoms and opportunities of our members, pensions, job creation and protection

"Historically we have provided a platform for disenfranchised black,

coloured and Indian workers, through which they have been able to protest against the Group Areas Act, Influx Control, job reservation and other discrimination legislation

We'll work for change - Botha

THERE IS no graceful leap to a better South Africa. It has to be built brick by brick, frustration by frustration, the acting president of the Trade Union Council of South Africa, Mr Robbie Botha said yesterday.

Mr Botha was speaking at the 30th annual TUCSA conference in Johannesburg

"Tucsa has chosen the path of involvement with the process of change, and involvement with the institutions — such as the Wiehahn Commission and the National Manpower Commission — which can bring about the sort of changes we believe that our membership seeks

"It is by far the most difficult path, as we know to our cost, but we believe that there has to be involvement by labour organisations in the formulation and amendment of labour legislation, otherwise the workers are at the mercy of the legislators

"It is our earnest hope that all labour organisations in South Africa will see the wisdom of this path and join with us in the type of involvement that seeks to ensure that any changes will be to the benefit of all workers in South Africa "

Thousands won in Bop Bonanza bonds

THE names of the Bonanza draw of Bophuthatswana Development Bonds have been released.

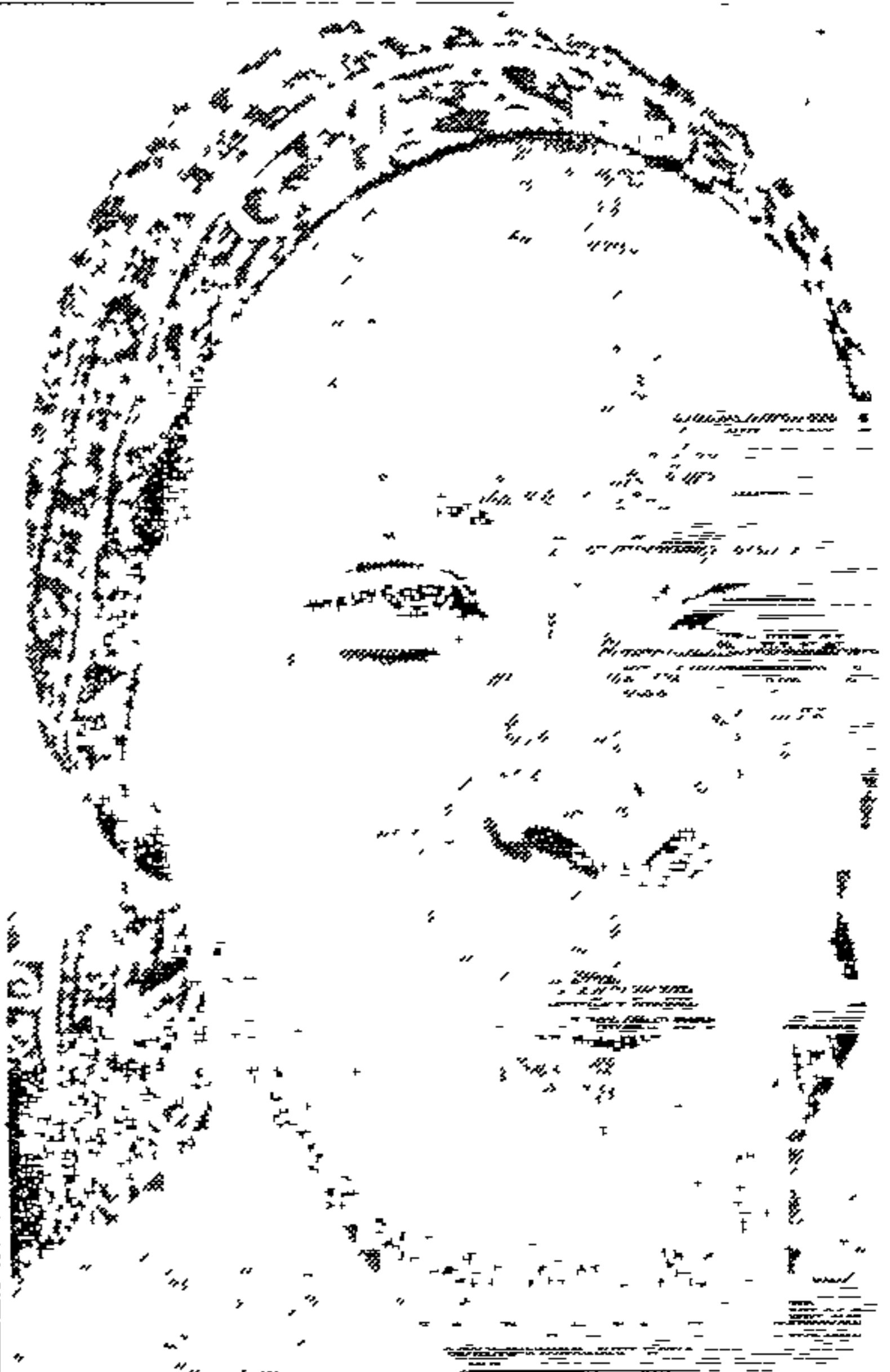
The Bonanza winner of R75 000 is bond number AA 097154 and the bond was bought at Skil-

padfontein post office in Bophuthatswana

Second prizewinner of R20 000 is bond number CA 284464 and the bond was bought at Phokeng post office

Third prizewinner of R10 000 is bond number AA 000832 and the bond was bought at Bleskop

Every month some R30 000 in prizes are won by lucky development bond holders. Every third month there is an additional Bonanza prize of R75 000



Mrs MAGAUTA MOLEFE, an executive member of the Black Women Unite

3 killed in Pret

THREE people died violently in Mamelodi and Brits at the weekend

A 16 year old youth, Jankie Phala of 46103, Mamelodi West, was stabbed to death during an argument at about 2 30 am on Saturday

A 21-year-old youth, been arrested Mr Alfred Legodi (38) of 3070 Section K, Mamelodi, was fatally wounded after being struck with a blunt instrument on Saturday night. Police have arrested a 28 year old man in connection with his death

A 24-year-old farm labourer, Mr Modito died instantly after being stabbed in the head during an argument on the farm Kareepoort in Brits on Saturday. A 25 year old man has been arrested

A computer company in Lynnwoodridge near Pretoria was dealt when one of the four boxes they had imported

from California, USA, was found stacked with bricks instead of computer components.

Each box, the police said yesterday, contained material worth R50 000

Samaritan

A good samaritan from Soweto narrowly escaped death when a couple he had offered a lift fired a shot at him before robbing him of his car near Soshanguve at the weekend. Mr Hanison Shongwe was nearing the township when the male hitchhiker allegedly produced a firearm and ordered him to stop. A shot was fired but he was not hit. The couple then sped off in his car. Police later arrested a man and a woman driving Mr Shongwe's car. Police also took possession of a 9 mm pistol.

Unrest death toll goes up

THE number of people who have died in the school unrest on the East Rand now stands at 7.

The leader of the Witwatersrand Council of Churches (WCC), Bishop Simeon Nkoane,

in the strife-torn townships of the East Rand

Mr Le Grange said he had been informed that people had been killed, but he did not want to blame police officers at this stage

**Put your body in our
have the healthiest**

We have

Tucsa has 'Centrist' role to play in S A

Melony
4/9/84
135

**Call for
pension
fund
home aid**

Labour Reporter

THE Trade Union Council of South Africa (Tucsa) had an important role to play in the changes taking place in South Africa, Mr Robbie Botha, the council's acting president, said in Durban yesterday.

Speaking at the opening of Tucsa's 30th annual congress at the Athlone Hotel, he said that as South Africa's largest and most broadly representative trade union organisation, it had to find its role in these changes.

'As a forceful grouping, what should we be doing, what should we be saying and how should we be helping along, real change and helping bring about the South Africa we all want to see?' he asked.

Mr Botha said as a grouping spanning racial and ethnic groupings in South Africa — and all

shades of political opinion — Tucsa was almost by definition a 'Centrist grouping'.

No apology

'We should not be ashamed of that fact. We should be proud of the fact that in our chronically divided society we have been able to bridge the enormous divides which separate people who should not be divided, since the future is our common concern.

'Tucsa must now be prepared to step boldly into that centrist position, and understand that we need make no apology to the Left or to the Right. Our role is to hold the Centre and build out from there.

'We must understand that this is the most difficult task to be faced in our country, since we are inviting criticism from all

sides. But it is an essential role in a society hell-bent on polarisation, and it is a role which only an organisation such as Tucsa with its broadly based community of interest can undertake.

'We must also think clearly and decide how we can use our position to positively and dynamically affect South Africa's future,' he said.

Mr Botha said inflation remained the country's worst enemy and blamed unnecessary Government spending as the main cause of South Africa's problems.

He said the worker was being called on to fund non-viable homeland projects, control boards, lavish parliamentary costs, a burgeoning civil service, over-spending and too many unnecessary barriers to individual initiative.

Govt must 'spell out new deal effects'

Labour Reporter

THE Trade Union Council of South Africa yesterday called on the Government to spell out the real and practical effects of the new political dispensation on the lives of all South Africans.

Delegates attending Tucsa's congress deplored the lack of information concerning social and economic effects of the new tricameral parliament.

The multiracial trade union, which claims a membership of more than 400 000, also requested information on actual costs of implementing the new deal and how it would be funded.

The congress welcomed the exemption of General Sales Tax on basic foods, but expressed concern that exemptions would do little to alleviate the plight of poorer sections of the community.

The Government was urged to totally remove sales tax from locally processed meats, fish and vegetables (such as peas and beans), milk products and substitutes, sugar and dairy substitutes.

Mr R H Botha, of the Mine Surface Officials Association of South Africa, was elected presi-

dent of Tucsa. Mr E van Tonder, of the S A Typographical Union, was voted in as first vice-president.

Mr W van der Merwe, of the Artisan Staff Association, was elected second vice-president and Mr L A Petersen, Garment Workers' Union of the Western Province, was elected third vice-president.

Mr Botha said the congress had met behind closed doors to enable member unions to sort out their differences, both politically and in terms of finding a meaningful direction.

In his address at the opening of the four-day congress, Mr Botha said Tucsa had always represented all shades of opinion and had been built on tolerance and understanding of all viewpoints represented within its ranks.

'Party politics is not our business, but there are issues of practical politics which most definitely are our concern.

'These are issues such as justice, education, housing, poverty, actions which curb the freedoms and opportunities of our members, pensions, job creation and protection,' he said.

Labour Reporter

A CALL for the use of pension funds to help employees with housing was made by Durban's Mayor, Mrs Sybil Hotz, when she opened the four-day congress of the Trade Union Council of South Africa yesterday.

She said that on a recent visit to Hong Kong and Taiwan she had been impressed by the economic activity, the rate of productivity and the low rate of unemployment.

Self-help

'We all want to be paid maximum wages, a living wage, a wage where one is able to provide not just the basic needs for self and family, but a wage that allows one to think beyond mere subsistence, to be able to use one's initiative and provide for oneself as in housing and not have to rely on the authorities.

'Self-help can go beyond savings of individual workers. I believe that pension funds could be used far more effectively to assist employees, as is done in the East.'

Mrs Hotz said loans from pension funds could be made considerably cheaper and yet still be profitable.

'Wage increases must be coupled with increased productivity. Without it we will continue to sow the seeds of inflation which makes it increasingly difficult, especially for unskilled and semi-skilled labour, to meet the basic requirements of life.'

Equal

At the turn of the century the population would be in the region of 45 million. With the present housing backlog, it was almost impossible to meet the housing needs, especially in urban areas.

Mrs Hotz said the City Council took the first steps towards achieving its equal opportunity status in 1974. Over the years conditions of service and pay had been equalised.

'With effect from August 1, 1980, following extensive negotiations with the trade unions concerned, the situation was finally reached where all posts in the council which were previously restricted to whites were opened up and discrimination based on race or sex removed,' she said.

(135) Fr 7/9/84
TUCSA

A policy change?

The Trade Union Council of SA (Tucsa) has long been torn by internal dissension over the extent of the threat posed by SA's emerging black unions and what attitude it should adopt towards them

In the past, its position has been almost uncompromisingly hostile — even if some affiliates have disagreed. Ike van der Watt, for example, led his 54 000-strong SA Boilermakers Society out of the union over this very issue

But now an atmosphere of reconciliation appears to be sweeping through its ranks. Newly elected president Robbie Botha

emerged from Tucsa's annual conference in Durban this week talking of the need for union groupings to stand together in the interests of worker solidarity. In this, he says, Tucsa affiliates are unanimous

Ironically, Tucsa's about-turn vindicates the view of Van der Watt and others who had persistently argued that the organisation should strive for better relations with the emerging, mainly black, unions

However, a reconciliation with Van der Watt and his union seems unlikely, though Botha hints that a number of registered unions, some black, have shown an interest in joining Tucsa. He expects some developments in this regard soon

Tucsa, says Botha, has lost about 90 000 members through defections since its last

congress. Although the proposed increase in membership fees was often cited as the reason for leaving, he believes the real cause was general unhappiness with Tucsa's former policy direction

Whether Tucsa's current peace overtures amount to anything more than rhetoric remains to be seen. Major policy differences still divide Tucsa from other unions. For example, Tucsa still opposes moves to scrap the need for the registration of unions — a move which most emerging unions wholeheartedly endorse

In addition, some of Tucsa's affiliates are embroiled in an unseemly recognition battle in Natal with unions in the Fosatu stable. Botha maintains that all these differences can be resolved

— face to face —

ROBBIE BOTHA

Looking for reconciliation



Robbie Botha is the new president of the Trade Union Council of SA (Tucsa). He is general secretary of the Mine Surface Officials' Association of SA and he

takes charge of Tucsa at a critical time. He spoke to the *FM* of the need for reconciliation between Tucsa and the emerging black unions

FM: At your conference in Durban you gave attention to the report of your future activities committee. What new direction is Tucsa likely to take?

Botha: We see this particular conference as an ideal opportunity to establish a new course for Tucsa. We hope that we will be able to solicit the support of not only non-affiliates of Tucsa, but also the emerging unions that belong to other organisations

It seems by what you say that there is a recognition by Tucsa of a need for a reconciliation with the emerging unions. Is this correct?

There is no doubt in my mind that this is going to be essential in the interests of the workers. If we do not get industrial interests to be covered by the same body, we are going to make little progress in the field of labour relations in SA. We have to speak with a united voice.

Some grievances are long-standing. How do you intend to bury your differences and reach out to the emerging unions?

We hope to achieve this by means of personal contact, which will be brought about as a result of a team effort by Tucsa. This contact is going to involve

not only the general secretary, but other members of the rostrum in the form of the president, vice-president and deputy vice-president. Hopefully also members of the national executive committee who come from the various centres

Has the internal dissension within Tucsa, especially as regards attitudes towards emerging unions, been resolved?

As a result of the open discussions we had, made possible by the fact that it was a closed conference, indications are that there is no affiliate of Tucsa presently unhappy with the direction Tucsa is taking. Having shed the unions that were previously unhappy with Tucsa policy, we are now in a position to set a new course. By virtue of this, we hope that we are going to influence everyone else who is interested in trade unions and the cause of trade unionism to support Tucsa.

What is Tucsa's attitude towards the National Manpower Commission's recommendations, especially as regards the registration of trade unions?

The recommendations which emanate from the commission regarding registration are impractical to the fullest extent. A trade union cannot operate unless it is registered. Two aspects must be taken into account insofar as registration is concerned: the representativeness of a trade union and the area of operation. Both are embodied in its scope of registration. Unless these basics are taken account of in trade unions' activities, it is going to create chaos within the ranks of organised trade unionism

You have a resolution on this matter before congress?

The resolution proposes to get con-

gress to support the fact that the word "particular," as it appears in the recommendation of the NMC, should, in fact, be retained. The word "particular" necessitates that, in a certificate of registration, the interests as such must be particularised. This is ostensibly to avoid over-registration. In other words, where a union which has already been registered is registered in respect of a particular set of designations, occupations or areas, that it will have the right, in terms of labour legislation, to raise objection to the registration of the new trade union

Would this not bring you into conflict with emerging unions which have pushed for open registration?

It is undoubtedly going to bring us into conflict with those trade unions which don't wish to register and have no intention of registering. But one doubts whether their objectives are really (those of) trade unionism

What about the existing disputes between Tucsa affiliates and emerging unions? Here we think of the recognition battle between the Textile Workers' Industrial Union with Fosatu affiliate the NUTW.

We believe that if discussion can be allowed to be brought about by the different interests, we could ultimately reach agreement insofar as these particular problems are concerned

What will be Tucsa's future priorities?

Our main problems are those created for us by outside sources. It is these that we are hoping to tackle at a very early date subsequent to the conclusion of this conference, with a view to obviating them in future. We are positive on our side. Trade unionism with us comes first.

Trade unionism at a crossroads — Tucsa chief

By Carolyn Dempster,
Labour Reporter

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The annual conference of the Trade Union Council of South Africa (Tucsa) opened in Durban yesterday with predictions by acting president Mr Robbie Botha that it could be the most important meeting in the council's history.

Trade unionism in South Africa had reached a crossroads. It was vital therefore that Tucsa evaluate its new relevance and set new goals in a new set of circumstances, Mr Botha told delegates attending the four-day conference.

As the largest multi-racial trade union council in South Africa, it was Tucsa's role to ensure that the cause of labour was not lost amid the new balances of power which would come into play with the implementation of the new constitution, he said.

Since the last conference, the council had lost almost 100 000 affiliate members in nine unions.

Unless the council and its affiliates faced up to and accepted these facts, Tucsa would not be able to build a dynamic future for the labour movement, said Mr Botha.

The role of the council would be to secure its future in the common cause of a better South Africa and decide how as a labour movement it fitted into a changing South Africa.

"We are almost by definition a centrist grouping. We must now be prepared to step boldly into that centrist position and understand that we need make no apology to the left or the right," said Mr Botha.

PROBLEMS

There was no "graceful leap" to a better South Africa, it had to be built brick by brick, frustration by frustration.

Among the problems which Tucsa faced at the outset of its deliberations was the deepening recession which has hit workers particularly hard, rising unemployment, the lack of a social security net, and inflation.

"Government must be made to understand that job transference is not job creation. New ventures must be found for the homelands — not a non-viable method which robs workers and taxpayers," said Mr Botha.

Unnecessary Government spending lay at the heart of inflation. "The worker is being called on to fund non-viable homeland projects, control boards, lavish parliamentary costs, a burgeoning civil service and overspending," he added.

But ultimately, Tucsa could only be as effective as its affiliates, Mr Botha concluded.

Mercury 6/9/84 (135)

Tucsa calls for State medical services probe

Labour Reporter

THE Trade Union Council of South Africa yesterday called on the Government to appoint a commission of inquiry into medical services, which had reached a 'crisis situation'

Speaking to reporters after the union's closed-door congress yesterday, Tucsa president Robbie Botha said delegates from the Mine Surface Officials' Association of South Africa had expressed concern over 'se-

vere overcrowding and strain on resources' in black hospitals

They had also noted the lack of staff to adequately man white hospitals, the lack of adequate medical care in rural — especially black — areas, staggering cost increases in private medical care and the high cost of medicines

Think-tank

The conference called on the Government to appoint a broadly based

commission to urgently inquire into and make recommendations about adequate preventive and curative health care for all South Africans

Mr Botha, who is also general secretary of the association, said that in calling for the inquiry, his union had in mind 'something more than the sort of six-year commission which produces a report which never sees the light of day'

A think-tank was required with wide representation including

people from both within and outside the administrators of medical care and not the 'ones theorising in universities'

'Medical care, both public and private, is now costing so much that the health and welfare of South Africa is threatened. We need urgent solutions to this crisis'

The conference also unanimously urged the Government to immediately exempt all medicines, including prescriptions, from sales tax

16 percent pay rise in blanket industry

Labour Reporter

SOME textile workers are to get pay increases of more than 16 percent in terms of a new National Industrial Council agreement for the blanket industry, it was announced yesterday

Mr Selwyn Lurie, chairman of the National Textile Manufacturers' Association, said the agreement had been reached after protracted negotiations between the NTMA which is the employer party on the council, and the two trade union parties to the council — the Textile Workers' Industrial Union and the Textile Workers' Union (Transvaal)

Minimum

He said the new agreement would be effective from September this year to January, 1986

"The overall effect during the period of the agreement is an average increase on minimum wage levels of over 16 percent in the urban centres and over 15 percent in the decentralised areas.

The agreement provides for six grades of work classification, each job being specifically defined so that the same minimum wage levels are applicable to all workers in the same grade, irrespective of their race and without any differentiation between male and female," he said

Satisfactory

Mr Norman Daniels, general secretary of the Textile Workers' Industrial Union, which is the major trade union party to the Council, described the outcome of the negotiations as satisfactory, particularly in the light of the recessionary conditions prevailing at present in the labour-intensive heavy textile industry

He felt that it would greatly assist in stabilising the industry.

D. Ruffatch 13/9/84

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Wage rise for textile workers

EAST LONDON — The National Industrial Council has agreed to an average increase in minimum wage levels in the textile manufacturing industry of over 16 per cent for urban and over 15 per cent for decentralised areas

The average increase is applicable to the period between September 1984 to January 1986.

The decision was the conclusion to negotiations between the Employers' Organisation Party, the National Textile Manufacturers' Association, the Textile Workers' Industrial Union and the Textile Workers' Union. The joint managing director of the Frame Group, Mr Selwyn Lurie, said yesterday

Provision is made for six grades of work classifications in the agreement, specifically defined so that the same minimum levels are applicable to all workers in the same grade irrespective of race or sex

Mr Norman Daniels, general secretary of the Textile Workers' Industrial Union, said the outcome of the negotiations was satisfactory as far as the worker was concerned, particularly in the light of the prevailing recessionary conditions in the labour intensive heavy textile industry

He said "This will greatly assist in stabilising the industry" —
DDR

TUCSA

The dinosaur reborn?

Two vital questions remain unanswered after last week's Trade Union Council of SA (Tucsa) conference in Durban will Tucsa achieve its aim of reconciliation with the emerging union movement, and who will succeed the late Arthur Grobbelaar as general secretary?

The answer to both will provide important pointers to the future of the organisation which, although still undeniably the largest SA union federation with some 420 000 members, is perceived by many as a dinosaur in danger of extinction over the long term unless it changes direction. The fact that the press was barred from the conference for the first time in Tucsa's history, which officials said would allow for uninhibited debate, is indicative that the congress finds itself in an invidious situation.

The council's new president, Robbie Botha, general secretary of the Mine Surface Officials' Association, made Tucsa's position plain when he told the conference "It is vital for us to determine our new relevance in new sets of circumstances, it is vital for us to define new goals, and to find our true purpose. Are we going to allow the present situation Tucsa finds itself in to destroy the organisation which we have built over 30 years of exceedingly hard and bitter struggle, or are we determined to turn our problems into opportunities for renewed and vigorous growth?" He added "We must not dwell on the past."

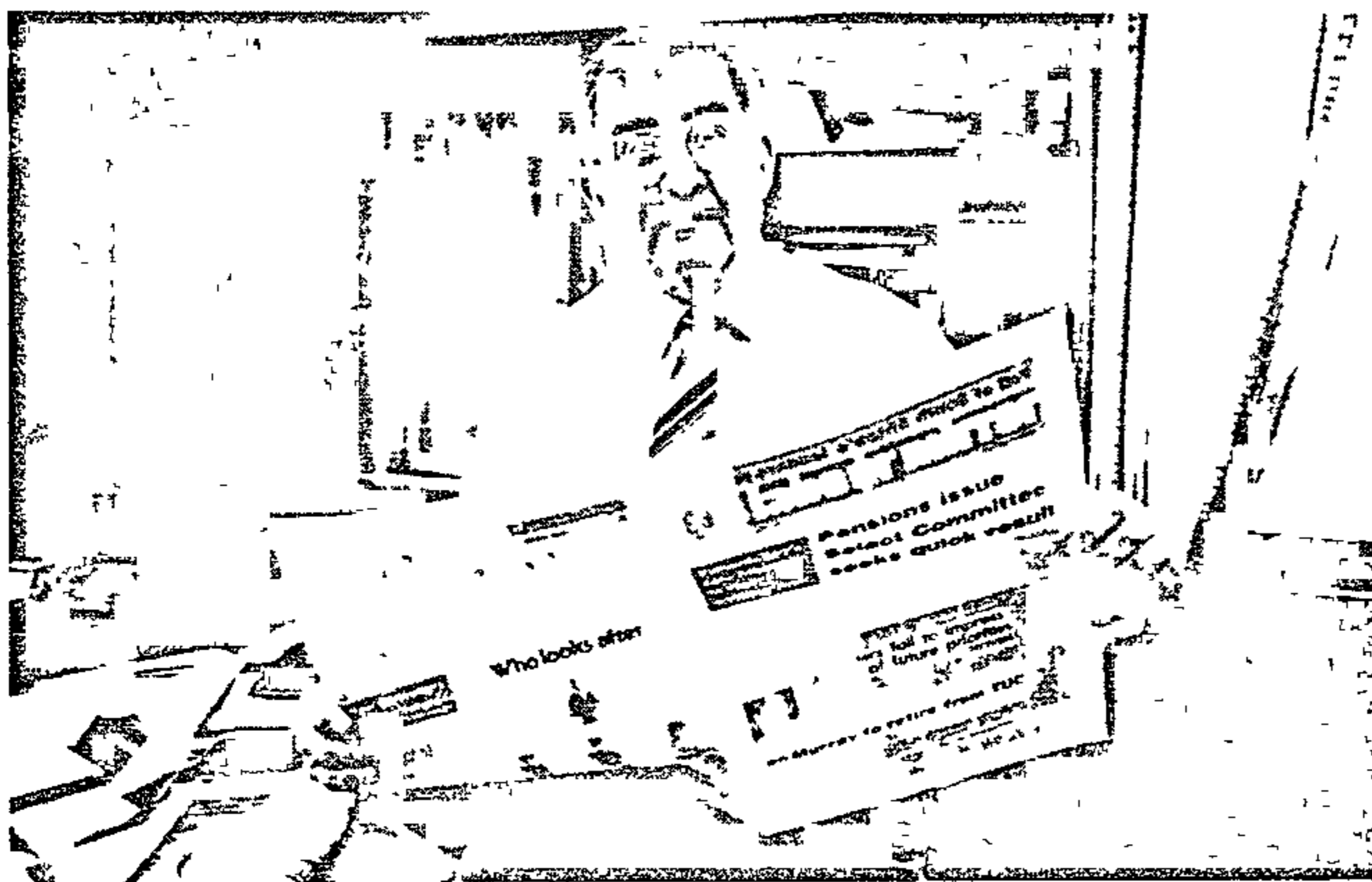
Since its 1982 conference, Tucsa has lost almost 100 000 members from nine unions which disaffiliated. They did so for a num-

ber of reasons. Some, like the SA Boilermakers' Society, the Witwatersrand Liquor and Catering Trade Employees' Union, and the Witwatersrand Tea Room, Restaurant and Catering Trade Employees' Union, took the decision because of ideological differences sparked by unhappiness with Tucsa's conservatism.

Conversely, the SA Footplate Staff Association disaffiliated because it felt Tucsa was moving too far to the left. Yet others disaffiliated for economic reasons, unable, they said, to afford the hike in Tucsa affiliation fees from 5c to 8c/member implemented after last year's conference. They are the National Union of Furniture and Allied Workers, the Concession Stores and Allied Trades Assistants' Union, the SA Woodworkers' Union, and the SA Theatre and Cinema Employees' Union.

These disaffiliations are a major source of concern to Tucsa. But none was as devastating to the council as the decision taken just prior to the conference by the 30 000-member Motor Industry Combined Workers' Union (Micwu) to leave the Tucsa fold. It is well known that Micwu general secretary Des East, who was a Tucsa vice-president, was favoured by former Tucsa president Lief van Tonder to succeed him. But, beyond that, East was also seen by many as the man best qualified to succeed Grobbelaar. East, however, pooh-poohs the idea that this was ever a real possibility.

Micwu has not made clear to Tucsa its reasons for leaving. East also declined to tell the *FM*. But it is known that Micwu was unhappy with some resolutions adopt-



Tucsa's Botha ... defining new goals

Financial Mail September 14 1984



Harvesting grapes at night at L Ormarins

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you have heard
about L'Ormarins
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- L Ormarins is situated on high cool slopes fed by pure snow waters of the unique Great Drakenstein waterfall
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L'Ormarins

RIESLING • RHINE RIESLING
SAUVIGNON BLANC
BLANC FUME
(OAK AGED SAUVIGNON BLANC)

*The proof of the making
is in the tasting!*

LOR 100E

(135) FM 14/9/84

ed at previous Tucsa conferences, in particular those relating to detention without trial and SA's new constitution. East told the FM that Micwu would not consider rejoining Tucsa unless it sees a change of direction which would have to involve a re-cantation of political stances and its attitude towards union registration.

Aside from considering the disaffiliations, Tucsa's 30th conference was characterised by a marked change of attitude towards the emerging union movement. In stark contrast to Tucsa's previously hostile stance, Botha told the FM it is essential to the interests of workers to seek reconciliation with them (*Current Affairs* September 7).

These were unlikely utterances by Botha, who has been seen as an avowed conservative and who, at one time, was known to be considering nomination as a National Party MP. But several delegates told the FM that, throughout the conference, he took pains to stress Tucsa's multiracial nature and the need for contact with the emerging unions.

Botha also stressed that Tucsa is a centrist grouping. "We should be proud of the fact that, in our chronically divided society, we have been able to bridge the enormous divides which separate people who should not be divided, since the future is our common concern. We must now be prepared to step boldly into that centrist position, and understand that we need make no apology to the left or to the right. Our role is to hold the centre and build out from there," he told the conference.

"Beautiful organisation"

The conciliatory attitude which prevailed at the conference pleased a great many of the delegates. Says Lucy Mvubelo, general secretary of the National Union of Clothing Workers. "This conference showed that Tucsa really is a beautiful organisation. It is no longer the Tucsa of yesterday." The FM also understands that several unions, including the Engineering Industrial Workers' Union, which went to the conference with grave doubts about remaining under Tucsa's umbrella, were placated by the proceedings.

Tucsa's desire to reach out the hand of friendship is obviously commendable, and there is no reason to doubt the sincerity of its intentions. But whether the emerging unions will, in turn, be prepared to bury the hatchet is highly debatable. Certainly, they are bound to interpret Tucsa's rejection of the National Manpower Commission's recent recommendation that race and representativeness should not be taken into account when it comes to union registration as a direct contradiction of Tucsa's newly stated terms.

The conference passed a resolution supporting the retention of the existing registration provisions which enable unions registered for particular job categories or areas to block registration applications

(135) FM 14/9/84

rom other unions. This issue has been a major bone of contention between older SA unions and the emerging ones.

Another factor has to be considered in weighing up Tucsa's chances of success with the emerging unions. Several of the more important emerging unions and the two major emergent federations are currently engaged in talks to form a new union federation. These have reached an advanced stage. They did not see fit to invite Tucsa to participate.

Against this background, it is clear that Tucsa has to tread warily when it chooses its new general secretary. But Grobbelaar will not be easy to replace. After the conference it was announced that there is no obvious successor. Acting general secretary Ruth Imrie, who is highly regarded by many in Tucsa, has indicated that she will not stand. Several other people have been mooted: Botha himself, Norman Daniels of the Textile Workers' Industrial Union; Willie van der Merwe of the Artisan Staff Association, and even Andre Malherbe, former general secretary of the SA Society of Bank Officials, who is now labour adviser to the Johannesburg Chamber of Commerce. However, for a number of reasons (some are heavily involved in their own unions' affairs and Malherbe would be seen as a somewhat strange choice as he is firmly in the employers' camp) none may be suitable.

One person who cannot be ruled out is Van Tonder. He is now a Tucsa vice-president, but he could step down from that post. Van Tonder is seen as a good statesman with sufficient strength of character to guide Tucsa through a rocky time. However, he is not viewed kindly by the emerging unions.

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Unions protest on ban

21/9/84
By Carolyn Dempster
Labour Reporter

The blanket ban on gatherings in the PWV area has aroused the ire of Trade Union Council of South Africa (Tucsa)

In an urgent telegram to the Minister of Law and Order, Mr Louis le Grange, the council said the prohibition constituted "gross and blatant interference in the legitimate activities of the trade union movement"

The federation said regular meetings were necessary in order to comply with the Labour Relations Act

It was inevitable that union members would discuss the kind of topics which the ban prohibits

Tucsa's attempts to clarify the situation with the Chief Magistrate of Johannesburg have met with little success

It said the response was that there was so much confusion and uncertainty over the Minister's directive, that no exemptions could be considered

The South African Boilermakers' Society has also made representation to the Minister of Law and Order.

"At meetings, unemployment, retrenchments and related issues crop up and you cannot tell members not to talk about them," said Mr J Pieterse, assistant general secretary.

The ban expires on September 30

RAM 25/9/84

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Ban is lifted for Jo'burg unions

By ANTON HARBER
Political Reporter

ALL trade unions have been granted an exemption from the ban on indoor meetings in the Johannesburg magisterial district.

However, the ban still applies to trade unions in 21 other magisterial districts.

Two weeks ago, the Minister of Law and Order, Mr Louis le Grange, banned a wide range of indoor meetings until the end of the month.

The ban applied to all indoor meetings of two or more people which criticise or discuss the Government "or any actions of the Government".

The only exemptions were meetings held by registered political parties or by black local authorities.

Outdoor meetings have already been banned through-

out the country for some time.

A spokesman for the Trade Union Council of South Africa (Tucsa) said yesterday his organisation had applied for an exemption from the banning in order to be able to hold routine meetings.

Trade unions have previously expressed concern that the banning would have a serious effect on them.

The Tucsa spokesman said the Chief Magistrate of Johannesburg, Mr M de Meyer, yesterday granted a blanket exemption from the banning for all trade unions meeting for bona fide trade union business in the Johannesburg area.

A Tucsa affiliate is believed to have applied for a similar exemption in the Kempton Park district, but the outcome was not yet known.

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INDUSTRIAL COURT

Closed shop goes

In the first successful legal challenge of the closed shop, the Industrial Court has upheld an appeal by the National Union of Textile Workers (NUTW) against the Industrial Council for the Clothing Industry (Natal)

The judgment means that workers at Pinetown protective clothing manufacturer James North (Africa) who had joined the Fosatu union but were obliged to remain members of the Trade Union Council of SA-affiliated Garment Workers' Industrial Union (GWIU) are now free to resign from the GWIU without being dismissed. It also allows James North to deduct union dues for NUTW members by stop-order and legitimises bargaining at plant level within an industrial council structure. One of the arguments put forward in the case was that bargaining at plant level complements industry-level bargaining

Legal battle

James North is a subsidiary of the multinational Siebe Gorman group. The court's highly significant decision is the outcome of a hard-fought legal battle between the two unions. It began last year when NUTW applied to the industrial council for membership, claiming it had organised the majority of James North's workers. The workers fell under GWIU's closed shop. The council, on which GWIU is the employee party and the Natal Clothing Manufacturers' Association (NCMA) the employer body, refused. It did so on the grounds that the NUTW was not sufficiently representative of workers in the clothing industry.

But NUTW's action prompted GWIU to take protective steps. Late last year the Tucsa union changed its constitution to empower it to expel any of its members who

became a member of another union. Because GWIU had a closed shop, this meant that workers who did so, risked losing their jobs with the company

Meanwhile, tensions were rising in the factory. In February this year, James North held a secret ballot to determine which union had majority support. NUTW received 219 votes against GWIU's 43. Immediately after this, James North and NUTW signed a recognition agreement in which the company agreed to grant NUTW stop-order facilities for union dues and to support the union's application to the industrial council for an exemption from the NCMA's closed shop agreement with GWIU. The council rejected the application.

This led NUTW to challenge the rejection in the Industrial Court. GWIU's legal representatives gave the following reasons for opposing NUTW's application:

- GWIU had been in existence for 50 years and had effectively represented the best interests of clothing industry workers in Durban and Pinetown,
- NUTW was registered for the textile industry, which was quite separate from the clothing industry, and was not registered for the clothing industry in Durban and Pinetown,
- The Labour Relations Act discourages the proliferation of unions in an industry by refusing registration to unions where others that are sufficiently representative exist;
- The interests that NUTW intended to represent had been adequately represented by GWIU for 50 years,
- NUTW's claimed membership was insufficient to form a union likely to have any effect on collective bargaining within the industry, and
- For the above reasons and because the Industrial Registrar would be obliged to

disregard any GWIU members who were also NUTW members if he was satisfied that they would have resigned from GWIU had it not been for the closed shop, NUTW was unlikely to obtain registration in the industry.

The NCMA made these points in supporting NUTW's application:

- It believed in freedom of association, which has the natural corollary that workers should be allowed to belong to a union of their choice,
- NUTW was a growing force in the Natal clothing industry,
- If the exemptions were not granted, NCMA members could find themselves in the invidious position of having to resign from the NCMA and thereby also from the industrial council as a result of being faced with two alternatives: either ignoring the wishes of their employees by refusing to recognise NUTW and risking industrial strife, or to breach the council agreement by employing non-GWIU people,
- The refusal of the application could lead to the ultimate collapse of the NCMA and thereby the council, and
- It was important to maintain the industrial council system in the clothing industry.

Industrial peace

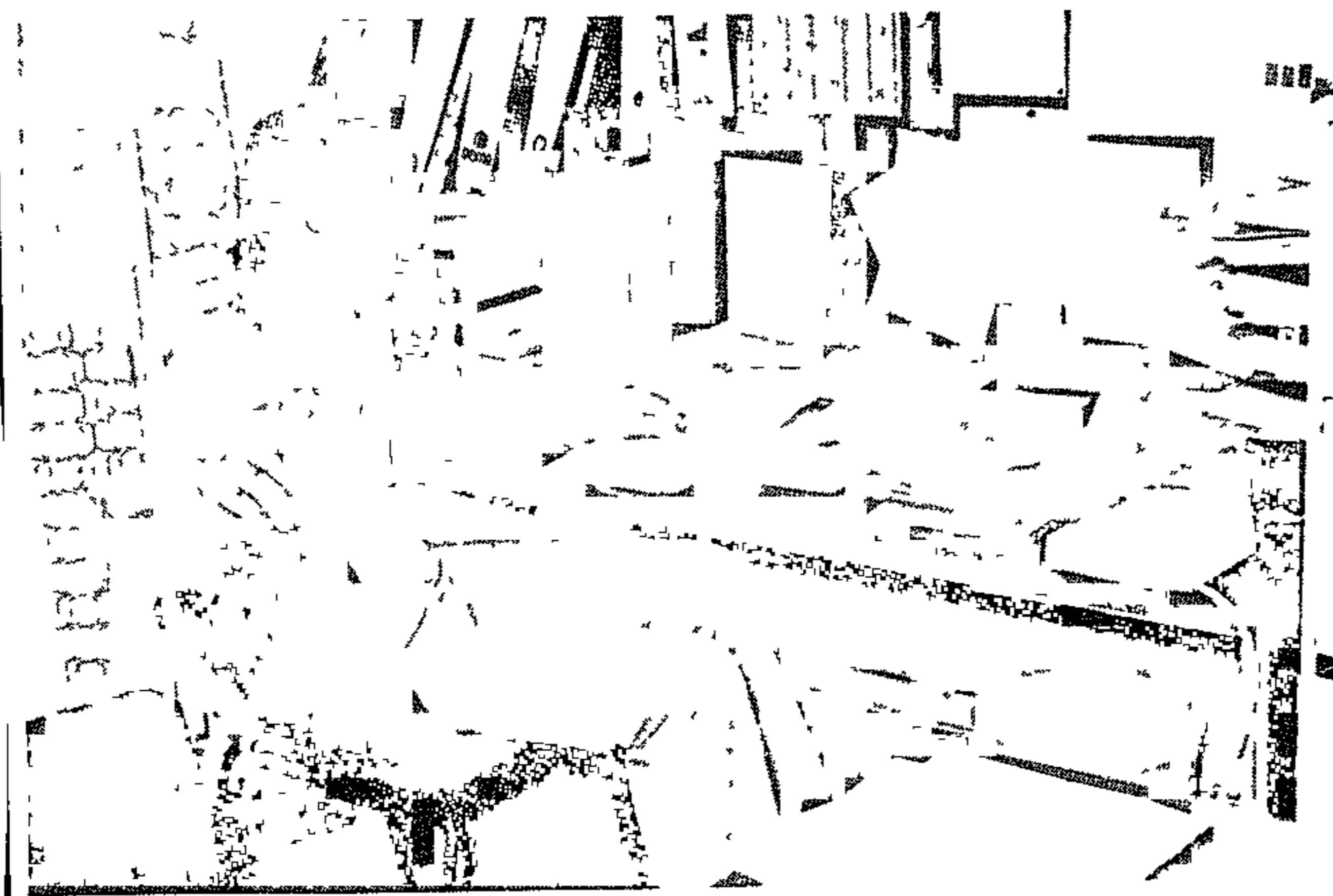
Legal representatives for NUTW argued in the interests of industrial peace and to ensure that the closed shop was not used as a restrictive practice, the court should recognise that special circumstances existed for the council to grant the exemption.

The court found that the company faced a dilemma. NUTW was representative of the majority of its workers, yet because of the closed-shop provision in the industrial council agreement, it could not grant the union stop order facilities.

Workers who were GWIU members by

Financial Mail October 5 1984

55



NUTW's Copelyn ... challenging 'restrictive practices'

virtue of the closed shop were aggrieved at having to pay dues to a union they did not wish to belong to. However, if workers resigned from GWIU, the company would not be entitled to continue employing them. The council had also refused NUTW's application for exemptions for other agreements it had reached with James North about retrenchments and working short time.

In its judgment, the court noted "From the above circumstances, the inference can be drawn that the refusal of the (industrial council) exemptions may jeopardise the formal relationship in existence between NUTW and the company, which in turn can lead to a stalemate position at the company's premises, thereby frustrating the objects of the (Labour Relations) Act." This, it said, was industrial peace.

NUTW general secretary John Copelyn tells the FM the union has already applied to the industrial council again for membership. Applications for exemptions from the closed shop for several other factories have also been lodged.

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2/24/74 9/10/74

Garment workers ready to strike

Mall Correspondent

DURBAN — More than 50 000 garment workers in Natal could take strike action against low wage increases offered in the year's industrial council negotiations with the Natal Clothing Manufacturer's Association

Mr Frankie Hansa, general secretary of the Garment Workers' Industrial Union, said at a meeting of 500 shop stewards, representing workers from 425 clothing factories in Natal, that management's wage offer was rejected.

"The workers are considering 'various options' if their demands aren't met. These include, strike action, go slow, and public meetings to focus attention on their low wages," he said

He said the workers were sticking to their demand for increases of between 58% and 177%

Negotiations were still taking place with the NCMA and it was hoped that it

would reconsider increasing its offer

Mr Richard Savage, chairman of the NCMA, warned that strike action would be unlawful.

"The action would be illegal while the Industrial Council agreement is still in force," he said

Mr Savage described the demand as "absolutely ridiculous," and said the employers' final offer of between 20% and 25% was the best in view of the current economic situation

The manufacturers were not prepared to go any higher, he said

WESTERN CAPE

(135)
FM 12/10/84
New union target

The western Cape stands out as the region that has been least affected by the emerging power of new black-dominated trade unions. Where they have had an effect is in the food, stevedoring and motor assembly industries.

This could change. That was the consensus opinion at a seminar on "Emerging Unions of the Western Cape," organised by labour consultants Andrew Levy and Associates.

Only 25% of SA's economically active population is unionised. Yet, says Levy, union membership is doubling just about every two years — mainly due to the unionisation of blacks, coloureds and Indians. Black unionism is growing five times faster than that of whites.

The Trade Union Council of SA (Tucsa), with more than 400 000 members, remains SA's largest trade union federation. In the last year it has lost 100 000 members. Levy says this happened because of Tucsa's inability to recognise early enough the trend of the mass mobilisation of blacks which started in 1979 when blacks were legally recognised as "employees." Tucsa will not be able to maintain its numerical superiority for more than another 18 months, he predicts.

In its place will come the emerging unions. The African Food and Canning Workers' Union and the General Workers' Union have been active in the western Cape for a long time now. Expectations are that other emerging unions will start to make their presence felt. The United Democratic Front (UDF) affiliates, Clothing Workers' Union (Clowu) and Retail and Allied Workers' Union (Rawu) are active already.

In addition, the Commercial, Catering and Allied Workers' Union of SA (Ccawusa)

Continued on page 51

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has a small presence. The National Union of Textile Workers (NUTW) an affiliate of the Federation of SA Trade Unions (Fosatu), is also active.

Employers will have to face two major issues in dealing with emerging unions: pressure to bargain at plant level as opposed to industry level and the closed shop.

The new unions are the "lusty children" of industrial relations, says Levy. They are fundamentally different from the established unions. The Fosatu unions, which have successfully built themselves on a shopfloor base, are the most competent of the emerging unions. Levy says it is likely that they will have prior experience of any strategies that western Cape employers use if they attempt to resist unionisation.

NUTW general secretary John Copelyn spoke about demands employers could expect from Fosatu unions. They would want access to factories, stop order facilities, acceptance of shop stewards and their right to take up grievances and represent workers in disciplinary hearings, sole right to bargain and the right to bargain at factory level. Industry level bargaining would not be ruled out — provided it did not mean the loss of any rights won at factory level.

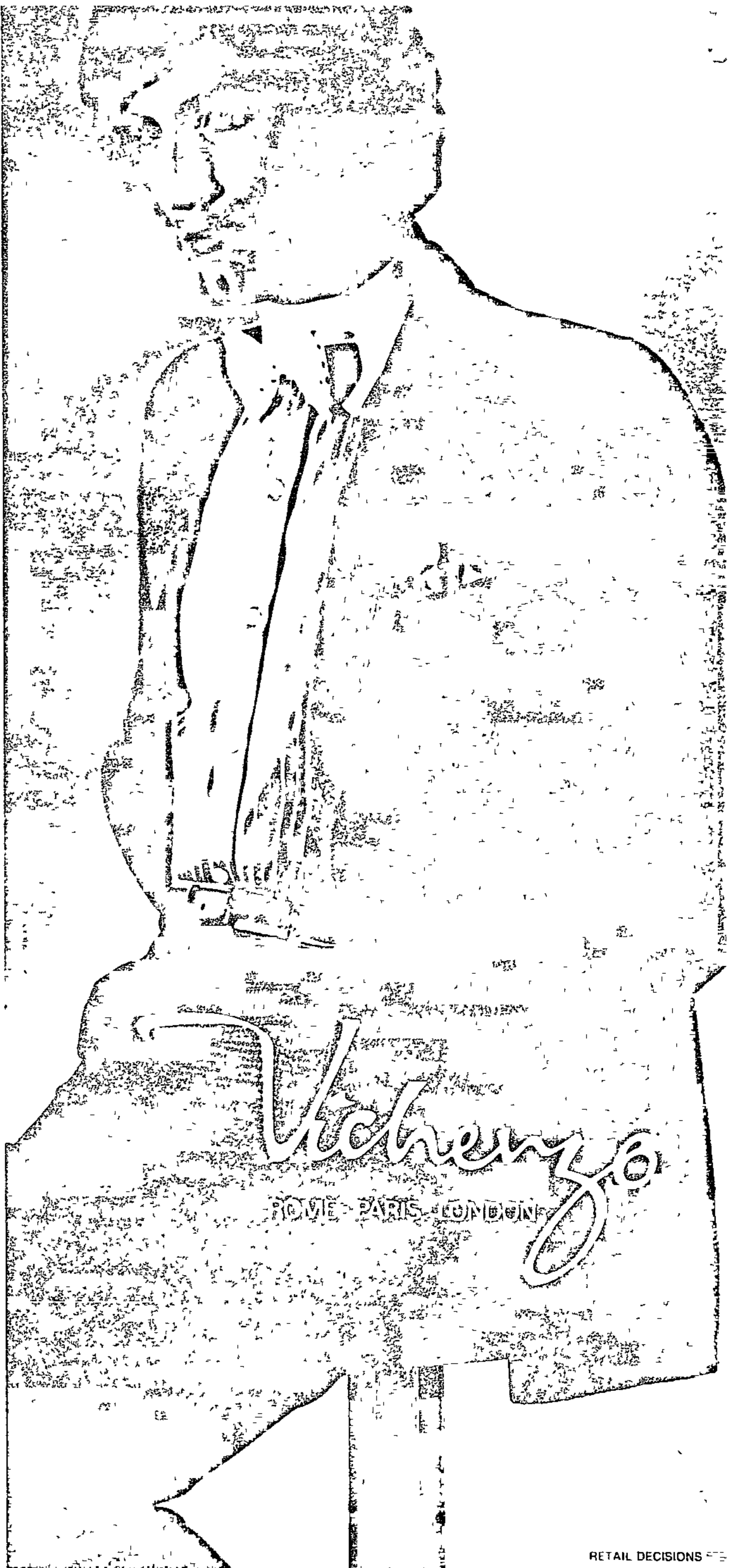
Lawful and fair

The role of the Industrial Court and the impact it is having on industrial relations was outlined by Unisa law school academic Peter le Roux. Before 1979, if an employer wanted to take action against employees he merely had to ask himself whether he was acting lawfully. But now that the concept of an unfair labour practice has become entrenched in SA labour law, they also have to question whether their actions are fair, as it is possible for lawful actions to be unfair labour practices.

The emerging unions have not been slow to utilise this loophole in the law, and have made significant gains in the Industrial Court. As a result the court had gained acceptance and legal action had become an alternative to striking. Recently, however, the Minister of Manpower had been excluding the consideration of unfair labour practices from the terms of reference of conciliation boards. This has been perceived as unwarranted interference and has raised questions about the value of official dispute settling procedures.

Leading labour lawyer John Brand dealt with union recognition and closed shops. Brand said it is generally recognised that a major disadvantage of closed shops is that they can have an adverse affect on an individual's right to freedom of association and also be used to restrict access to skilled jobs.

Anomalies in the law after the Wiehahn-inspired amendments to labour legislation had resulted in the compulsory unionisation of large numbers of Africans through closed shops. Brand labels the process as one of the "grossest abuses of the closed shop in modern labour law."



PM 12/10/80

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"This abuse contributed significantly to the suspicion and contempt which many African employees and emerging trade unions feel towards the trade union parties and industrial councils who co-operated in the exercise," he says

Nevertheless there are legal strategies which both employers and employees can use to circumvent or challenge closed shops. Brand, however, also said that recent developments in labour had made unions lose faith in legalistic procedures. Unless action was taken, government's success in institutionalising conflict would be

eroded

Industrial relations consultant Gavin Brown said several factors indicated that the pattern of emerging unionism in the western Cape would be different to that experienced in the rest of the country

□ The Cape workforce is predominantly coloured. As a result, there is a greater degree of cultural homogeneity than in the Transvaal or Natal,

□ The workforce is more fully urbanised than anywhere else in the country. Thus the target market of emerging unionism is likely to have a more sophisticated un-

derstanding of commercial practice, be more acquainted with the capitalistic ethic, be generally better educated and consequently far less afraid to confront white authority structures

□ Officials of emerging unions were likely to be older than unionists in other parts of SA and employers would have to deal with more stable levels of commitment and more sophisticated approaches, and

□ The high level of community solidarity meant that workplace disputes could quickly develop into major and epic community events

— in my opinion —

KPM 8/10/84 127/135

Home of unionist bombed

Mail Reporter

THE home of veteran trade unionist Mrs Lucy Mvubelo became the target of a petrol-bombing for the second time on Thursday evening while she was attending a union meeting in Johannesburg

Mrs Mvubelo, who Secretary-General of National Union of Clothing Workers The first bombing, which caused extensive damage to the house, occurred on July 15 this year

Thursday's petrol bomb was hurled at a backyard-room and gutted everything inside it The pine ceiling was burnt beyond recognition A wardrobe containing bundles of clothing belonging to Mrs Mvubelo's daughter, Cynthia, was also burned

The bombing took place while other members of the family were in the main house

According to Mrs Mvubelo, the family has been using the backyard structure as a bedroom since the first petrol bomb seriously damaged the main house

Mrs Mvubelo attributed the bombing to statements she had made concerning disinvestment in South Africa But she emphasised she would not vacate her home because of the bombings

Police are investigating

Garment workers talk of strike over pay

Labour Reporter

WORKERS in the garment industry are angry over what they call 'paltry' wage increases offered by their employers

Mr Frankie Hansa, general secretary of the Garment Workers' Union which claims to represent 50 000 workers said that unless employers increased their offer, the industry would be faced with large-scale industrial unrest.

Mr Hansa's warning comes in the wake of a decision by 500 shop stewards, representing workers from 425 clothing factories in Natal, to reject the employers' offer of increases ranging between 20 percent and 25 percent, effective from next year

He said the workers had asked for increases of between 58 percent and 100 percent, spread over the next two years

'This may appear to be unrealistic, but monetarywise the increase is reasonable,' he said, adding that employees in grade one and grade two, who made up about 80 percent of the workforce in the industry, were earning between R45 and R55 a week

'We are asking that the wages of a grade-one employee

be increased from R55 a week to R100 a week and, for grade two employees, from R45 a week to R80 a week — the increases being spread over two years'

A shop steward said the management had offered increases of between R11 and R13 a week over the next two years

Mr Hansa said that at a recent shop stewards' meeting, it had been decided to give the union representatives a mandate to make another attempt to get the employers to increase their offer

If that failed, the workers would consider industrial action

'They are seriously considering various options if their demands are not met. These include strike action, go-slow and public meetings to focus attention on their low wages,' he said

Mr Richard Savage, chairman of the Natal Clothing Manufacturers' Association, said the demand was 'absolutely ridiculous'. The final offer of between 20 percent and 25 percent was the best in the economic situation

The manufacturers were not prepared to go any higher, he said. If the offer was not accepted, a deadlock would be declared and the matter would be referred to the Industrial Council

Argus 25/10/84 (135) (1422) (165)

Judgment reserved in Textile Workers' Union case

Supreme Court Reporter

JUDGMENT has been reserved in an application for review of an Industrial Court decision relating to stop-order facilities for trade union subscriptions.

The application was made by the National Union of Textile Workers (NUTW) and opposed by the Industrial Council for the Cotton Manufacturing Industry (Cape)

The Industrial Court dismissed an appeal by the NUTW against a refusal by the Industrial Council to grant Table Bay Spinners an exemption

from the agreement which would allow the company to make stop-order deductions from wages of the NUTW's members.

Mr M Brassey, for the NUTW, told the Supreme Court, Cape Town, that the Industrial Council had refused the exemption to protect the council and its members, which included the Textile Workers' Industrial Union but not the NUTW

Mr Justice Vos was sitting with Mr Acting-Justice Berman. Mr Brassey was assisted by Miss M A Barker and instructed by Cheadle, Thomson and Haysom. Mr J J Gauntlett, instructed by Silberbauers, appeared for the Industrial Council

Nov 26/10/84 (135)

Clothing workers pay rise

CAPE TOWN — Millions of extra rands will be injected into the economy of the Western Cape over the next two years through pay rises for 62 000 workers in the clothing and knitting industry.

Minimum wage rates will rise from December 13 as a result of a new two-year agreement announced yesterday by Mr Alex Rosenberg, chairman of the industrial council for the Cape clothing industry.

Workers will earn an extra R10-million in higher pay over the first six months of 1985.

Qualified machinists will receive a rise of 15,5% over the first year and further increases in the second year will bring a cumulative hike of 32,7% on current rates.

The new agreement is the result of months of negotiations between the Cape Clothing Manufacturers Association and Cape Knitting Industry Association — representing employers — and the Garment Workers Union (GWU) of the Western Province.

"Thousands earning more than the minimum will benefit as the increases ripple through the industry, affecting all wage-earners," said Mr Rosenberg.

Mr L A Petersen, GWU secretary, said "The wage increase is the biggest yet negotiated." — Sapa

Big setback for Natal garment union's pay battle

Labour Reporter

THE battle by more than 50 000 garment workers in Natal for a big wage increase suffered a major setback yesterday when their Cape Town counterparts accepted much lower rises.

Mr Frankie Hansa, general secretary of the Garment Workers' Industrial Union of Natal, said yesterday that his union had requested increases of between 58 percent and 100 percent, spread over the next two years

'Now our fight has been weakened by the 60 000-member Garment Workers' Union (Western

Province) settling for a 32,7 percent increase spread over two years,' a union shop steward said

The Natal workers' pay demand has been rejected by the Natal Clothing Manufacturers' Association, which described it as 'absolutely ridiculous'. It offered instead rises of between 20 percent and 25 percent, which the workers have rejected

Deadlock

The workers are threatening to resort to industrial action if their demands are not met, but a series of meetings between the union and the employer organisation has so far failed to reach agreement. A further meeting will be held on November 6

The employers' chairman, Mr Richard Savage, said that if agreement could not be reached a deadlock would be declared and the matter would be referred to the Industrial Council

According to union shop stewards, the management offer represented increases of between

R11 and R13 a week over the next two years

The union was asking for minimum wages of qualified machinists, who make up the bulk of the industry's workforce, to be increased from R55 a week to R100 a week and for grade two employees to be increased from R45 a week to R80 a week, spread over two years

The shop stewards said that 80 percent of the workforce in the industry were at present earning between R45 and R55 a week

In terms of an agreement announced yesterday by the Industrial Council for the Clothing Industry (Cape), minimum wages of qualified machinists would rise to R64 a week from December 13 — a 12,5 percent increase

In 1985, their wages would rise to R72 and on July 1, 1986 to R77 a week. In the two years to December 1986, machinists would receive a cumulative increase of 32,7 percent — of which 15,5 percent would be paid in 1985

We're not going to be treated like outcasts, says trade unionist

Dr Anna comes out fighting...

The Star's Foreign News Service

TEL AVIV — Plain speaking by South African trade unionists averted the ousting of white delegates at an international congress in Tel Aviv

Delegates from Nigeria and Kenya took aim at two of three South Africans elected to the executive committee of the International Union of Leather and Garment Workers... and tried to have them thrown off the executive board because they were white.

The two South Africans made impassioned speeches to the several hundred delegates from 42 countries gathered for the union's fourth congress.

The Nigerian and Kenyan delegates said the very fact that two of the South Africans elected were white meant that the

elections office in South Africa had been fixed.

They went on to claim that the white South Africans in the large delegation were government agents and did not accurately reflect the garment and leather workers in South Africa, most of whom were non-white.

First to respond from the South African side was veteran trade unionist Dr Anna Scheepers, who has been active in the garment union for 46 years.

She verbally flayed the Nigerian and the Kenyan for their attempts to politicise what was an international, non-political, workers' conference.

Dr Scheepers stressed that the union delegates from South Africa present in the hall represented the workers of South Africa and most certainly not

its government.

She pointed out that while individual members might agree or disagree with government policy, the unions in South Africa with which she was connected had no colour or social barriers of any kind.

The elections to union positions were the result of free, secret voting.

If the Nigerians paid such particular attention to democracy, she said, there might not be a military dictatorship in that state.

"I have always been against racial hatred and racialism," she said.

"I have always fought against sectors in our own country who are racialisists.

"I'm not making apologies for everybody
"There are black sheep in

every country."

Turning to face the Nigerian and Kenyan delegations Dr Scheepers said: "We are not going to be treated like outcasts."

Her remarks were greeted with applause from the audience and when she left the platform to make her way back to her seat many delegates from Third World countries rose to shake her hand.

Dr Lucy Mvubelo then took the platform to explain her position as a black South African vis-a-vis the unions.

Looking perhaps quizzically at the Nigerian and Kenyan delegations she said no-one could accuse her of favouring apartheid unless he was colour blind.

She told how black workers were initially allowed into trade unions in the forties and how she

had risen through the ranks from a background with little formal education because of her parents' poverty.

She said she was taken aback that someone should accuse her union of not being fully democratic.

Mr Cedric Petersen, assistant secretary-general from the Western Province garment workers union, said that if the Nigerian and Kenyan delegates insisted that only a black was truly representative of the South African unions they were insisting on their own special form of colour discrimination.

The congress chairman pointed out that there were actually empty places on the executive board because there had been so few candidates for the offices.

He ruled that there should be no change in the executive for-

mat.

A resolution put forward by the South African leather workers union was referred to the presidium for approval and it will probably come up for final voting next May.

It deals with what one South African termed renegade unions poaching members from bigger, more established South African unions

What the leading South African unions want is for a delegation from the international executive to visit South Africa to patch up differences and see the real situation for themselves.

Where fixed ideas about South Africa find ready ears, especially in trade unions and Third World countries, Dr Scheepers laid it on the line

"To be against South Africa is a very prosperous industry."

Dr Anna Scheepers

"I have always been against racial hatred"



back in operation

AST LONDON — The East London abattoir went into full production yesterday since closing on March 31 for renovations

This was confirmed by the site manager, Mr Michael Krediotis, who said everything ran smoothly

"We were able to slaughter our normal quota — 110 cattle, over 100 sheep and 80 pigs," said

The renovations were completed in six months

The whole infrastructure had been changed and mechanised at a cost of an estimated R7 million

A trial slaughter was held in September when 100 pigs, five cattle and six sheep were successfully slaughtered

The official opening was still to be decided upon — DDR

Tucsa warns new unions

LAST LONDON — The Trade Union Council of South Africa (Tucsa) has offered the hand of friendship to all other unions but has also reaffirmed its determination to work with the government

Tucsa also warned the government that it was not prepared to lend respectability to non-viable institutions that were not capable of fulfilling their objectives

In a wide-ranging statement Tucsa's acting secretary, Mrs R Imrie, said "Tucsa is the home of workers who recognise the interdependence of all South Africa's races and seek to strive together to achieve justice, equal opportunity, fair wages and better working conditions for all South African workers"

"Towards this end, we give notice to all involved in industrial relations that our doors are open to anyone interested in sincere and constructive debate"

Tucsa said it understood the desire of emerging unions to establish their own identities and that workers often had different priorities to those still concerned with the primary tasks of recognition and security

"Tucsa remains confident that the majority of South African workers will ultimately overcome these difficulties to work together for their common good. We remind our fellow workers that divisions among us only serve to strengthen the hands of the exploiters"

"Tucsa stands for the retention of those provisions of the Labour Relations Act that require the registration of trade unions together with their scope of registration and representativeness as main criteria for registration"

"These standards are the cornerstones of sound trade union principles. However attractive short cuts to these tested principles might appear in the short term to those seeking to enter the labour field they do not offer sound long-term benefits for the majority of South African workers"

Outlining its determination to work with the government, Tucsa said "We do this because we have already proved that we can better influence meaningful reforms by participating in public forums"

"We also say to those unions that seek to malign Tucsa for participating on government forums: If you are honest in your abhorrence of what we are doing, you will refrain from partaking of the fruits which Tucsa's deliberations earn you"

Tucsa appealed to all unaffiliated trade unions to join a coordinating body of their choice

"We make this appeal because we believe that the issues facing South African workers are so grave and urgent that we can no longer afford the luxury of operating in isolation attending only to parochial matters"

"The time has come to shape a new South Africa and the country's workers cannot afford to let others fashion their destinies" — DDR

Austrian visit to

EAST BERLIN — The Austrian Chancellor, Mr Fred Sinowatz, has arrived in East Berlin for talks expected to focus on ways of breaking the deadlock in East-West relations

East German officials said the two-day visit

purely academic as King William's Town's Alan

the first route with arrive at 4 pm

Alan Coleman, of King William's Town, is organising secretary for the event

USED

Tucsa vows to work with Govt

8/11/84 135 S far

The Trade Union Council of South Africa (Tucsa) has vowed to work with central government towards the creation of a more equitable socio-economic state for all South African workers

The commitment is contained in a declaration of intent issued by delegates at the conclusion of Tucsa's 30th annual conference in Durban last month

Tucsa defends its participatory stance by saying that experience had shown that it could better influence meaningful reforms by participating in public forums.

"In this regard we must caution Government that Tucsa is not prepared to lend respectability to non-viable institutions that are not capable of fulfilling their objectives"

The 465 000-member federation also warns unions that malign Tucsa for participating in Government forums not to

The Trade Union Council of South Africa believes it can better bring about labour reforms by working within public forums. Labour reporter CAROLYN DEMPSTER summarises the council's recent declaration of intent.

sample the benefits which this participation brings

Other major issues highlighted in the declaration are

- A pledge to renew efforts to establish bridges of communication with other trade unions.

POACHING

- The determination of affiliates to protect their membership from poaching by other unions

- A decision to stick resolutely to the provisions of the Labour Relations Act concerning the registration of representative trade unions.

- An offer of help to any trade union seeking to or-

ganise unorganised workers.

- An appeal to all unaffiliated trade unions to join a co-ordinating body of their choice

The federation has also thrown open its doors for the first time to the media and to all persons involved in industrial relations or interested in sincere and constructive debate.

"Tucsa is the home of workers who recognise the interdependence of all South Africa's race groups, and seek to strive together to achieve justice, equal opportunity, fair wages and better working conditions for all South African workers", says the declaration

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NATIONAL/INTERNATIONAL

W Cape textile workers to get 15% pay rise

Labour Reporter

ABOUT 5 000 cotton textile workers in the Western Cape will receive a 15 percent pay increase next year

The rise will bring minimum wages in the Malmesbury, Paarl, Wellington and Worcester areas to R56,88 a week and in Bellville, Goodwood and Wynberg to R63,28 a week

The new wages have been set by the Industrial Council for the Cotton Textile Manufacturing Industry (Cape)

Mr Norman Daniels, secretary of the Tucsa-affiliated Textile Workers' Industrial Union, said the agreement was reached after a "lot of hard negotiating"

"Employers are saying the new wages might mean more retrenchments in the industry, but people have got to live. We cannot be party to bringing down people's standard of living

Mr Daniels said he was "very pessimistic" about the future of the industry

"But employees have to eat and pay their rent. The only people who can help them are the employers"

Mr Daniels said shop stewards from the 15 factories included in the agreement were involved "at all stages of the negotiations"

Industrial councils have frequently been criticised for removing negotiations and decision-making from workers on the shop floor

Mr F J Dobbelsteijn, secretary of the Cape Province Textile Manufacturers' Association, the employer party to the agreement, was not available for comment today

Escom increase will cause more unrest — Tuca

STAK 30/11/84
135
By Cardlyn Dempster,
Labour Reporter

Escom's proposed 20 percent-plus increase in electricity tariffs has been slated as "potentially disastrous" by the 460 000-member Trade Union Council of South Africa (Tuca).

Tuca's national executive this week condemned the timing and magnitude of the proposed increase and said it was a certain and dangerous way to fuel inflation.

"In a climate in which virtually no competitive organisation could hope to raise its prices by 20 percent and survive, this latest increase suggests uncaring and monopolistic attitudes," said the executive.

It has appealed to the authorities not to allow the increase because it is "liable to cause further economic hardship and provoke further civil unrest".

Tuca has also noted with concern that retrenchments are increasing.

While employers did face severe problems as a result of the recession, the hardship and suffering faced by unemployed workers was massive.

"We recommend that wherever remotely possible, workers should be placed on short-time instead of being laid off or dismissed."

On the issue of disinvestment, Tuca continues to swim against the tide of independent unions and has reiterated its support for investment by foreign companies in South Africa.

"Tuca does not believe that the majority of black South Africans support a policy that must mean fewer jobs and opportunities for advancement."

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Third union quits Tucsa 'refugee camp'

Staff Reporter

THE Engineering Industrial Workers Union of South Africa has pulled out of the Trade Union Council of South Africa (Tucsa) after a 25-year affiliation because of the "unacceptable" all-white constitutions of several Tucsa affiliates

Yesterday the general secretary of the 26 000-member union, Mr Leslie Davadoss, said Tucsa had been informed of the decision this week

The withdrawal of the union makes it the third to have left the council in the past two years. Last year the Boilermakers Union left Tucsa, followed by the Motor Industries Combined Workers Union.

In a statement Mr Davadoss said the union's resignation had been given "a lot of thought" over the past few years.

"We had to take cognizance of the fact that the rank and file have been questioning our continued affiliation with Tucsa for a long time," he said.

A look at some Tucsa affiliates showed Tucsa was becoming "something of a refugee camp for the conservative unions who have left their previous associations and are now look-

ing for a cloak of respectability"

No effort was being made to open up their membership to all races. If Tucsa were to demand this from these unions, it would boost its image locally and internationally.

Mr Davadoss said there was "no excuse" for unions who insisted on staying white when labour legislation made provision for unions to be non-racial.

Racially exclusive

The Engineering Industrial Workers union had been "called to task" by the International Metal Workers Federation (IMF) in mid-1981 because of its racially exclusive constitution. This had since been changed. The IMF demanded that all affiliates were non-racial and this was a "principle that has to be upheld".

The union was not contemplating joining up with any of the other union federations "at this point".

Miss R Imrie, acting general secretary for Tucsa, said that Tucsa regretted the union's decision and that a statement would be issued when the matter had been discussed with other senior Tucsa office bearers.

Garment workers get rise

Labour Reporter

THOUSANDS of clothing factory workers are to get a 32 percent wage increase spread over the next two years in terms of a new agreement concluded after six months of negotiations, it was disclosed yesterday.

While shop stewards of the Tucsa-affiliated 55 000-member Garment Workers' Industrial Union said the workers were disappointed with the increase, Natal Clothing Manufacturers Association chairman Richard

Savage told the Mercury that the increase was 'far higher than any other industry has granted its workers'.

Union spokesmen pointed out that although the percentage increase appeared to be high, it represented pay rises of between R16 and R19 per week over the next two years.

In terms of the agreement, minimum wages of qualified machinists — who make up the bulk of the industry's workforce — would rise to R65,50 a

week from January 1 — a 19 percent increase. In January, 1986, their wages would rise to R74,50 per week — giving them a cumulative increase of 32 percent over the two years.

Weekly wages of Grade 2 employees will be increased from R45 to R53,50 from January 1, rising to R61 in January the following year.

Mr Frankie Hansa, secretary of the union, said the agreement had been concluded after 12 meetings between representa-

tives of the union and the NCMA at Industrial Council level.

'It was tough going throughout the negotiations. The employers refused to accept our recommendations for increases of between 58 percent and 100 percent. They adopted a take-it-or-leave-it attitude,' he said.

Mr Hansa said about 1 000 shop stewards, representing more than 55 000 clothing factory employees, had met at the weekend and had expres-

sed 'bitter disappointment' over the increase.

Workers said the increase was not sufficient to absorb increased rentals, higher electricity charges and increased bus fares which would come into effect next year.

The union had asked that minimum wages of qualified machinists be increased from R55 a week to R100 a week and for Grade 2 employees to be increased from R45 a week to R80 a week, spread over two years.

By Carolyn Dempster,
Labour Reporter

(135) (35) (35) (35) Star 5/12/84
New forum for biscuit men

A new negotiating forum for the biscuit industry, covering biscuit workers in Natal and the Transvaal, has been set up following the collapse of the industrial council in August this year

The council disintegrated after the Sweet Food and Allied Workers' Union (SFAWU), which is affiliated to Fosatu, was blocked from becoming a party to the council negotiations by a trade union affiliate of the Trade Union Council of South Africa (Tucsa)

In order to bargain with SFAWU, the industry's two major biscuit producers — Bakers and Fedbisco — withdrew from the council and joined with the union to form a new bargaining forum

However, the negotiating course has not been an easy one. SFAWU together with the minority unions put forward a demand for a 32 percent across-the-board increase and a minimum weekly wage of R110

LABOUR BRIEFS

The employers' response was an offer of a 12,5 percent rise and a refusal to accept demands on overtime pay, working hours and public holidays

The dispute has now gone to mediation in an attempt to bridge the gap between unions and employers

The Black Health and Allied Workers' Union of South Africa this week signed a recognition and procedural agreement with Pretoria Wholesale Druggists

This is the third agreement the union has notched up since its inception a year ago and signifies that it is a growing force to be reckoned with on the pharmaceutical front

A sudden rush for jobs in the platteland has

prompted the organisation ROEP (Restore Our Endangered Platteland) to appeal to farm managers and platteland business concerns to contact them if they need personnel

The increasing flow of inquiries, says ROEP, comes from as diverse a range of people as doctors, businessmen and women, teachers and other professional people

Those interested in securing a platteland position, or finding a platteland employee should contact Dr G H Craven at 04952 1630 or write to PO Box 29, Steytlerville 6250

pendable" and agreed to low wage increases for them.

Davadoss says he sympathises with the stand taken by the Metal and Allied Workers' Union and the SA Boilermakers' Society when they refused to sign the agreement and claims that the EIWU only signed because its members would have forfeited certain benefits

However, he indicates that the EIWU does not plan to ally itself with any of the emerging union groupings. He says they have been "hijacked by academics who have never been on the shop-floor" and emphasise political issues while losing sight of the workers they represent. "You can't feed suffering workers with slogans," he says.

Nevertheless, when EIWU's interests coincide with those of other unions it will cooperate with them on an *ad hoc* basis, he says.

There has been speculation that the resignation in July of the EIWU's previous general secretary Archie Poole paved the way for the union's disaffiliation from Tucsa. Poole was seen as a staunch Tucsa supporter and was a member of the council's National Executive Committee for seven years. He resigned in order to run (successfully) for election to the House of Representatives.

Davadoss, however, denies any link between Poole's resignation and the EIWU's decision to disaffiliate and says the union has been considering its position in Tucsa for some years. Poole's position is to be filled from February next year by the union's current president, Aubrey Benn

The EIWU's move follows the withdrawal from Tucsa of the SA Boilermakers' Society in September last year and the Motor Industries Combined Workers' Union four months ago. The National Union of Furniture and Allied Workers, the SA Footplate Staff Association and five smaller unions have also disaffiliated since the 1983 Tucsa conference.

Tucsa's acting general secretary Ruth Imrie says the organisation "deeply regrets" EIWU's disaffiliation.

white resentment to grow, with a resultant deterioration in race relations at the workplace.

There are indications of union dissatisfaction with the Industrial Court, says the report, and it appears that this channel for the settlement of labour disputes will become less prominent. It predicts that this trend will be speeded up as leadership positions in the emerging unions are transferred from white intellectuals to union members who have come up through the ranks. "The ability, patience and training which are a prerequisite for the successful deployment of such tactics will be lessened," says the report.

Similarly, the days of lengthy recognition agreements containing complicated procedures are numbered. Industrial Court judgments have established the requirement to bargain with a representative union, and unions are likely to rely increasingly on their numbers rather than contracts to enforce their demands.

But companies which take a tough stand against unions are not likely to find a long-term solution to the problems of racial polarisation and political unionism. "Failure to leaven the right blend of firmness with sensitivity, tact and patience will only accelerate what are already disturbing signs," the report says.

Possibly the only companies which have a chance of escaping these developments, the report says, are those which recognised unions at an early stage and have since formed "mature relationships" with unions and their employees. In these situations, the parties have experienced the advantages of orderly collective bargaining.

TUCSA

Another union quits

The Trade Union Council of SA (Tucsa) has lost another major affiliate — the 26 000 strong Engineering Industrial Workers' Union of SA (EIWU). According to the council because of the "exclusivist attitudes" of a number of Tucsa affiliates who exclusively organise skilled, mainly white workers.

The EIWU has a non-racial constitution and structure. Its membership is predominantly coloured and Indian, but it has a small number of white members and about 6 000 blacks. Ironically, the EIWU's decision comes two-and-a-half months after the annual Tucsa conference resolved to build closer ties with emerging unions.

EIWU acting general secretary Leslie Davadoss declines to name the unions to which his union is objecting. However, he indicates that they include unions which joined the council relatively recently. The *FM* understands that the main targets of EIWU's antagonism are the Mine Surface Officials' Association and the Artisan Staff Association.

Davadoss also criticises the approach of the whites-only and craft unions which are party to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry. He says that at this year's wage negotiations at the council those unions decided that "labourers were ex-

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Paper

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company

hit by

strike

Labour Reporter

ABOUT 200 workers at Sylko Paper Company in Jacobs went on strike yesterday, on the eve of the company's closure for the year-end holidays, and demanded a refund of money deducted from their pay for union dues

According to Mr Isaac Ngcobo, a spokesman for the workers, the entire black workforce had resigned from the South African Typographical Union and joined another union but deductions were still being made in favour of the SATU

They claimed that they were no longer members of SATU and had since joined the Printing and Allied Workers' Union, an affiliate of the South African Allied Workers' Union

Refunded

Mr Ngcobo, who is national treasurer of SAAWU, said the workers downed tools yesterday and requested that their money be refunded before 3 p m today when the factory shuts down for the December holidays

He said the SATU had a stop order with the company for deductions from its members' wages

'The workers petitioned both the union and the company to cancel the stop order, but to this day there has been no response from either the company or the union,' he said, adding that workers were angry and went on strike

Officials of the SATU were not available for comment yesterday

A spokesman for the company confirmed that the workers had downed tools and added that the management were at a meeting trying to resolve the problem

D. Dispatch 8/12/84 135

SA union may be expelled

6/15

LONDON — Britain's major print union, the National Graphical Association (NGA), is to press for the expulsion of South African printers from the International Graphical Federation

The union will call for the expulsion of the South African Typographical Union (SATU) at next year's IGF congress in Helsinki. Failure to expel the South Africans could lead to the NGA withdrawing from the prestigious international body

The general secretary of the NGA, Mr Joe Wade, said at a recent union conference in Blackpool that South African printers operated a "discriminating union"

Yesterday an NGA spokesman said while SATU did have "coloured" and Indian members, blacks were excluded from membership "Apartheid is contrary to everything our union stands for and we take a strong line against it," he added —
DDC

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Fosatu's gain is Tucsa's loss

By STEVEN FRIEDMAN
Labour Correspondent

UNIONS affiliated to the Federation of South African Trade Unions (Fosatu) have made gains at the expense of rivals in the Trade Union Council of SA (Tucsa) in two industries.

In the transport industry, Fosatu's Transport and General Workers Union recently won a secret ballot at Transvaal plants owned by Normans Transport in which workers were asked to choose between it and Tucsa's African Transport Workers Union.

In the leather industry, workers at a Nigel tannery Honey and Sons have left Tucsa's Transvaal Leather Industrial Union and joined Fosatu's National Union of Textile Workers.

These developments are revealed in the latest issue of Fosatu's newspaper, Fosatu Worker News.

It says that, at Normans Transport, 109 workers voted to be represented by TGWU and only four voted for the Tucsa union.

At Honey and Sons, it charged, workers had been unaware that they belonged to a Tucsa union until they discovered that union dues were being deducted from their pay.

About 90% had now joined NUTW and were pressing management to deal with the Fosatu union, it said.

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FM
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the metal sector as its factories are more capital intensive and employ fewer artisans. Another factor is that economic conditions for the two are not always similar, which means that they have different priorities when it comes to wage negotiations.

Nevertheless, Uys emphasises that the advantages of membership of the engineering council are considerable and that no move away from it is likely in the foreseeable future. One major consideration is that the infrastructure and benefits offered by the council are substantial.

In addition, no move would be considered without the agreement of all employers and unions concerned, and it is unlikely that the unions, as well as a number of employers, would agree to it. A further obstacle would be that while the PMA is strongly representative of the industry in the Transvaal, it is less representative in Natal and the western Cape.

The FM understands that the Plastics Industry Group Committee of the industrial council is due to meet next March to discuss the matter. The committee will be asked to recommend to the council a suitable and clear definition of the plastics industry so that all companies will know whether or not they are covered by the council's agreement.

Uys believes that the PMA has not been sufficiently active within Seifsa, and it intends to "play a greater role in the future" so that the interests of the plastics industry are better catered for.

Seifsa director Sam van Collier says the situation is very complex and it will take a great deal of discussion before it is sorted out. He adds "Seifsa itself doesn't have a view and it is up to the employers and the unions in the plastics sector to decide on their future direction."

MINING INDUSTRY

Closed shop tangle

A legal dogfight about the closed shop in the mining industry has moved a step further. Last week, the 3 300-member SA Technical Officials Association (Satoa) lost its appeal against a Supreme Court decision that the court has the power to review an Industrial Court judgment which went in the association's favour.

At the heart of the case is the mining industry's unique combination of closed shop and allocation of occupations agreements. This has the effect of ensuring that all mine workers, barring blacks and learners, have to belong to a union or an officials association to which they are allocated by occupation.

The Mine Surface Officials Association (MSOA) and the Underground Officials Association (UOA) signed combined closed shop/allocation of occupations agreements with the Chamber of Mines in 1969. However, a complication arose when the Satoa,



White miners ... allocated by occupation

which only represents two categories of workers — reduction plant employees and winding engine drivers — was formed in 1973.

Satoa agreed with the chamber that it would not have closed shop facilities. It also agreed that employees in the two categories who work on the mine surface would be able to choose between joining it or the MSOA, while underground workers would have the same choice with regard to the UOA. In addition, it agreed that Satoa members would be allowed to resign to join either the MSOA or the UOA if they wished, but that MSOA and UOA members would not be able to resign to join Satoa. This agreement is known as the "one way traffic rule" in the mining industry.

Satoa declared a dispute over the "one way traffic rule" in 1981. At the end of that year, the Industrial Court handed down a judgment which stated that the rule was an unfair labour practice. However, MSOA and UOA contended that the court had included all officials in the mining industry — even those for whom Satoa is not registered — in its consideration of the case and took the judgment on review to the Supreme Court.

When the case came to court, Satoa countered by alleging that the Supreme Court did not have the right to review Industrial Court decisions. The Supreme Court ruled against it and Satoa then took the matter on appeal. Satoa legal representatives argued that the Industrial Court is

not only a court of law, but also has a status equal to that of the Supreme Court.

Last week's decision means that the Supreme Court now has the right to go ahead with its review of the Industrial Court's ruling that the mining industry closed shop and allocations of occupations agreement is an unfair labour practice.

Commenting on the Appellate Division's judgment, MSOA general secretary Robbie Botha said "We are very pleased that the decision went our way. If the Industrial Court's finding is implemented, it will mean the wholesale destruction of the closed shop and allocation of occupations agreements in the mining industry. And it will have an effect beyond that as well."

Botha told the FM that his association is hoping that Satoa will decide to throw in the towel and take up a 15-month-old MSOA offer to amalgamate their two unions. "If they don't accept the offer it will be a tragedy for the interests we both represent," he says.

But Satoa general secretary Harry Mallet-Veale rejects the idea. "The MSOA did make us an offer and we had discussions but they broke down completely. I don't think amalgamation is on the cards and I don't see it happening in the near future."

"The Industrial Court gave a judgment that the closed shop is an unfair labour practice, and we intend in the long run to see that its judgment will be implemented and adhered to. We must get something out of all this."

Sowetan 17/12/84 (135)

Top union resigns from Tucsa

THE Trade Union Council of South Africa has been dealt yet another blow — the 26 000-strong Engineering Industrial Workers' Union of South Africa has resigned from the giant federation.

EIWUSA's acting general secretary, Mr Leslie Davados, says they decided to disaffiliate from the council because of the "exclusivist attitude" of a number of Tucsa affiliates who exclusively organise skilled, mainly white, workers

The union has a non-racial constitution and its membership is predominantly coloured and Indian, but has a small number of white members and about 6 000 blacks

In a statement to The SOWETAN yesterday, Tucsa says it "regretted the fact that the union did not make known its reservation concerning Tucsa's policies, operation and direction at the most recent conference, which was held in 'committee' for the specific purpose of facilitating free and frank discussion"

Tucsa has also refuted that it was "a refugee camp for conservative trade unions" because more recently affiliated unions with a membership in excess of 100, which appear to be regarded as "conservative," have not retained a white-only basis for their membership.

"Tucsa is committed to social, economic and political justice of all South Africans, opposed to the

foundation stones of 'apartheid,' such as Mixed Marriages Act, the Immorality Act, the Group Areas Act, influx control, and forced removals. It is unlikely that we will be attracted to politically conservative trade unions," the statement says

However Mr Davados has declined to name the unions to which his union was objecting. He criticised the approach of whites-only and craft unions which were party to the Industrial Council for Iron, Steel, Engineering and Metallurgical Industry

He said that at this year's wage negotiations at the council these unions decided to agree to low wage increases for them

He sympathised with the stand taken by the Fosatu Metal and Allied Workers' Union (Mawu) and the SA Boilermakers' Society (Sabs) when they refused to sign the agreement "We signed because our members would have suffered certain benefits."

EIWUSA's resignation follows the disaffiliation from Tucsa of the Sabs, Motor Industrial Combined Workers' Union, the National Union of Furniture and Allied Workers, the SA Footplate Staff Association and five others

The union did not have intentions of joining any emerging trade union federation at the moment "We have been considering our membership to Tucsa for quite sometime and have not been influenced by any federation"

Sowetan 17/12/80

Workers urged to discuss unity

135

THE Trade Union Council of South Africa has invited all trade unions in South Africa to hold informal talks with the council in an attempt to seek unity of workers in the country.

In a letter the council says its affiliates are sincerely committed to seeking and establishing dialogue with other unions and trade union co-ordinating bodies in South Africa.

"We sincerely believe that while there are some issues which divide us, there is also a great deal of common ground which should be explored and a great many issues on which we could make a stand in the interests of all our members," the letter says

Already two Fosatu affiliates — the Paper Wood and Allied Workers Union and the National Union of Textile Workers — have received such letters

Fosatu's general secretary, Mr Joe Foster, told The SOWETAN that the unions have resolved to send the letters of invitation to the "mother body" for consideration

"Our affiliates felt this is not a matter that fell within their jurisdiction, that is why they sent it to us. Our national executive council is to meet next year to decide on the matter," he said

Other Fosatu affiliates have indicated that they have not received the letters. Fosatu has eight affiliates in the country

Council of Unions of SA (Cusa) and other emerging trade unions have indicated that they have not as yet received the invitations. They will consider them when they come

Cusa / Fosatu and other unions are currently involved in unity talks in an attempt to form a giant trade union federation in the country and speculations are that Tucsa wants to join in these talks, although these unions have indicated that the talks are already at an advance stage

In the letters, Tucsa stresses its sincerity to the approach and the Council's flexibility on the matter. The statement of intent declares an open-door policy to any parties linked to the labour scene who were interested in sincere and constructive debate

Tucsa has called on all unions in the Republic to align themselves with a co-ordinating body, claiming that individual unions could no longer afford the luxury of operating in isolation

"The time has come to shape the new South Africa and the country's workers cannot let others fashion our destinies says one Tucsa leader

TRADE UNIONS

Garment unity move

(135) (187)

Fm 21/12/84

The first steps have been taken towards consolidating SA's garment workers into a single national trade union. The separate Garment Workers Unions in the western Cape, Transvaal, the eastern Cape, and in Kimberley and Kroonstad, have agreed to form a single body which will be based in Cape Town, the centre of the clothing industry.

Excluded from the new deal for the moment are the Johannesburg-based National Union of Clothing Workers, with some 20 000 members, and the 50 000-strong Natal region of the Garment Workers' Union.

(135) (187) Fm 21/12/84
Says Lous Peterson, secretary general of the Western Province union "The ultimate aim is a single unified clothing workers union with a national wage, working conditions and benefit structure. But that is still some way down the road."

The Western Province union, with 62 000 members, is the biggest registered union in SA. The new arrangement will bring a further 6 500 members into the fold. No decision has yet been taken on the name of the combined union, says Peterson. The Transvaal union is known as the Garment Workers' Union of SA, but there is some reluctance in the Cape to adopt its name.

Peterson says it is only logical that the new union grouping should have its HQ in Cape Town, "the centre and the birthplace of SA's garment industry." The various unions will all maintain their executive committees and full-time staff, and will continue to run their operations on a regionalised basis. Overall command will be assumed by a central executive council in Cape Town.

The unions now face a number of administrative problems to standardise benefits, quite apart from wage agreements. Only funeral benefits are common at present. "There is no way of saying when the new amalgamated union will be operational," says Peterson, "but it will be some time."

Employer spokesmen are at this stage unwilling to comment on the development.

"Labour negotiations are traditionally matters for the different regions," says Mike Getz, president of the National Clothing Federation. "But obviously we will negotiate with whoever legitimately represents the labour force."

IND. Relations Workers' Org. - TUCSA

1985

TO - METAL CONTAINERS AND ALLIED PRODUCTS INDUSTRY, CERTAIN AREAS.

superceding w.d. nos: 320 & 408

AREA A: Municipal Areas: East London and Harrismith

AREA B: Bellville, The Cape, Goodwood, Paarl, Port Elizabeth, Simonstown, Uitenhage, Wynberg, Durban, Inanda, Pinetown, Sasolburg, Alberton, Benoni, Boksburg, Brakpan, Delmas, Germiston, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Nigel, Oberholzer, Pretoria, Randburg, Randfontein, Rodepoort, Springs, Vanderbijlpark, Vereeniging, Westonaria and Wonderboom

Footnotes

1. Overtime hours - The maximum hours overtime per week in factories manufacturing metal containers or allied products used in canning of perishable raw materials is 20.

D. Dispartuk
**Trade unions:
tougher
times ahead** *135* *3/1/85*

DURBAN — Key trade unionists have predicted that employees face tougher times in the new year as the country's economy is still in the grip of recession.

The past year had been hard for many workers with thousands retrenched, mainly from the motor and furniture industries, the hardest hit by the recession.

Unions which negotiated wage increases in 1984 battled to secure fair and reasonable increases for their members and many employees received diminished Christmas bonuses.

They said that in the new year there was very little prospect of further wage increases and some workers would have to face being laid off.

Mrs. Ruth Imrie, acting general secretary of the Trade Union Council of South Africa (Tucsa), said that unemployment and the misery, alienation and stark hardship it brought, was a crucial issue to be faced in South Africa.

"Some way must be found to rescue the economy from its current state of devastation.

"Our people need jobs, homes, a decent livelihood and decent prospects for themselves and their children. Let us hope that the new year will bring a sense of reality to those in positions of power so that we can all go forward in a spirit of conciliation to find a solution to the problems we face and which will otherwise tear us apart in bitter polarisation," she said.

Mr Norman Middleton, regional co-ordinator of the Council of South African Unions, said it was "too frightening" to even consider what the future held for workers.

"The past year was marked by retrenchments and a number of companies going on short-time. As the effects of company taxes and perks tax come into effect this year workers will have to bear the brunt and face even tougher times than the past year," he said —

DDC

Mvubelo rejects call for disinvestment

THE anti-apartheid lobby against United States companies operating in South Africa is building up while a leading trade unionist has come out in support of investment in this country.

And American churches have been urged to oppose the withdrawal of US investment in South Africa in

a study about to be published by a Washington-based "think tank"

Published by the ethics and public policy centre, the study says "What outsiders should ask for (in South Africa) is not perfection but a serious effort to provide civil rights and economic opportunities for all"

Pressure

The pressure on US to disinvest has been intensified. Some of the companies are openly worried that anti-apartheid lobbying could leave them with no option but to pull out of South Africa

The lobbying has

been joined by most black trade unions who have urged US companies to stop investing in this country while apartheid still exists

According to the study, which looks at the role of the churches in the issue of disinvestment in SA, "isolating South Africa and its people from the economy of the West is no solution to the complex racial and political situation in that country."

"It can only exacerbate tensions and lead to greater poverty, injustice and violence," the study says

In a foreward, Mrs Lucy Mvubelo, the

leader of the National Union of Clothing Workers, rejects disinvestment as a means of forcing change in South Africa

Vitality

"The vitality of South Africa's economy offers more hope to South African blacks than destructive forms of pressure from abroad. Only indigenous movements — trade unions, political groups, the schools — within South Africa can bring about positive change," she says.

"Outsiders can influence it, but only through participation, not isolation," she added.

Making recommendations to the churches at the end of the 106-page study, Mr Sincere says that while church leaders and organisations have an obligation to speak out on public issues, they have an equal obligation to speak responsibly

According to sources, proposed legislation due to go before the current session of Congress includes the SA Human Rights Bill, banning any American investment in SA, prohibiting US bank loans to the Government and outlawing the importation of Kruggerands.

Swetani 5/2/85 (135)

Tucsa hits out at immigrant labour

THE Trade Union Council of South Africa has called on the Minister of Manpower, Mr P T C du Plessis, to curtail the recruitment of immigrants to fill key jobs in South Africa.

The union has also suggested that the Minister should convene a meeting of labour and management to formulate firm policies governing the selection of immigrants

7/2/85
135

New defection threat to Tucsa

By PHILLIP VAN NIEKERK

THE 29 000-strong South African Society of Bank Officials (Sasbo) is seriously considering quitting the Trade Union Council of SA (Tucsa), indicating a further drift of support away from the council

Mr B J Smith, general secretary of Sasbo, said a final decision would be taken later this month

Mr Smith said the reason for the move was that the council catered more for blue collar workers and that the needs of white collar workers were "not being catered for"

The bank union has been a member of Tucsa since its inception in the 1950s

Since the 1983 Tucsa congress at least nine unions have quit its ranks

● The Natal Executive Committee was to repeat a wages offer and deliver an ultimatum to more than 600 striking hospital workers at the King Edward VIII and Wentworth hospitals in Durban late yesterday

The workers — who went on strike this week demanding pay parity with State health workers —

were given until 7am today to resume work or face dismissal

On Tuesday night the Natal MEC in charge of hospitals, Dr Fred Clarke, announced pay increases for "non-classified" staff at provincial hospitals in Durban. But despite calls for them to return to work immediately, the striking workers said they would stay out until they knew the size of the increases on offer.

● Following pressure from within his union, Mr Arrie Paulus — regarded as the champion of the white worker — is reconsidering his decision to retire as general secretary of the Mine Workers' Union.

The MWU is facing one of its most crucial challenges with news moves to scrap job reservation on the mines.

Mr Paulus repeated that the union would be prepared to consider the scrapping of the racial "scheduled persons" definition if it received written proposals from the Government and the Chamber of Mines setting out how the white miner could be protected.

Tusca 7/2/85

Tusca blasts Govt policies

135
150
60
300

THE TRADE Union Council of South Africa has condemned the policy of forced removals, disinvestment and the proposed 20 percent increase in Escom's electricity tariffs.

Tusca, one of the country's biggest trade union federations, has also expressed concern at the large number of retrenchments taking place and appealed to employers to "exercise the greatest possible restraint"

In a statement Tusca says forced removals violate the fundamental human rights, they are economically indefensible and are the source of much suffering and frustration

Policy

Tusca believes that the Government's policy of forced removals is one of the major contributing factors towards South Africa's racial conflict and makes hypocrisy of the Government's claim to support the principles of free enterprise

Referring to retrenchments, the federation says that it viewed with alarm, the growing number of worker dismissals that are taking place as a result of the current economic recession

The hardship and suffering caused by growing unemployment as a result of the recession, is massive and the council recommends that — wherever remotely possible — workers should be placed on short time, instead of being laid-off or dismissed

Tariffs

Tusca condemned Escom's proposed 20 percent — plus increase in electricity tariffs. Both the timing and the magnitude of the proposed increase are seen as potentially disastrous and dangerous way to fuel inflation

Referring to disinvestment, Tusca says it reiterates its opposition to the policy of encouraging foreign companies to divest their South African interests as action of this nature harms the very people it is supposed to be assisting

135 FM 8/2/85

TUCSA RESIGNATION?

The Trade Union Council of SA (Tucsa), already hit by the loss of over 140 000 members through disaffiliations in the last 18 months, this week faced the prospect of losing yet another union. This time it is the 29 000-strong SA Society of Bank Officials (Sasbo) that wants out.

The final decision was due to be taken shortly after the *FM* went to press. In an effort to avert the threatened withdrawal, Tucsa president Robbie Botha was due to address the union's general council.

Sasbo general secretary Ben Smith says the union has already sent a letter to Tucsa announcing its intention to withdraw. However, it had agreed to Botha's request for a hearing.

Smith says Tucsa is essentially a blue-collar organisation and Sasbo (essentially a white-collar grouping) questions any benefits from affiliation. The union has not discussed the possibility of joining another union federation.

S. Times

135

Staff anger as Barclays takes away half-day

By Amrit Manga

BARCLAYS Bank's decision to end its 50-year tradition of half-day Wednesdays will be opposed by employees at a meeting in Durban tomorrow.

The special general meeting has been called by the SA Society of Bank Officials (Sasbo), which claims to represent 94% of bank employees

Sasbo officials are perturbed that Barclays management did not consult the union

Tom Chalmers, Sasbo's assistant general secretary, says "The union has not been officially informed of the bank's decision"

Erosion

The union's general secretary, Ben Smith, says "Employee anger at losing their half-day is even higher than the opposition to perks tax"

"In 20 years as a trade unionist I have not seen such anger against management"

Mr Chalmers says "This is a further erosion of employee

rights which will lead to increased staff movement and adversely affect the bank's highly mechanised operations"

He estimates that if 1 000 employees change jobs, the bank could lose R30-million invested in training

According to the union, many senior officials say they will think twice about working voluntary overtime. They threaten to work to rule if the bank adopts a hard line

Sceptical

Mr Chalmers says "Rank and file employees are sceptical about the four hours off a week offered in place of the Wednesday half-day. The four hours are conditional on the bank's service not being hurt"

The four hours will include the lunch hour, effectively cutting the time off to three hours

Sasbo claims that Barclays management initially denied reports that the bank planned to open on Wednesday afternoons. Union officials were told Barclays was merely making contingency plans to cope with Nedbank's appar-

ent intention to open on Wednesday afternoons

Sasbo says it was told later that Barclays planned to eliminate half-days on Wednesdays, but union officials were sworn to secrecy and warned not to discuss the issue with their General Council for fear that it might leak out to the Press

Union officials were also told that any employee found guilty of leaking the bank's intention to the media would

face dismissal

Sasbo says "Administrative managers and accountants — the people responsible for administering the four hours due to employees in lieu of Wednesday afternoons — are equally annoyed"

Trying to juggle staff among various departments to give them time off will be a nightmare, says the union

● Standard Bank is also to stay open on Wednesday afternoons

Bank union seeks hearing on hours

The South African Society of Bank Officials (Sasbo) has requested a Conciliation Board hearing on the question of extended banking hours on Wednesdays

The move follows a decision by two major banks, Barclays and Standard, to remain open for business until 3 30 pm on Wednesdays instead of closing at 1 pm

PRIVELEGE

Mr B Smith, president of Sasbo, today said that the society had written to the Minister of Manpower requesting a Conciliation Board hearing in terms of section 43 of the Labour Relations Act

He said Sasbo's main objection was that a privilege that had been enjoyed for more than 50 years was being removed

Although the banks had said staff could take time off, this was not practical. Time off could also

not be accumulated, he said

"People in a bank are specialised and it's going to be difficult for customers if they want advice to find that the person they need to speak to has taken time off," he said.

The senior general manager of personnel at Barclays, Mr Dennis O'Brien, today said that the question of time off on Wednesday afternoons was not a right

"Employees sign articles when they join us which stipulate an eight-hour working day from Monday to Friday, including an hour for lunch, plus four hours on Saturday," he said.

Mr O'Brien said banks worked with a skeleton staff on Saturdays and many employees had been working a 4½-day week

He said that Barclays would still give time off to staff who worked on Saturdays

(135) O. Diepelt
21/2/85

Bank workers plan protest meeting

EAST LONDON — Bank employees here plan to hold a protest meeting against the decision by the country's major banks to remain open on Wednesday afternoons

Mrs Penny Dormer, the chairman of the East London branch of the South African Society of Bank Officials (Sasbo), said the meeting would be held in the city hall next Tuesday.

She said she hoped 200

to 300 people would attend, including Sasbo members from such surrounding towns, as King William's Town

The move follows a protest meeting held in Durban this week. Employees have objected to the decision as it was taken without consultation with Sasbo, and because they say they are expected to work longer hours without extra pay

— DDR

Bank employees will oppose new working hours

by
Maud Motanyane

Bank employees country-wide will hold protest meetings to register their discontent with the new working hours recently introduced by two major banks

The South African Society of Bankers will declare a dispute with Barclays and Standard and call on the Minister of Manpower to set up a conciliation board, the union's assistant general secretary, Mr Tom

Chalmers, said

"Our members want to register the level of discontent and to show management the types of problems we are already experiencing," he said

Barclays said late last month its employees would have to work Wednesday afternoons and Standard said the same last week

Sasbo has accused the banks of taking a unilateral decision without consulting employees

Barclays and Standard managements said they did not consider the question of working hours to be negotiable

Barclays general manager Mr Denis O'Brien said the bank was prepared to consult with the union, but "we have not gone outside of the working hours agreement we have with our employees"

Standard's Dr Henry Fabian said a meeting had been held with senior staff members before the decision was made

Staff in bid to block banking Wednesday

24/2/85
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S. Times

By Amrit Manga

THE SA Society of Bank Officials (Sasbo) is to fight Barclays and Standard banks over working on Wednesday afternoons

Tom Chalmers, Sasbo's assistant general secretary, says "The union believes the banks' failure to negotiate the extension of working hours constitutes an unfair labour practice"

Sasbo has applied for an Industrial Conciliation Board to consider the dispute

Although Barclays stayed open on Wednesday afternoon for the first time this week, the union says it will take steps to stop it from doing so until the board has considered the dispute

Sasbo is not prepared to say what it will do if its plea to the board is rejected

Standard Bank says it has not extended the 44-hour week agreed to in terms of the conditions of employment Time off on Wednesdays was a privilege

Time off

Dennis O'Brien, Barclays senior general manager, personnel, says "In terms of an agreement between the union and the bank, employees are required to work a 44-hour week We are merely implementing this agreement Workers may, however, still be allowed time off, depending on the work flow"

Mr Chalmers, however, says time off for black employees during slack hours is meaningless

"Public transport is geared to providing an adequate service at peak hours only Many employees will

have to wait a long time for transport to the townships"

Henry Fabian, general manager, manpower and marketing at Standard Bank, says "We have considered the inconveniences that might be caused to workers and have asked them to suggest ways to reduce the irritation"

Mr Chalmers says "Although Barclays branch staff achievements exceeded management targets, profits declined It now appears that management is trying to rescue the situation by demanding more from its workers"

Losses

In a circular to staff, Standard Bank cites the industry's inadequate response to customers' needs as one of the reasons for extending working hours on Wednesdays

"Furthermore, we must realise that the move by a major competitor to extend hours on Wednesdays leaves us no choice but to follow"

Standard Bank says approaches are being made to the Automated Clearing Bureau (ACB) and the Reserve Bank for later clearing and delivery times on Wednesdays

Mr Chalmers warns "Without the ACB extending its hours, banks which stay open on Wednesday afternoons stand to lose considerable amounts through accumulated cheques that cannot be processed the same day"

Mr O'Brien, however, says that "if all banks stay open on Wednesdays, losses will not be incurred in this way"

Union ultimatum to Barclays Bank

JOHANNESBURG — Barclays restore the status quo, pending proper consultation. Unless the bank acceded to this demand by midday today, Sasbo's attorneys were instructed to apply to court for relief.

The extension of Wednesday banking hours by Barclays Bank has drawn an ultimatum from the South African Society of Bank Officials (Sasbo) — unless Barclays reverses its "unilateral" decision by midday today, Sasbo would apply to court for relief, the union said yesterday.

Sasbo said Barclays had undermined the role of the union and detrimentally affected the legitimate interests of its members in declining to deal with Sasbo over the extension of Wednesday working hours, implemented on February 20.

In a statement, Sasbo said the bank had unilaterally altered the employment circumstances of bank officials by requiring them to perform regular services on Wednesday afternoons.

Sasbo demanded that

Barclays restore the status quo, pending proper consultation. Unless the bank acceded to this demand by midday today, Sasbo's attorneys were instructed to apply to court for relief.

"This includes an application to the Industrial Court for an order requiring Barclays to revert to the status quo. The application to the Industrial Court will be accompanied by an application to the Minister of Manpower for the appointment of a conciliation board."

The statement said Sasbo was also considering approaching the Minister of Manpower to ask that Barclays' exemption from the Basic Conditions of Employment Act, under which it is allowed to depart from the hours of work prescribed by law, be withdrawn —

Sapa

Rag trade jobs on the line

DURBAN. — Hundreds more workers in the clothing industry are likely to lose their jobs because of the recession.

The chairman of the Natal Clothing Manufacturers' Association, Mr Richard Savage, said about 2 000 workers, or 5% of the industry, had lost their jobs since November

"I don't see the position improving unless there is a general upswing in the economy. Things are going to get tough and the worst is still to come. In April more people are likely to lose

their jobs," he warned. He said the best way to avert lay-offs was short-time working

A spokesman for the Industrial Council for the Clothing Industry in Natal could not say how many people had lost jobs in recent months because the figures were still being processed

He said the council had received only one report of a clothing factory being liquidated. This was last year and 300 workers were affected.

However, the general secretary of the Tucsa-affiliated Garment Workers' Industrial Union, Mr Frankie Hansa, denied the

clothing industry was reaching a critical stage.

"To the best of my knowledge we've been more fortunate than the motor and furniture industries which had to lay off several thousand workers," Mr Hansa said.

"I wonder whether it is not a carefully planned ploy by employers deliberately to paint a gloomy picture to frighten workers from demands for more pay."

Mr Hansa also accused some clothing companies of using the recession as an excuse to get staff to push up productivity levels by setting unreasonable targets.

Sapa.



Bank employees give the raspberry to new working hours

Bank staff in militant mood

It takes a lot to disturb the serenity of the banking halls, but last night bank employees showed in the Johannesburg City Hall that they were determined to break the silence.

Cheering and stamping, almost 1000 bank staff illustrated their displeasure with the extended Wednesday banking hours imposed by two major banks.

The meeting was convened by the Johannesburg branch of the South African Society of Bank Officials to test employees' feelings.

"We have never seen our members in the mood they are in at the moment," the society's general secretary, Mr

Ben Smith, said

Barclays Bank and Standard Bank said last month their employees would work on Wednesday afternoons.

Since then, protest meetings had been held in 10 major centres and more were expected soon, a society assistant general secretary, Mr H G Rowan, said

The society had accused the banks of taking a unilateral decision without consulting employees. It felt it was an unfair labour practice and had applied to the Minister of Manpower to appoint a conciliation board.

A resolution was passed at last night's meeting urging the society to fight for the

reinstatement of Wednesday afternoons off or a five-day week

During an open debate, calls for the banks to reinstate Wednesday afternoons off were greeted with whistles and applause

Many employees complained about the arbitrary way in which the new hours had been announced and called on the banks to consult with staff

Most staff members condemned the new working hours, but several said an alternative to Wednesday afternoons off was a five-day week.

Suggestions ranged from a call for employees to stage a walkout on Wednesday

if they were forced to work, to more pay, days off or a five-day working week

Mr David Dewes of Florida said: "We enjoy having Wednesday afternoons off. We work a six-day week and the afternoon off makes the week seem shorter."

An Alberton bank employee, Miss Sally Rudd, said Wednesdays were set aside by most bank workers as a day to go to the doctor or dentist.

Miss Joanne Pepperell of Alberton said "Other people find time to do shopping on Saturdays, but bank employees work then so they need Wednesday afternoons free"

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Extended ^{Star} working ^{6/3/85} hours the final straw'

The introduction of extended working hours on Wednesdays was the final straw, a bank employee union official said today.

The assistant general-secretary of the 30 000-member South African Society of Banker Officials (SASBO), Mr Harry Rowen, said Barclays and Standard banks had finally agreed to meet with the union tomorrow at 8 30 am.

The meeting would not change SASBO's case in any way, he said.

The banks had undermined the union by not consulting it before deciding to stay open on Wednesday afternoons.

COURTS

"If tomorrow's meeting does not end amicably, we will resort to the courts for relief," Mr Rowen said.

This would include an application to the industrial court for an order requiring Barclays and Standard banks to return to the old working hours and an application to the Minister of Manpower for the appointment of a conciliation board.

If all procedures failed, the possibility of a strike could not be ruled out, Mr Rowen said.

Over the past two weeks employees had "expressed their anger and disgust with the bank", threatened to go on strike, or to simply walk out if the bank officials do not back down, he added — Staff Reporter

Industrial court backlog blamed on black unions

Black mining trade unions were to blame for the backlog of cases before the Industrial Court, the secretary-general of the white Mineworker's Union (MWU), Mr Arrie Paulus, told the union's annual congress in Johannesburg recently.

Mr Paulus' report was reproduced in the February issue of the MWU's official organ, *The Mineworker The Star* was unable to cover the congress because its labour reporter was barred from the meeting.

"Most cases deal with problems caused by black unions striking illegally. The moment the employers sack them, they run to the industrial court," said Mr Paulus.

The court was so loaded with work it took six months to get a case on the roll, he said.

Mr Paulus criticised the use of temporary staff at the court, saying this was wrong "because it may happen that a legal man today acts as chairman, and the next day is representing a client in the court".

The MWU rejected a proposal from the Government Mining Engineer that certain mines in self-governing Lebowa and Gazankulu be granted exemptions enabling black workers to do the jobs of scheduled workers.

The matter was referred back to the union after talks with the Minister of Energy and Mineral Affairs.

Bank talks get under way

Talks between officials from the South African Society of Bank Officials (Sasbo) and Barclays National Bank began in Johannesburg this morning

No information on the topics covered or the outcome of the discussions was available. Sasbo may make a statement later today

Sasbo has said its members are not prepared to accept the recently introduced extended bank hours imposed by two major banks

EF

35
9/3/85

Garment Workers' Union official hits back

WRITE TO:
Cape Herald
Editor's
Mailbag, P O
Box 11150,
Vlaeberg 8018,
and remember:
● Keep it
brief;
● the Editor
reserves the
right to shorten
letters.

I WISH to lodge the strongest objection to an article on the front page of the Cape Herald of February 16 entitled "We don't need you any more, 110 told"

The article deals with the retrenchment of 110 workers at Bibette (Pty) Ltd, a clothing factory in Lansdowne

From the headline to the last word there seems a deliberate attempt to convey the impression that the retrenchment took place in an inhumane and uncaring way, and puts both employer and trade union in a bad light
The article is an example of

selective reporting of the worst possible kind

The reporter interviewed both the employer and the Trade Union, who gave her all the facts surrounding the retrenchment including that it was extremely carefully planned to cause the least possible suffering to those involved. None of this was reported. Also completely ignored by the reporter was the fact that many of those employees were immediately employed elsewhere

The following is just one example of how slanted and selective the reporting was,

I am quoted as saying "The number of retrenched at Bibette might seem like a lot from one factory but it is not really a serious thing for the Clothing Industry as a whole"

What I DID say was that the number retrenched at Bibette was not as bad as it seemed, as many of them had been placed in employment, and were thus not walking the streets!

In answer to a question as to whether the retrenchments would have a serious effect on the industry, I answered that in the light of the above it would not
I could quote many more

examples, but I think my point has been made,

Retrenchments are sad whichever way you look at them, but when they are done with understanding and care, those effected them can only be commended. One can only despairingly question the motives of reporters who deliberately ignore the facts and create bad feelings where none actually exist

C E PETERSEN
Assistant General Secretary
Garment Workers' Union

● Editor's Comment: The reporter concerned, Estelle Randall, stands by her story.

11/16/63 1/5/93
Pay cut:
135
Doctors
warn of
exodus

Staff Reporter

A GROUP of full-time hospital doctors have warned of an exodus from teaching hospitals into private practice or overseas if salaries in the civil service are cut.

In a joint letter to the SA Medical Journal, 12 doctors at Groote Schuur Hospital and the University of Cape Town said they were concerned about calls by leading economists for cuts in the civil service payroll.

They said many seemed to be unaware that doctors, medical technologists, teachers, nurses and other paramedical staff were civil servants.

There was also wide agreement that these civil servants were underpaid at present.

They said that if conditions of employment in academic practice deteriorated further there would be a "haemorrhage of doctors into private practice or overseas".

As a first step towards rectifying the situation doctors should, like judges, be removed from the ambit of the Commission for Administration.

● Sapa reports that the Trade Union Council of South Africa issued a statement on Saturday deploring bonus reductions for public servants as a "dictatorial action".

And the government's call on the private sector to follow its lead was an "unwelcome interference" with workers' and managers' freedom to make their own decisions, said Tucsa.

The reason for the nation's economic plight was "the government's maladministration" and not the fault of the workers.

REM 13/3/85 (135)

Union to fight against 'slave labour conditions'

By PHILIP VAN NIEKERK

A CAMPAIGN against the "slave labour conditions" of some black security guards has been launched by the Transport Workers' Union of South Africa (TWUSA), an affiliate of the Trade Union Council of South Africa (Tucsa)

The latest issue of Tucsa's "Labour Mirror" accuses some employers of security guards of inhuman employment abuses, and criticises the minimum wage determination laid down by the Department of Manpower as "pitifully low"

However, according to Mr Roy MacFarlane, chairman of the SA National Security Employers' Association (Sansea), talks with TWUSA on the creation of an industrial council in the industry were in progress

A TWUSA official, Mrs Emily Cameron, made the following allegations against a section of the industry

- Black workers are required to work a 72-hour week for "peanuts", while white workers who have the same statutory hours are required by employers to work only 48 hours a week

- Employers give black workers the responsibilities of security guards but call them watchmen to justify paying the lowest possible wages

- Despite the low wages laid down by law, workers are continually being short-changed. In some cases they have R46 a month deducted for their hostel accommodation — which is a cement slab in a crowded room.

- Once on duty workers are not allowed to leave their posts and guards have been summarily dismissed for going to the toilet, or visiting a nearby cafe to buy food

- A worker was fired and had R99 deducted from his pay after he was attacked by a dog and retaliated by beating the dog with a pipe

Mr MacFarlane said that if some of the allegations were true, Sansea would not approve. However, it was up to the union to challenge these cases in the industrial court

"The industry aims to improve wages and conditions of service, not least because that improves security standards"

FM 15/2/85
343 228

TOWNSHIP TERROR

The Reverend Sam Buti, chairman of the Alexandra Council, is one of the latest victims of political violence in urban black townships. His home was attacked by mourners returning from a funeral. In addition, three Putco buses were set alight by "mourners" returning from the funeral service of Vincent Tshabalala, an ANC guerrilla shot dead by security police.

A group of about 300 people singing freedom songs broke away from the main body of over 2 000 mourners and attacked Buti's house.

Buti, a former president of the SA Council of Churches and one of the most respected of urban black politicians, has alienated the militants by participating in civic politics.

Since September last year, pressure has been put on black urban councillors to resign. This crippled some councils whose members resigned *en masse*.

At least four councillors were killed in Sebokeng. Others in the PWV area had their homes either petrol-bombed or burnt. As a result, numerous resignations have been reported in the East Rand townships of Tembisa, Katlehong, Vosloorus and Ratanda, where council members also resigned *en masse* late last year.

The object seems to be to cripple municipal government in black areas. If people cannot be dissuaded from participating in government created institutions through accusations of "collaboration" they have to be frightened off.

The pity of it is that for the first time, black local councils are receiving meaningful powers.

TUCSA

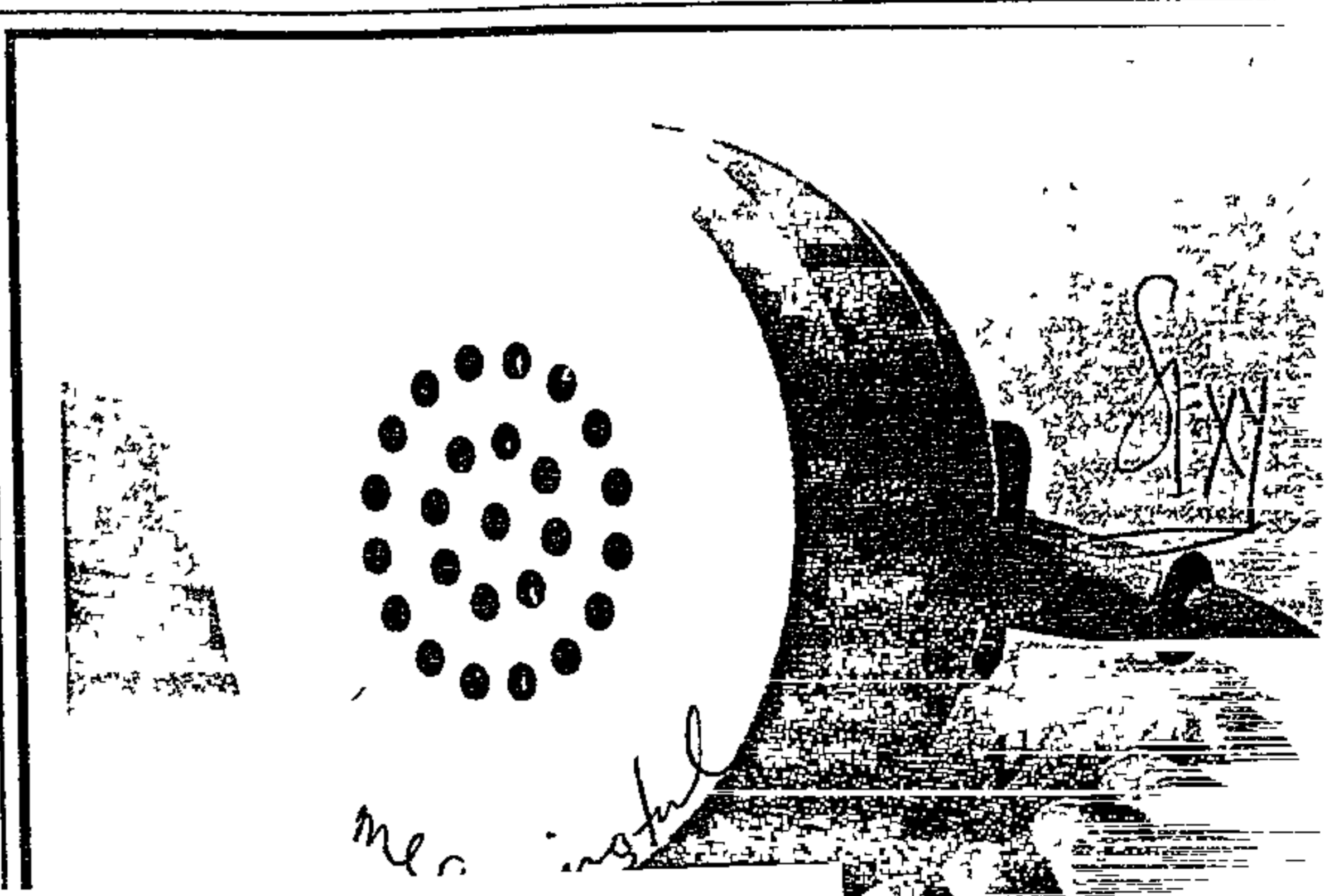
Still headhunting

135

The Trade Union Council of SA (Tucsa) is still looking for a general secretary — nine months after the death of veteran trade unionist Arthur Grobbelaar.

Grobbelaar, who headed Tucsa for 20 years, died just before the organisation's annual conference in September last year. No decision about his successor was made then and Ruth Imrie was appointed acting general secretary. Earlier this year, however, the post was advertised.

Tucsa was due to announce the name of the new incumbent after a meeting of its national executive committee last week. However, a Tucsa vice-president and general secretary of the Artisan Staff Association, Willie van der Merwe, says no decision was made. "There was a big response to our advertisements, but a lot of the people



Tucsa's Imrie ... persuaded to take the job?

FM 15/2/85

were not qualified to be general secretary of such a big union federation," he says.

Van der Merwe says the decision will probably be made later this year. It is likely that Tucsa's next conference in September will be asked to ratify an appointment. Van der Merwe acknowledges that it causes problems for Tucsa to be without a general secretary for so long. "It is important to appoint someone," he says, but adds "There are other things which led up to the decision to defer for a while."

At this stage it appears that Imrie, who has previously showed a disinclination for the job, might be persuaded to take the post.

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matters.

FREEDMAN &

and Cusa on issues of mutual concern.

While repeating some of the old calls — such as for compulsory registration of unions — Mr Botha's speech was a far cry from the rhetoric of the past.

Only a few years ago Tucsa leaders referred to the emerging unions as "miniscule rivals" and "fly-by-night unions" who would soon disappear

Row 18/3/85 (135)

THE new style of the Trade Union Council of SA (Tucsa) is no more evident than in the council's mouthpiece, Labour Mirror

Two years ago the publication tended to reflect Tucsa's rather staid, establishment-oriented image and it was virtually unheard of to run lead stories on "slave labour" conditions among security guards

Since Tucsa's behind-closed-doors conference last year, the council has attempted to move into a more dynamic position within the labour movement.

Even without a replacement yet for Mr Arthur Grobelaar as general secretary, and with a further loss of union affiliates since the conference, Tucsa has attempted to be seen to be playing a more strident role

Also worth watching is the council's relationship with other union groupings.

Mr Robbie Botha, Tucsa's president, told a conference in Cape Town recently that the council was prepared to co-operate with the other union groupings such as Fosatu

Sowetan 21/3/88

Warning on pay cuts

135

THE scrapping of minimum wages in South Africa's present recession would force trade unions into militancy and increase the strike rate, say two trade unions affiliated to the Trade

Union Council of South Africa.

In an editorial in the current issue of their official journal, the *Garment Worker*, the *Garment Workers' Union of South Africa* and the na-

tional *Union of Clothing Workers* caution that if minimum wages were abolished, workers would be vulnerable to exploitation and their only recourse would be submission or militant action

The editorial is a reaction to a recent call by Anglo American's Dr Zac de Beer, for the abolition of minimum wages to provide more jobs for South Africa's unemployed

It rejects the idea that lower minimum wages would lead to more people being employed

"A cut in wages would not result in an increase in employment. It would just result in an increase in company profits. If Dr de Beer was taken

seriously and workers were stripped of their wage protection in a recession, unions would be forced into militancy and the strike rate would soar," the editorial says

It calls for a reduction in working hours, rather than the lowering of minimum wages to boost employment

Sansefa 22/3/85 (135) (135)

Group to fight for guards

THE Transport Workers' Union of South Africa, an affiliate of the Trade Union Council of South Africa, is fighting to end the "slave labour conditions" of black security guards.

By NKOPANE MAKOBANE

According to *Labour Mirror*, a journal of Tucs, workers are currently required to work a 72-hour week for a maximum wage of only R231,83 a month

Security guards in the Newcastle area earn R153,83 a month — less than 50c an hour — and women are being employed in King William's Town for R60 a month, or little more than 19c an hour

The journal further says black workers in the industry are subject to a 1981 Wage Board determination due to be reviewed this year. The union has written to the Minister of Manpower urging him to intervene

"I fail to understand how the former Minister of Manpower (Mr S P Botha) could have put his signature to a document which lays down such primitive working conditions," says Ms Emily Cameron, the union official leading the workers' campaign for fairer treatment

"It is blatantly discriminatory and supports the worst allegations made by South Africa's detractors. White security workers are required to work only 48 hours a week

"We cannot see any possible justification for claiming that a black worker must work longer hours than his counterpart. Despite the pitiful wages called for by the agreement, work-

ers are continuously being short-changed

"Employers give them the responsibility of security guards but call them "watchmen" to justify paying the lowest possible wages.

"In some cases they have R46 a month deducted for their hostel accommodation — which is a cement slab in a crowded room — and have to pay their own fares to and from wherever they are put on duty. We have had cases where a man's transport costs have come to more than R100 a month

"It is not uncommon for some of them to have to spend an additional six hours a day commuting to and from their assignments. This can mean leaving their hostels at 4am and returning as late as 10pm — missing all meals

Duty

Once on duty they are not allowed to leave their posts. We have had guards summarily dismissed for going to the toilet, sheltering from the elements or visiting a nearby cafe to buy food. The nett result is that these workers end up with a pitiful R50 or R60

"Some of the larger employees have a more responsible approach and pay transport costs and subsidise the hostel accommodation "

Ms Cameron says Tucs began organising black security guards two years ago. Employers, who are organised through the South African National Security Employers' Association (Sansea), granted the union stop-order facilities and agreed to the formation of an industrial council for the industry

Employers' attitudes have since hardened considerably. Some of the firms with whom we have had to take up cases of maltreatment will no longer talk to us. One of the larger firms has withdrawn its stop-order facilities and we are coming up against a stone wall when we talk about an industrial council," she said

The union maintains that workers will get a fair deal while they have to depend on Government wage determination. Wage Board hearings, it says, are too infrequent and even after a hearing it takes many months for the board's findings to become effective

"We have written to the current Minister of Manpower urging him to dissociate his department from discriminatory conditions and poverty wages. We have suggested to him that the Government cannot afford to be a party to exploitation

Soweto 28/3/85



MRS LUCY MVU-BELO... her union is looking into unfair labour practice by an employer.

Council may charge boss

By NKOPANE
MAKOBANE

THE Industrial Council for the Millinery Industry is considering prosecution against a white employer who terminated long services of three Soweto women without paying them service bonuses.

The employer, Mr Anton Enrhartsman of Marianne French Modes in Rosebank, refuses to pay the women on the grounds that he is not their original employer.

He bought the business from the previous owner, who died about two years ago and the three women continued working for him.

According to the Industrial Council agreement, even though a business can change hands, people employed there are entitled to service bonuses because their service is with the establishment and not the employer.

The women are Ms Florence Mashiane of Diepkloof (employed for 18 years), Ms Margaret Serobo of Meadowlands (25 years) and Ms N Mashuya also of Meadowlands (16 years).

Ms Pam Stein, general secretary of the Industrial Council, said they have given the employer until next week to pay the women four weeks' service bonus each or face prosecution.

She said what was also disturbing in the women's cases was that their union, the National Union of Clothing Workers, had not been consulted when their services were terminated.

A spokesperson of the union said they were seeking legal advice whether the employer's action was an unfair labour practice. The union, he said, felt it was grossly unfair and unjust that the workers, after a long and loyal service, were overlooked when the company changed hands.

Mr Enrhartsman yesterday confirmed he was not prepared to pay the women for the period they were not employed by him. He took over the business only in June last year.

RDM 3/4/85
135

Union gains claimed

By STEVEN FRIEDMAN
Labour Correspondent:

FOSATU'S Transport and General Workers Union says it has made major recruiting gains in the Transvaal goods transport industry — the stronghold of one of the country's last surviving "parallel" unions

"Parallel" unions are separate unions for black workers set up and run by established non-black unions

Before the Government allowed African workers to join registered unions, several Trade Union Council of SA members set up "parallels" but since 1979 most have been absorbed into registered unions

However, Tucsa's African Transport Workers Union has continued to operate as a separate "parallel" union and one of its chief sources of membership has been Transvaal goods transport companies.

Now TGWU says that, in four months, it has recruited most workers at eight of these companies and is discussing recognition with five of them. It says workers are "flocking" to join it.

In the latest issue of Fosatu's journal, Fosatu Worker News, it hails its advances in the industry as a "breakthrough".

Unions hit out at decentralisation

TRADE unions have opposed the Government's policy of decentralisation because it often meant that established factories closed down in the cities and moved away to rural areas where workers could be exploited by being paid lower earnings.

In other words,

SOWO Form
according to an editorial in the Garment Worker, an official of two Tusca unions, new jobs were not created by this policy, but they were moved away

The article says by its policy the Government hoped to encourage the growth of industries in rural areas and border areas in the country and the homelands

9/4/85
It also hoped that this would, in theory, develop these areas and provide employment for black workers there without adding to the problems of the already congested city areas

"Decentralisation is unfair to all those workers and employers who have worked to build up industry on the basis of fair competition, effi-

ciency and hard work yet it is their taxes that pay for it

"It seems that decentralisation will not work, like other artificial plans it comes up with its own hidden flaws and problems

"This scheme is a classic example of government interference in the economy causing a total mess. Taxpayers' money is used to destroy jobs in urban areas and move them to rural areas

"Skilled workers face unemployment while unskilled workers are employed for peanuts in areas with little or no training facilities"

Researchers have shown that, the article continues, the decentralisation policy has achieved little devel-

opment. It has just attracted factories and jobs that would have existed or been created elsewhere in South Africa — without millions of taxpayers' rands being wasted

"Decentralisation is part of the grand design of apartheid. Slowly the Government is realising that it simply cannot control where people go to seek work

The article adds: "It also cannot control where businessmen run profitable industries employing those workers. As decentralisation comes nowhere near providing enough jobs for people in the homelands, it is just an expensive failure at the taxpayers' expense. It should be abolished."

Crucial talks at SABS' ^{Soweta} meeting ^{18/4/85}

THE South African Boilermakers Society is to discuss various crucial issues, including retrenchments, disinvestment, multiracialism and restrictive labour laws, at its triennial council meeting next Monday.

The union's public relations officer, Mr Tjaart Coetzee, said that the areas where urgent Government action is needed according to the society include

- The scrapping of the last vestiges of job reservation by implementing the white paper on Part 6 of the Wiehahn Commission report,
- A national and realistic policy of urbanisation which will ensure the growth of a settled labour force and the mobility of workers who would be able to sell their labour on the best market, and
- The need to review strike laws so that the right to strike legally without fear of dismissal can be entrenched in labour law

The society has also expressed its opposition to forced removals and resettlement of workers at inconvenient distances from their place of employment

Mr Tjaart also said that there were several items scheduled for discussion which reflect the deep concern of most labour organisations about retrenchment in these times of high inflation and recession

The general council will also debate a resolution which rejects all forms of disinvestment on the grounds that it will cause economic stagnation, loss of jobs and political chaos which it believes, would be irreversible

The society also notes that overseas workers extend their contracts over three years but that locally-recruited contract workers are restricted to one-year terms and are subject to immediate termination of their contracts

Other matters will include a discussion on black education, participation in public affairs and housing needs

The society draws its members from gold, diamond and coal mining sectors and is multiracial in character. It has a membership of skilled, blue-collar workers made up of 35 percent whites, and the rest are coloured people, blacks and Indians. It disaffiliated from the Trade Union Council of SA (Tuksa) and is a member of the South African Co-ordinating International Metal Workers' Federation

Sexual harassment at work 'increasing'

Sowetan - 18/4/85
THE use of sexually insulting language and assaults on black women workers by their managers on the factory floor is on the increase and causing concern among trade unionists.

Women workers have claimed that they have been insulted, victimised and harassed by their managers, according to an organiser of National Union of Clothing Workers, Mr Anthol Margolis

He revealed that a garment worker, Ms Nomsa Sekgware, recently received R120 damages from her employer who had used sexually insulting language towards her

The money was in addition to any other monies owed to the worker by the factory and included holiday pay, wages and other benefits

The union was prepared to take the matter to court and lay charges against the manager, but an out-of-court settlement was reached between the parties

The settlement was reached after an agreement that,

- the worker agreed to the settlement,
- an official from the union addressed all the workers at the factory and explained the details of the case, and that
- an article be published in the media, and one of the conditions was that the name of the firm should not be mentioned

Mr Margolis warned that in future the union will take a "very serious view" of managers who insult, harass or intimidate workers on the factory floor because these allegations might constitute "an unfair labour practice"

ROM 19/4/85
Union
to urge
boycott

By STEVEN FRIEDMAN
Labour Correspondent

AN ESTABLISHED furniture workers' union says it will urge workers in all industries to boycott stores which sell foreign-made furniture

The union, the National Union of Furniture and Allied Workers, charges that "large volumes" of furniture are being imported into the country and that this is depriving at least 1,500 workers of jobs

It says that 4,000 of its members are out of work and "facing starvation due to the irresponsible attitude of the local business community" and urges the Government to curb furniture imports

The union says it is drawing up a list of retailers who stock foreign furniture which is taking the bread out of our mouths" as a first step towards calling a boycott

NUFAW has members in all four provinces and a boycott could affect furniture stores throughout the country

In a statement issued by its general secretary, Mr Mohan Lalaram, the union says it has learned that R36m worth of furniture was imported in the first nine months of last year

Furniture

store

135
boycott

threat

NM 20/4/85
Labour Reporter

THE National Union of Furniture and Allied Workers yesterday called on the Government to curb furniture imports and announced plans for a boycott of stores which sell foreign-made furniture

The union claims that large quantities of furniture are being imported into the country and this was depriving at least 1 500 workers of jobs. In recent months, about 4 000 workers in the furniture industry were retrenched because of the recession

Mr Mohan Lalaram, general secretary of the NFAW, said yesterday that the union had learned that R36 million worth of furniture was imported in the first nine months of last year

'We believe that even greater volumes will be dumped here this year in spite of the low value of the rand,' he said

If the volume of imports were translated into local production, it could provide work for at least 1 500 workers in about 70 small factories, he said

The union said it was drawing up a list of retailers who stock foreign furniture as a first step towards calling a boycott

Union wants ban on imported furniture

ARGUS 23/4/85

Argus Correspondent

135

THE National Union of Furniture and Allied Workers of South Africa, with 4 000 of its members unemployed owing to the economic recession, has called for a halt to all unnecessary imports of furniture

The union says it is deeply concerned at the amount of furniture being imported into South Africa. In the first nine months of last year R36-million worth of furniture was brought into the country

The union believes even greater volumes of imports will be dumped on the South African market this year in spite of the low value of the rand

"At the present time some 4000 of our members are unemployed and, if the volume of imports is translated into local production, it could provide employment for at least 1500 of our members in about 70 small factories," the union said

Mr S Redlinghuys, executive director of the Furniture Traders Association, said his organisation sympathised with employees who were out of work and fully understood the plight of unemployed union members. The unemployment figure for people who had been

made redundant in the retail sector of the furniture industry now topped 10700

However, the percentage of furniture being imported was infinitesimal compared to the R2,6-billion annual turnover in the trade. He doubted that any dumping of household furniture had taken place as dumping had largely been confined to appliances

The union has complained that furniture may be imported free of permits at a time when the industry is suffering in the recession

Mr Redlinghuys said that his organisation would discourage any curbs on the free enterprise system such as import permits

The union said it was confronted daily by out of work members who were losing their homes, having their household goods repossessed and were facing starvation due to what it claimed was the irresponsible attitude of the local business community

"We are not prepared to let this matter rest and while we appeal to the government to stop all unnecessary imports of furniture by all the means at their disposal," the union said

~~D. Disfult~~ (135) ~~(135)~~
24/4/85
**Factory under
judicial control**

EAST LONDON — The Altshuler garments factory at Wiltonia here has been placed under judicial management after its two directors were arrested in connection with bribery allegations, their attorney, Mr D Maree, confirmed yesterday

The two men, Mr Alan Altshuler and Mr Brian Laden, appeared briefly in the regional court here on April 18

No charges were put to them, and they were not asked to plead

They were released on bail of R5 000 each, on condition that they hand in their passports, report daily to the Fleet Street police station, do not enter the premises of A Altshuler and Co or any warehouse without being accompanied by a customs official or a police officer and do not

interfere with state witnesses

Mrs Muriel Nama, the organiser of the Garment Workers' Union, said workers at the factory had been told by the management to stay at home from Friday until today

She said more than 300 employees were affected

Mrs Nama said according to the agreement with the company, the workers were entitled to their full pay since they did not initiate the stay-away

Up to yesterday, the union had not been informed of the latest developments concerning employees, she said

The layoff could be temporary until the company had sorted out its problems, Mrs Nama said — DDR

Union with 4,000 jobless calls for halt in needless furniture imports

CAPE TOWN. — The National Union of Furniture and Allied Workers of South Africa has called for a halt to all unnecessary imports of furniture. The union has 4,000 unemployed members.

In the first nine months of last year R36-million worth of furniture was brought into the country. The union believes there will be an even greater volume of imports this year in spite of the low value of the rand.

At the present some 4,000 of our members are unemployed and, if the volume of imports is translated into local production, it could provide employment for at least 1,500 of our members in about 70 small factories," the union said.

Mr S Redelinghuys, executive director of the Furniture Traders' Association, said his organisation sympathised with those out of work and fully understood the plight of unemployed union members. The redundancy figure in the retail sector of the furniture industry now topped 10,700.

However, the percentage of furniture being imported was infinitesimal compared to the R2,6-billion annual turnover in the trade.

Mr Redelinghuys said he doubted that any "dumping" of household furniture had taken place as this practice had largely been confined to appliances.

The union has complained that furniture may be imported free of permits at a time when the industry is suffering the effects of the recession.

Mr Redelinghuys said his organisation would discourage any curbs on the free enterprise system such as import permits.

The union said it was confronted daily by unemployed members who were losing their homes, having their household goods repossessed and were facing starvation due to the "irresponsible attitude of the local business community."

"We are not prepared to let this matter rest and we appeal to the Government to stop all unnecessary imports of furniture by all the means at their disposal," the union said.



Some of the unemployed members of the Garment Workers' Industrial Union present their unemployment cards to a union official in Bolton Hall yesterday to qualify for assistance from the union.

Garment union to help jobless

Labour Reporter

A 'HELP U Fund' started by the Garment Workers' Industrial Union to provide relief for its unemployed members is drying up and the union is planning to embark on a further fund-raising drive to counter the effects of unemployment in the garment industry.

Disclosing plans for a new fund yesterday, Mr Frankie Hansa, general secretary of the union, said the previous fund had paid out R123 000 to its members since it had been started in January last year.

The union, an affiliate of the Trade Union Council of South Africa, hopes to raise more than R200 000 in the next six months.

'We hope to achieve this target by getting workers to contribute 20c each a week.'

With a membership of about 45 000 workers in the garment industry in

the Durban area a weekly contribution of 20c a worker would bring in an average of R9 000 a week. Over a six month period the fund will have more than R200 000, he said.

He said at present union members who were employed as qualified machinists received 25 percent of their weekly pay which was about R16,37 a week while unqualified staff — cleaners and service hands — received R13,37 a week.

'We will continue to provide assistance for a period of three months in which time we will do everything in our power to find them suitable employment,' he said.

About 150 unemployed union members were currently receiving aid from the union.

'The unemployed also qualify for aid from the Department of Manpower's Unemployment Insurance Fund

NM 24/4/85
135

NM 25/4/85
Corporation

#0 135
workers in
804
~~203~~
wage rise bid

Labour Reporter

THE Durban Integrated Municipal Employees' Society (Dimes) met Durban's Management Committee yesterday to ask for a 25 percent increase in wages for Durban Corporation workers

No decision was taken and further talks would be held on May 2, Mr S M Govender, secretary of Dimes, said after the two-hour meeting

Indications yesterday were that the demand would be rejected

'At this stage, if we get 7 percent we'll consider ourselves lucky,' Mr Govender said.

The society's delegation had put up a strong case, but the Durban City Council representatives would not budge

'However, the fact that a further meeting is to be held next week gives us a

glimmer of hope of getting pay rises for our members'

Dimes had an agreement with the council for two wage increases a year to come into effect in January and July

'Last year workers received an 8 percent increase in February and a further 4 percent in July. The society is well aware that the increases were far below the consumer price index, but under the present economic conditions they had no choice but to accept.'

Mr Govender said the society was deeply concerned about the 'meagre wages' paid to labourers and pledged to fight for improvement in their wages 'as soon as the time is more conducive'

Manco chairman Sybil Hotz could not be reached for comment yesterday

25/4/85
135

Shoe
company
retrenches
workers

Labour Reporter

ABOUT 80 workers at the S A Bata Shoe Company Ltd have been retrenched in the past week.

Mr Terence Deven, branch secretary of the National Leather Workers' Union, confirmed yesterday that some workers had been retrenched, but he declined to divulge any further information.

'It is union policy not to disclose such information to the Press,' he added.

Comment

Mr D A Bell, industrial relations and personnel manager of the company, also declined to comment when approached by the Mercury yesterday after he attended an Industrial Council meeting in Durban with union representatives.

The company's managing director, Mr S Finlayson, could not be reached for comment.

A spokesman for the National Industrial Council of the Leather Industry of South Africa said it was up to individual companies to decide on policy matters regarding staffing requirements.

However, the Industrial Council agreement provided for one week's notice of termination of employment and the council was therefore not directly concerned with retrenchments as such, he added.

Union calls for halt to furniture imports

MM 25/4/85
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CAPE TOWN— The National Union of Furniture and Allied Workers of S A, with 4 000 of its members unemployed owing to the economic recession, has called for a halt to all unnecessary imports of furniture

The union says it is deeply concerned at the amount of furniture being imported into South Africa. In the first nine months of last year R36-million worth of furniture was brought into the country

The union believes even greater volumes of imports will be dumped on the South African market this year in spite of the low value of the rand

'At the present time some 4 000 of our members are unemployed and, if the volume of imports is translated into local production, it could provide employment for at least 1 500 of our members in about 70 small factories,' the union said

Mr S Redelinghuys, executive director of the Furniture Traders' Association, said his organisation sympathised with employees who were out of work and fully understood the plight of unemployed union members. The unemployment figure for people who had been made redundant in the retail sector of the furniture industry now topped 10 700 — (Sapa)

(135) (188) FM 26/4/85

CLOTHING UNIONS

No Cape connection

A merger between one of the oldest unions in the country — the Garment Workers' Union of SA (GWUSA) — and the National Union of Clothing Workers (NUCW) seems highly probable

Sources within the unions tell the *FM* that the national executive committees, Transvaal branch executive committees and shop stewards' committees have approved of the idea in principle. This makes it likely that union members will endorse the merger at general meetings scheduled for later this week and next week

This is a surprising development as last year it was announced that GWUSA, which has dwindled in size to the point where it represents few more than 2 000 members, would be merging with its Cape cousin, the Garment Workers' Union of the Western Province (GWUWP). This merger failed to take place at the beginning of this year as scheduled

No finality

Commenting in the clothing workers' newspaper, *Garment Worker*, GWUSA general secretary Johanna du Plessis says "We do not know why Cape Town could not finalise its constitution and other arrangements, but our union needed to reach finality



Anna Scheepers ... did her retirement pave the way?

on this matter after a year. Now that our sister union, the NUCW, has proposed that our two unions join up we are happy to go back to our original plan of having one union in our industry. We have no dispute with the Cape union and will continue to work in close co-operation with them as we have done in the past"

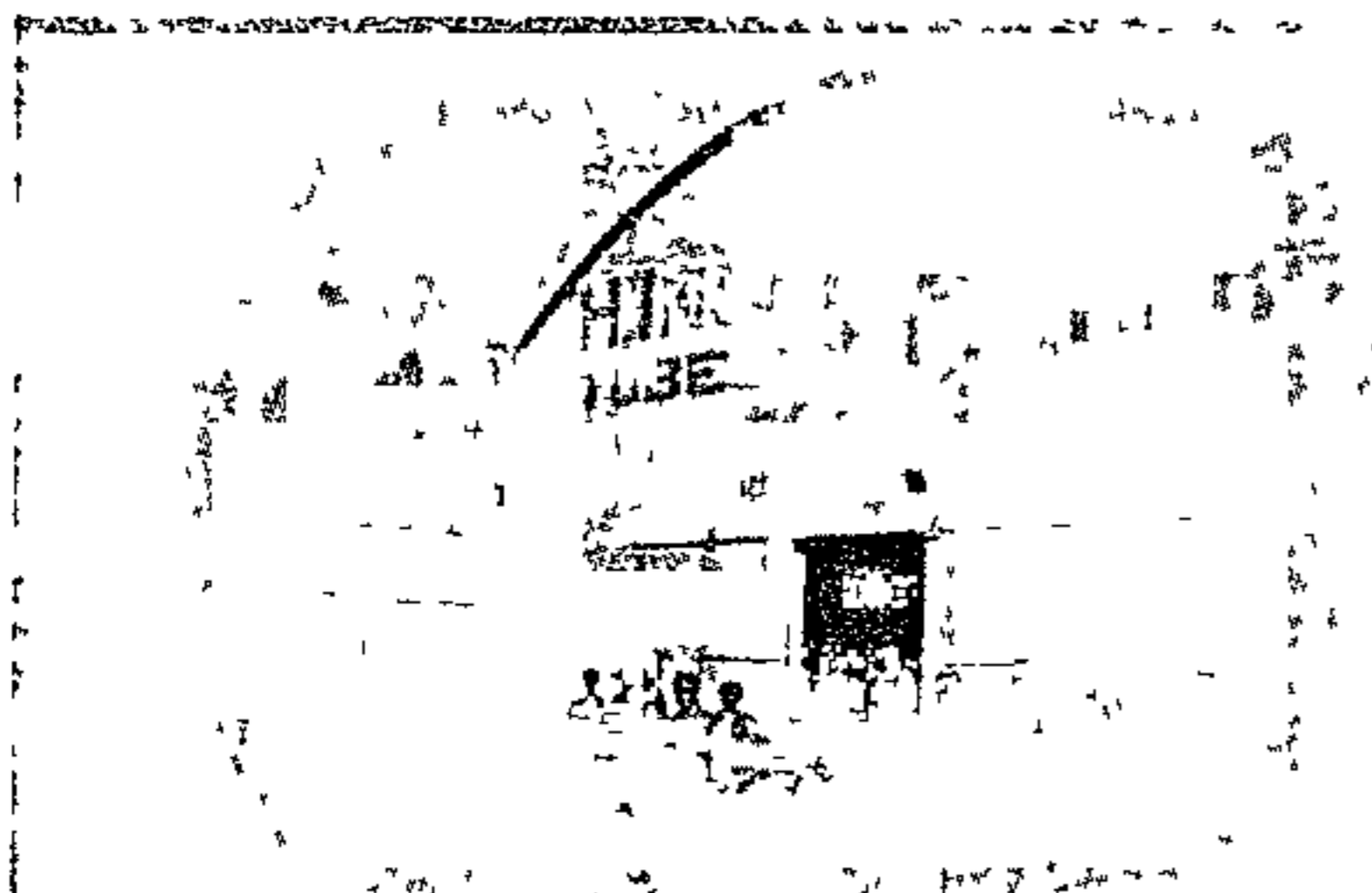
Says Louis Petersen, GWUWP general secretary "If GWUSA wishes to amalgamate with the NUCW, with whom it shares a building, we cannot see anything wrong with it. GWUSA asked us to amalgamate and now it has changed its mind. We have to

make certain amendments to our constitution to admit GWUSA. For this you have to go to a general meeting. It cannot be done overnight"

Petersen says part of the problem is that GWUSA asked his union to buy their building in Johannesburg — Garment Centre — but GWUWP did not want to do so. GWUSA sources, however, say that the sale of the building was never a condition of amalgamation. Despite these developments in the Transvaal branches of GWUSA, Petersen says its PE branch has indicated that it would like to amalgamate with his union

GWUSA and NUCW once formed a single unit but NUCW had to split away in 1953 when the Native Labour (Settlement of Disputes) Act was passed excluding male and female black workers from the protection offered by the Industrial Conciliation Act (ICA). In August 1980 the unions agreed in principle to amalgamate but the scheme never got off the ground. The reason for this, according to NUCW's Sarah Chitja is that her union, which had been excluded from the ICA for so long, needed time to show its mettle. The situation has now changed, she says, and it has always been policy that the two unions would eventually merge

It is possible that the retirement of GWUSA's veteran president Anna Scheepers at the end of last year led to a change of sentiment in the union ■



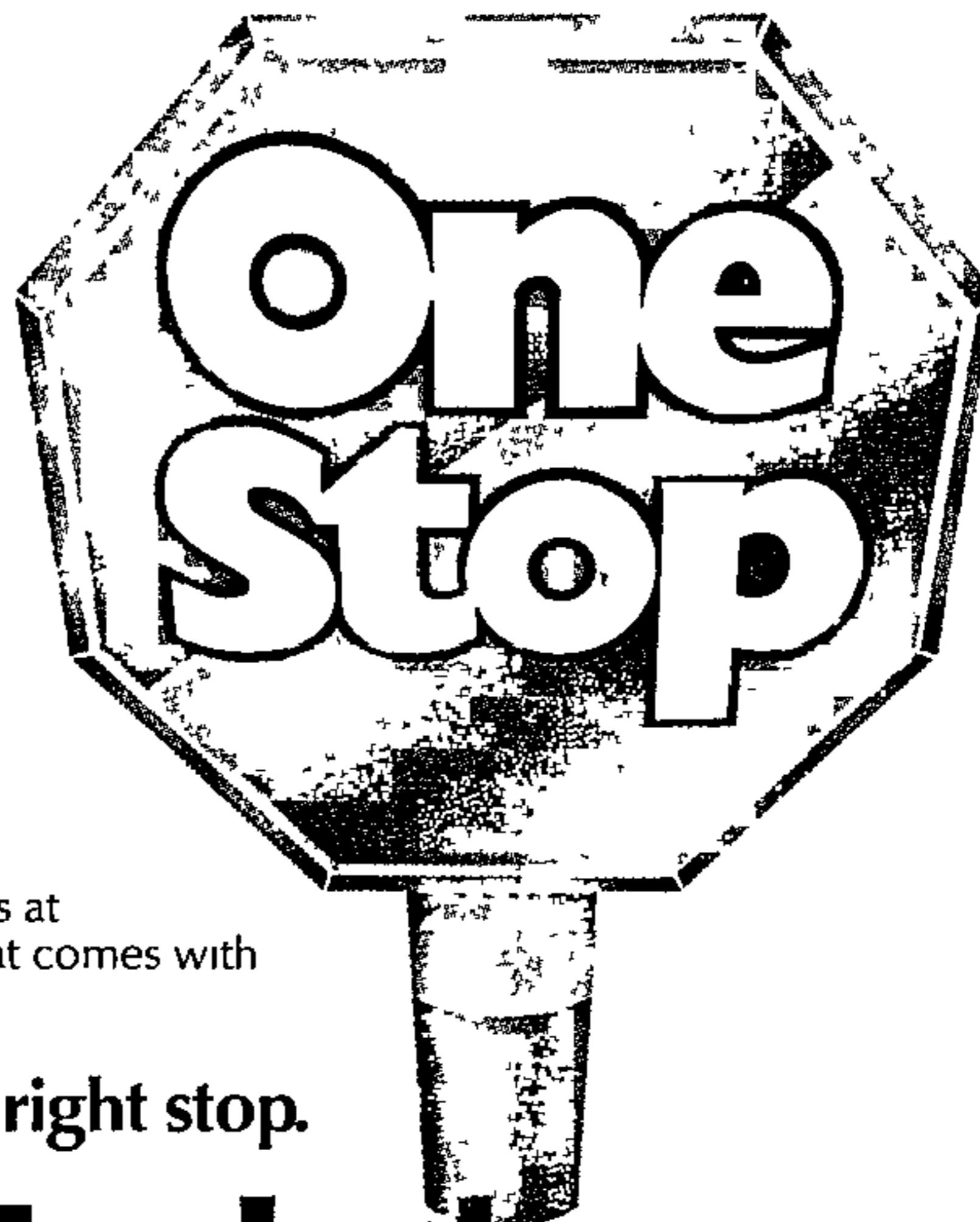
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Belabouring politics

FEATURE

The apolitical union is a myth — at least in SA Trade unions and their confederations, whatever their complexion, have always played the game of political leverage

Rightwing unions' preoccupations date at least as far back as the 1922 Rand Revolt Defence of white workers' privilege against the "cheap black tide" is still the theme, though the SA Confederation of Labour (Sacol) and its best-known member, the white Mineworkers' Union (MWU), no longer retain their privileged position *vis à vis* government

The MWU is battling to retain the definition of a "scheduled person" in the Mines and Works Act — which excludes blacks from obtaining certificates to do skilled work — in the teeth of pressure from the Chamber of Mines and black unions The 1979 O'okiep strike, which was seen by many as a warning to government not to accept the reformist recommendations of the Wiehahn Commission, was a crushing defeat for the MWU Other white unions did not back it, and government, against expectations, did not step in to try to prevent the strike

Sacol has tight links with the Herstigte Nasionale Party, and seems to be on good terms with Andries Treurnicht's Conservative Party as well That's not all MWU president Cor de Jager called for members to join Carel Boshoff's Afrikaner Volkswag at the union's congress this year Clearly, organised rightwing white labour perceives its defensive battle as a political one, how far it will be prepared to go remains to be seen

The Trade Union Council of SA (Tucsa), despite breakaways, remains SA's largest union federation And since the decline of Sacol's intimacy with government at the end of the Sixties, the Tucsa lobby has carried considerable weight — indeed, it credits itself with a major role in bringing about the Wiehahn reforms

Tucsa representatives sit on a number of government boards and committees, notably the National Manpower Commission — unlike representatives of the emerging union movement who, the *FM* understands, were never invited to join, perhaps because they would not have done so The Economic Advisory Council, the National Co-ordinating Board, the Unemployment Insurance Board, and the Regional Development Advisory Council all have Tucsa representatives

Tucsa also has a Parliamentary Liaison Committee This body's task is made easier by the council's longstanding political connections, and the fact that several Tucsa personalities have served or are serving in Parliament Anna Scheepers, for decades president of the Garment Workers' Union, was a New Republic Party Senator during the Seventies Archie Poole, ex-general sec-

retary of the Engineering Industrial Workers' Union, now holds a seat in the House of Representatives And Ronnie Webb, an ex-Tucsa president, was appointed to the President's Council at its inception

As the history of black unionisation over the past 50 years indicates, groups barred from overt political activity will be forced to express all their aspirations through union structures A salient instance of this use of leverage was last November's stayaway, when union members joined with a number of Transvaal community organisations in a two-day work stayaway to dramatise a series of political and economic demands

Fosatu's participation — as the strongest and best-organised body — was the best evidence yet of its gradual shift from its earlier sedulous avoidance of overt political moves Calls for a brief nationwide work stoppage in memory of unionist Neil Aggett's death in detention, and for non-partici-



MWU's Arrie Paulus ... ally of the far right

pation in the tricameral elections, were among Fosatu's few political moves prior to the stayaway

Reason for the change? Certainly the federation has grown larger and more confident, but, Fosatu sources add, its constituency has also widened to include increasingly politically-concerned workers The federation structure made it inevitable that workers concerned about the roots of township and educational unrest would pressure their leadership to act

The stayaway experience, Fosatu sources say, provides practical lessons First, the organising committee was too small, and its members did not have sufficiently clearly

defined ideas of their functions, responsibilities and limits Fosatu will in future be wary of the terms on which it co-operates with organisations made up of activists who are not directly answerable to a constituency

Participation in the stayaway, Fosatu sources say, was the first organisational manifestation of a trend Recessionary conditions are limiting unions' ability to win concessions for membership on the factory floor, and in compensation there will be a tendency to respond to community problems such as transport, rents and education These, also exacerbated by recession, increasingly preoccupy union members However, the stayaway weapon is unlikely to be used by Fosatu again, it is conceded, except in the case of an "absolutely immediate, clear-cut objective"

This was clearly evident in the refusal by affiliates of Fosatu and Council of Unions of SA (Cusa) as well as the General Workers' Union, Commercial Catering and Allied Workers' Union and African Food and Canning Workers' Union to participate in the recent stayaway called by the Port Elizabeth Black Community Organisation

Then there is the rise of United Democratic Front (UDF) and black consciousness unions These can be seen as the outcome of unionisation undertaken by political movements, rather than an instance of unions becoming politicised Their growth in the last five years is another factor which has pushed organisations like Cusa and Fosatu toward responding to political issues, despite their history of shopfloor orientation — which, ironically, has given them structures strong enough to implement and sustain such actions

Recently there have been nationwide celebrations to mark the 30th anniversary of the SA Congress of Trade Unions (Sactu), the union body closely linked to the African National Congress during the Fifties and early Sixties These are possibly indicative of a new drive to revive Sactu with all the political implications that this carries

However, the single most significant lever and development in union strategy, will be the formation of a new federation of emerging unions later this year Participants are Fosatu, Cusa, the General Workers' Union, the Food and Canning Workers' Union, the Commercial, Catering and Allied Workers' Union and the Cape Town Municipal Workers' Association Once the federation is formed the balance of labour power in SA will be transformed In the absence of a national black political party, the new federation may be forced, however reluctantly, to don that mantle And in the leverage game, where the stakes are power and influence, this will put the right wing and the centre in the shade

135

Gwusa, Nucwsa merge

By JOSHUA
RABOROKO

THE National Union of Clothing Workers and the Garment Workers Union have agreed to merge to form one strong union.

The national executive committees of both unions have suggested that the Transvaal branch of the Gwusa became a branch of the Nucwsa. The two unions will put the issue to the general membership later.

The NEC's of both unions have supported the idea. If the members agree, the two will have to make formal agreement covering all the details of the merger, according to a spokesman.

The Gwusa and Nucwsa have been one anyway — they were forced by the law to separate when blacks were asked to leave Gwusa in 1953. Although separated they worked together.

The reunification of the two has been under consideration since the law was changed to allow multiracial trade unions, a spokesman



Mrs LUCY MVUBELO

said. In August 1980 the unions agreed to amalgamate on principle, but the idea was dropped because Nucwsa felt the time was not yet ripe.

However, the idea was pursued over the years until this was achieved. Nucwsa's general secretary, Mrs Lucy Mvubelo said the workers did not need two unions. "We are working in one industry and need each other's co-operation."

Mrs Johanna du Plessis, Gwusa's general secretary said the merge was the best thing for both unions. "Our interests are the same and we can be one strong union. In any case it was always the unions policy that we should be united for unity is a trade union principle."

Shock, Herald

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over

Atlantis

factory

closure 135

By GARY VAN DYK

WORKERS at Laurence Fashions, an Atlantis turned up for work as usual on Friday morning, only to learn that they had become yet further statistics in the Boland town's tale of economic woe. The factory had been closed down and they were without work.

Between 270 and 300 workers were met by closed doors and were eventually told by a manageress who stuck her head out of a window that they could clear their lockers one by one.

The nonplussed workers contacted Mr Noel Williams, chairman of the Atlantis Residents' Association, for help.

He arranged for representatives from the Clothing Workers' Union (Clowu) to meet with the workers, but while they were on their way to Atlantis, the workers were paid off by Mr Cedric Petersen, an official of the Garment Workers Union.

Workers were given two weeks' pay.

STRANGE

Some workers alleged that savings had been deducted from the pay. They found this strange because they would no longer be working for the factory and would not need to save in this manner.

Clowu representatives, with delegation of workers, met the factory manager, a Mr Green on Friday.

He said he wasn't the only shareholder in the company and that the major shareholder, a Mr Sher, had telephoned him on Thursday, to tell him to close the factory the next day.

Workers said the closure had been on the cards since the beginning of last week. They alleged that a driver went to collect buttons at a factory in Cape Town last Monday, but was told he couldn't because the factory was due to close down.

PREDICAMENT

Most of the workers met on Monday at Atlantis Civic Centre to discuss their predicament with Clowu officials.

Miss Elizabeth Erasmus, a Clowu organiser, said it was disgusting the way people were treated.

"They deserve an explanation and better treatment if the factory is closing down. We are meeting today to discuss how these people are going to pay their rents and keep living here in Atlantis. We will try to answer any other questions workers may have."

Union representatives will meet with the factory management later this week.

Capt Timb *30/10/85*
Death of Dirk Benade

MR DIRK BENADE, former general secretary of the Tramway Omnibus Workers' Union, died on Saturday after a six-month illness. He was 71.

Mr Benade was also president of the South African Council of Transport Workers for the past 20 years. He started taking a leading part in union affairs in 1950 as treasurer of the Johannesburg Municipal Transport Workers' Union.

He was secretary of the Transvaal area division of the Trade Union Council of South Africa (Tucsa) from 1954 to 1964. He also served on the Benefit Committee of the Unemployment Insurance Fund in Johannesburg during the same period.

Mr Benade moved to Cape Town in 1964 and became secretary of the Tramways and Omnibus Workers' Union in August of that year. He retained the position until last year when he declined nomination because of ill health.

He is survived by his widow Christine and four sons.

A memorial service will be held at 4pm today at the Dutch Reformed Church, corner of Derry and St Andrew's Roads, Rondebosch.

Tucsa unions negotiate wage agreement

¹³⁵
^{Soweto}
TWO affiliates of the Trade Union Council of South Africa, both in the tobacco industry, have successfully negotiated a new wage agreement at the Industrial Council for the Tobacco Industry Transvaal, Miss Christine du Preez, general secretary of the unions said yesterday.

The two unions are the African Tobacco Workers Union and the National Union of Cigarette and Tobacco Workers. This agreement came into opera-

tion on April 1 when all workers received an increase. Miss du Preez said the unions welcomed the increases in these difficult times of economic recession, although they were lower than the inflation rate.

She said those workers on agreement rates received an increase of 11,5 percent and those earning premium rates, above agreement rates, received 11 percent on personal rates. The increase on personal rates

was obtained at plant level negotiations with the various companies, and although an attempt was made by management to divide the two unions, all workers stood firm because of the unity that exists between the two unions.

"The wage rate laid down in the agreement for artisans is now R272,85 per week, or R6,50 per hour. However, all artisans are earning far in excess of agreement rates and thus far received an in-

crease of 11 percent on those rates. The labourer's rate is now R94,20 per week or R2,24 an hour. The weekly paid employees received their increases on the first pay week in April," Miss du Preez said.

In the same breath, Tucsa said it cannot find sufficient words to condemn the rise in the price of maize to the consumer. Tucsa said it sees the granting of an increase in the price of this staple food as callous disregard of the welfare of the ordinary worker in South Africa.

It further believes that the increase shows that the authorities are completely out of touch with the grim reality of life in the country where retrenchments and unemployment are the order of the day.

In a statement Tucsa said "The result of unemployment is poverty and starvation, which this increase can only aggravate. With soaring inflation even workers who still have jobs have no slack to offset an increase. We warn the Government that by recklessly disregarding the plight of the majority of workers in South Africa; they are fuelling discontentment and creating their own agitators."

Ballot decision a victory for Fosatu union

By PHILLIP VAN NIEKERK
Labour Reporter

FOSATU's National Union of Textile Workers (NUTW) has achieved a major breakthrough in its attempt to break the closed shop exercised by Tucsa's Garment Workers' Industrial Union (GWIU) in the Natal clothing industry.

In a judgment handed down by the industrial court, Mr Y Bulbulia has ordered a Pinetown firm, Natal Overall Manufacturers, to settle a dispute with the NUTW by holding a ballot within three weeks to determine whether workers support the NUTW or the GWIU.

The dispute arose out of lay-offs at the firm which the NUTW claimed took place without consultation with the union.

Natal Overall's reply was that it was not obliged to consult with the NUTW because of the industrial council's closed shop which has precluded the NUTW from recognition.

In terms of the court order, if the NUTW wins the ballot, the company must negotiate with it in future retrenchments, must negotiate a recognition agreement with the union and must provide it with stop order facilities.

A spokesman for the company declined to comment on the outcome yesterday until after the ballot.

Mr Johny Copelyn, general secretary of the NUTW, said the decision was significant because the court had overturned the industrial council's right to block the NUTW from negotiating on behalf of workers in the industry.

The NUTW has applied to join the council, but has been refused membership until it can prove it represents about 25% of the council's 11 000 workers.

The NUTW claims majority support at several firms in Pinetown, and holds that the GWIU is no longer representative in this area.

The dispute is one of several key areas of conflict between established unions and the NUTW, which recently won a Supreme Court case over the issue of having stop orders deducted at a Cape firm, Table Bay Spinners.

The industrial court first refused to decide on the Cape textile industrial council's right to prevent Table Bay Spinners from deducting stop orders from the NUTW, a non-council union.

However, the Cape Supreme Court ordered the industrial court to decide on the issue and the case is yet to be heard.

AKG 4/85 (155)

Hearing to settle union battle

Labour Reporter

A CRUCIAL hearing in the Cape battle for membership between two textile unions will be held in Pretoria this month

The National Union of Textile Workers (NUTW) is trying to get stop-order rights for members at Table Bay Spinners, from which it is barred because of a closed-shop agreement within the industry, which grants stop-order rights only to the Textile Workers' Industrial Union (TWIU)

NUTW is affiliated to the Federation of South African Trade Unions and TWIU is a member of the Trade Union Council of South Africa

Last year the NUTW applied to the industrial council for exemption from this agreement. When this was refused the union took the issue to the Industrial Court, which ruled in favour of the TWIU.

But the Cape Supreme Court set aside the Industrial Court ruling and referred the matter back for fresh hearing

BREAKTHROUGH

This hearing will be held in Pretoria on May 28

A legal representative for the NUTW said it would be an entirely new hearing except that the Industrial Court would now have to heed the Supreme Court ruling and consider factors not considered at the first hearing

● In Natal the NUTW has achieved a breakthrough in its bid to break the closed-shop agreement exercised by the Tucsa-affiliated Garment Workers' Industrial Union there

An Industrial Court ruling by Mr Y Bulbulia has ordered a Pinetown firm, Natal Overall Manufacturers, to settle a dispute with the NUTW by holding a ballot to determine whether workers support the NUTW or the GWIU

In terms of the court order, if the NUTW wins the ballot the company must negotiate with it in future retrenchments, must negotiate a recognition agreement with the union and must provide it with stop-order rights

Black workers pledge to work for more unity

THE unity of the black working class is growing rapidly.

Workers have vowed to come together support and pledge solidarity with each other on numerous issues despite their political differences

This new twist in the labour movement in South Africa was announced by Mr Cunningham Ngcukana a leading unionist who is the secretary of a co-ordinating committee of 31 major trade unions seeking unity

The committee, formed by trade unions to celebrate May Day recently, is hoping to achieve more power and unity among the unions by supporting the working class struggle against injustice exploitation and other forms of oppression

Mr Ngcukana explained that May Day signified an important day when workers of the world celebrate and share with each other their demands and rights regardless of their political differences

In South Africa, he says, separate unions have been working and organising on their own until 'we felt we had to unite forces'

"This desire has inspired us to join hands. So ride on we shall fight the oppressors in one voice"

Division of workers

He says the aim of the co-ordinating committee is to avoid issues that divide the workers "Once we have been able to identify our differences, we shall be able to achieve greater unity"

"During the union's discussion it emerged that there were different approaches towards the controversial issue of disinvestment

"This delicate issue has raised serious problems which we will iron out in due course. There are unions which have different perceptions about the disinvestment issue"

Mr Ngcukana added that they will support each other on issues such as boycotts, campaigns, strikes and other forms of opposition

"We have supported each other at Simba, Spar and other boycotts because we are fighting a common cause

"These actions will grow rapidly in future and employers who become intransigent in their behaviour and refuse to negotiate in good faith will face tough action from the unions

He says the unity that the co-ordinating committee is envisaging will not deter the progress of these unions currently involved in unity talks. The committee supports their moves towards greater unity

"We are also encouraging those unions which are presently out of the unity talks to join us because we have a common objective"

He issues a stern warning to arrogant managers who at the drop of a hat fire striking workers. Unions will take a serious view and may support workers who have been dismissed because of any industrial action

Militant workers will continue to fight for their rights

Tucsa uninvited

Unity, to a certain extent has been achieved by the committee. It has been able to bring together unions from the wide political spectra. Unions affiliated to the UDF and Azapo have been brought under one body by the committee

However, Mr Ngcukana appealed to those involved in the unity talks not to set time for the completion of the talks. The unity of the workers should always be maintained throughout

Mr Ngcukana admitted that most of the unions affiliated to the Trade Union Council of South Africa (Tucsa) were not invited to the unity talks nor to join the committee

But, he added, Tucsa always has a tendency to support the Government that unregistered unions be outlawed. "We can't see ourselves operating with such unions," Mr Ngcukana added

He says it is their wish that the current in-fighting between Azapo and UDF can be resolved without bloodshed

"The two groups should be able to realise that we are fighting imperialism, racism and capitalism and we need each others support despite our political differences," said Mr Ngcukana



TRADE UNION leader

CLOSED SHOP

NUTW's challenge

The Industrial Court has ordered a Natal clothing manufacturer, Natal Overall Manufacturers, to hold a secret ballot to determine whether the Garment Workers' Industrial Union (GWIU) or the National Union of Textile Workers (NUTW) has majority support among workers at its Pinetown factory. This is a new and highly significant

QUOTABLE

US Ambassador to SA Herman Nickel at a conference on the social responsibility of business:

The striking feature of the rhetoric of the disinvestors is its elitism. To facts about job loss in a potential disinvestment situation, they reply that blacks in the Republic are willing to suffer economic hardship in the name of liberty. Whether true or not, the phrase rings strangely in the mouths of those who would not suffer by such hardship.

development in the closed shop war between the Fosatu-affiliated NUTW, and GWIU, an affiliate of Tucsa

GWIU enjoys the benefits of a closed shop in the areas of Natal covered by the province's industrial council in which the Natal Clothing Manufacturers' Association (NCMA) is the employer party. But it is having to fight off a challenge from NUTW. One step GWIU has taken to protect its position has been to amend its constitution to empower it to expel any of its members who join any other union. This has the effect that workers employed by members of the NCMA risk losing their jobs if they join NUTW.

Despite this step, NUTW last year success-

fully broke GWIU's closed shop at James North (Africa) in Pinetown, after a series of complex court cases. At the time when NUTW's victory was announced, there was speculation that the Fosatu union would continue its battle to gain supremacy in the Natal clothing industry. Developments at Natal Overall appear to bear this out.

According to NUTW general secretary John Copelyn, his union started organising at Natal Overall at the beginning of last year. A dispute between NUTW and the company arose later, he says, because several of its members were retrenched without prior consultation. As a result, NUTW brought an unfair labour practice claim.

Natal Overall defended its action, Copelyn says, claiming that GWIU, which has a closed shop at the factory, was consulted and agreed to the retrenchments. NUTW's argument against this was that the company's workers are unwilling members of GWIU and only remain so because Natal Overall is an NCMA member.

In terms of a settlement reached between NUTW and the company, Natal Overall has undertaken to pay R2 500 in a lump sum to seven of the retrenched workers and the court has ordered that

- Natal Overall must hold a secret ballot on or before May 22 to determine whether the workers support NUTW or GWIU,
- Each union will nominate a person to observe the ballot, to scrutinise ballot papers, and have equal time to meet with workers beforehand.

Furthermore, if NUTW wins, the company shall

- Consult with NUTW prior to any planned retrenchments of its members,
- Deduct union dues from NUTW members' pay packets (This means that NUTW will not have to apply to the Natal clothing industrial council for an exemption for the company to make the deductions), and
- Negotiate in good faith with NUTW or reach a recognition agreement with it.

On the other hand, if the ballot shows NUTW does not have majority support, the Fosatu union shall desist from requiring or compelling Natal Overall to deal with it on any matter for at least a year after the ballot.

Says Copelyn "We have not got past the closed shop. But what is significant about this order is that it means that NUTW will have to defend its claim to representivity and employers will have to deal with us on that basis rather than hiding behind GWIU's closed shop."

Commenting on the order, Geoff Heald, senior researcher at Stellenbosch University's Graduate School of Business, who advised the company, says "The process of challenging the closed shop, which is allegedly not endorsed by a large proportion of workers, is now greatly simplified. I believe this represents a significant stabilising feature in the Natal clothing industry."

If NUTW wins the ballot, it is likely that several other manufacturers in Natal will face the same problem.

e Increases despite lay-offs

Cape clothing workers to get R13m more

B. Day 15/5/85

By ROBERT GREIG

The first stage was in December and the fourth and final will be on July 4 next year.

Last year the wage bill for 62 000 workers was about R120m.

Since then the workforce has dropped to 56 000. The Industrial Council for the Clothing Industry (Cape) said figures of those working short-time were not available.

Garment Workers' Union assistant general secretary C Petersen said "There have been some lay-offs but the percentage is small."

He reported a demand for qualified machinists and knitters but little for unqualified staff, saying lay-offs had mainly taken place in small, cut-make and trim operations.

Cape clothing workers, on a 42-hour week, earn slightly more than clothing employees in the Transvaal and much more than Natal employees.

The minimum weekly wage of a Transvaal machinist, working a 40-hour week, is rising to R63 a week, according to the Industrial Council for the Clothing Industry (Transvaal).

A Natal machinist, working a 42-hour week, will be earning R40,50 a week, the council for Natal said.

CAPE clothing workers will earn an estimated R13m more from July to December despite record layoffs in the industry.

The wage increase, effective from July 1, is part of a four-stage increase of 32,7% spread over two years, which was negotiated and announced last year.

Individual qualified machinists will earn a minimum of R3 more a week, raising their weekly wage to R67, Industrial Council secretary for the Clothing Industry (Cape), Hardy Nel, said yesterday.

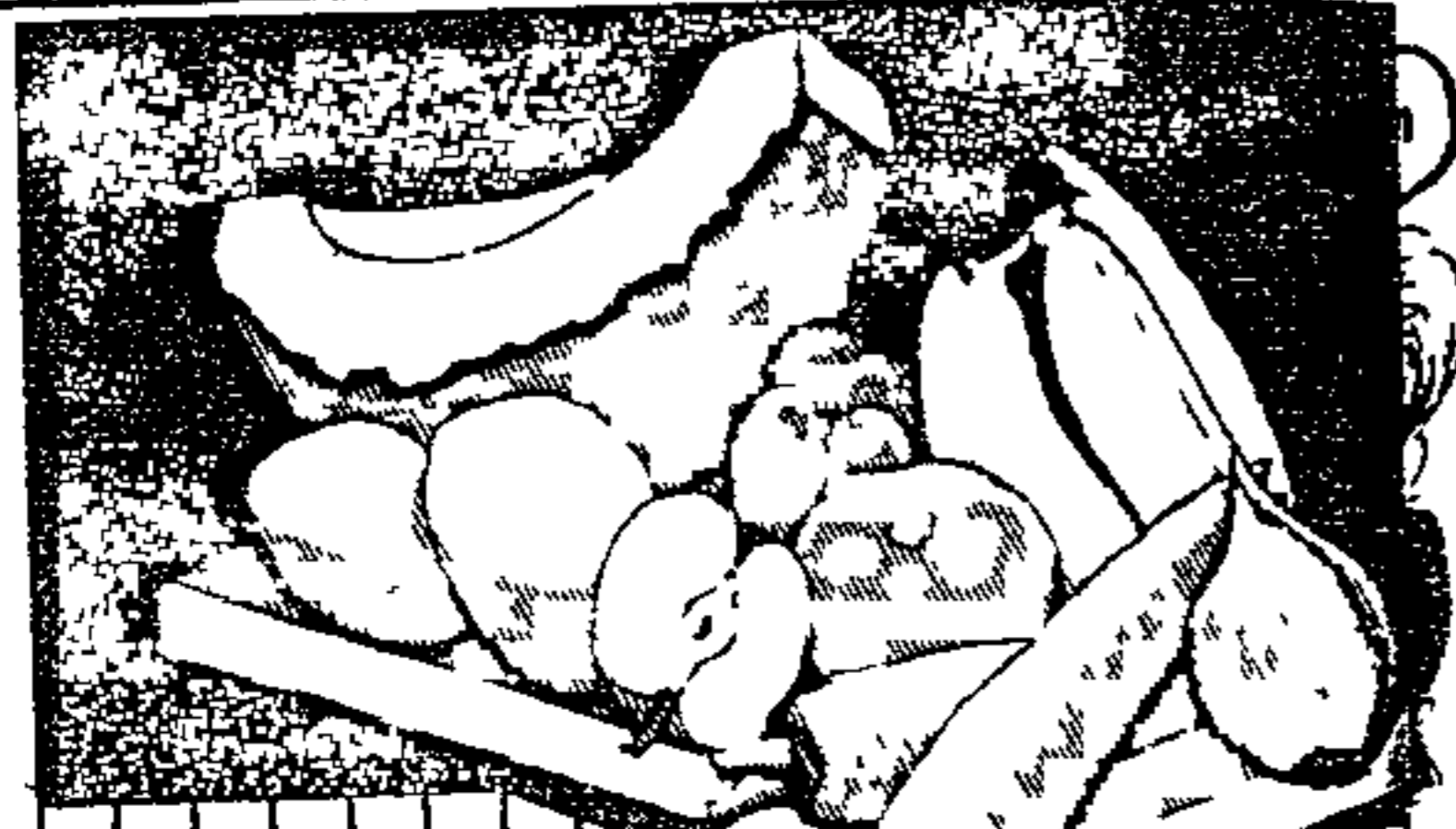
Meanwhile, National Clothing Federation president Mike Getz warned yesterday that rising local raw material and wage costs were making it difficult for the industry to maintain levels of output and employment.

He added that retailers were maintaining their margins while those of manufacturers were dropping. Retailers disputed this.

The wage agreement, signed between the Cape Clothing Manufacturers' Association, the Garment Workers' Union and the Cape Knitting Association, includes higher termination pay and increased sick fund and provident fund contributions.

From December 1984 to the end of 1986, the minimum wages of qualified machinists will have risen by 32,7%, of which 15,5% will be in 1985.

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FEURTE AVOCADOS

CAPL TIMES 15/5/85
Pay increase for clothing workers

By ROBERT GREIG
CAPE clothing workers will earn an estimated R13-million more from July to December despite record layoffs in the industry this year. The wage increase effective from July 1, is part of a four-stage increase of 327 percent spread over two years negotiated last year.

Individual qualified machinists will earn a minimum of R3 more a week, raising their weekly wage to R67, the secretary of the Industrial Council for the Clothing Industry (Cape) Mr Hardy Nel, said yesterday.

Meanwhile, the president of the National Clothing Federation Mr Mike Getz, warned yesterday that rising local raw material and wage

costs were making it difficult for the industry to maintain levels of output and employment.

He added that retailers were maintaining their margins while manufacturers were dropping. Retailers disputed this.

The wage agreement between the Cape Clothing Manufacturers' Association, the Garment Workers' Union and the Cape Knitting Association includes higher termination pay and increased sick and provident fund contributions.

Cape clothing workers, who work a 42-hour week earn slightly more than those in the Transvaal and much more than their Natal equivalents.

FM 17/5/83

Wages cemented

A scheduled wage increase for the Transvaal building industry has been deferred until October because of recessionary conditions. This follows negotiations at the Industrial Council for the Building Industry (Transvaal) between industry employers and two trade unions — the Amalgamated Union of Building Trade Workers and the White Building Workers' Union of SA.

In terms of the agreement reached by the parties, the wage hike which was due to be implemented on May 6 has been deferred until October 14. A notice to this effect has appeared in the *Government Gazette*. Holiday and pension fund contributions will, however, be increased by 16%.

In a letter to members, one of the employer parties — the Master Builders' and Allied Trades Association (Witwatersrand and Transvaal) — says it feels "that a wage freeze would assist enhance employment opportunities for the workforce" and that the unions on the council have been "very sympathetic."

However, the agreement is not likely to meet with the approval of at least some trade unions and employers operating in the province's building industry, since the majority of the workforce is not represented on the council. According to the council, the industry employs some 60 000 people. Between them, the two unions on the council have 12 000 members. This makes it likely that unions representing black workers in the industry are likely to put pressure on companies to bargain about wages at plant level.

Plant level negotiations are anathema to the Master Builders. It is aware that this challenge will arise and addresses the issue in its letter. "You are no doubt aware that certain categories of employees — and particularly black employees — are not adequately represented on the local industrial council for the building industry.

"It is the policy of this association and Bifsa (the Building Industries Federation of SA) that collective bargaining should take place at industrial council level and not at factory level. Members have already been advised that if they are approached by trade unions to negotiate a recognition agreement that this should be resisted at all costs and that the attitude of employers should be to advise representatives of such unions that negotiations should take place at industrial council level. We therefore have a duty to encourage trade unions who act on behalf of employees not represented at industrial council level to seek representation."

At least one company has indicated that it will not abide by the Master Builders' directive. Says a company spokesman "This recommendation is madness. If we had to do what the Master Builders' Association is saying, it would be an invitation to labour unrest."

Phiroshaw Camay, general secretary of

QUOTABLE

Anglican Bishop of Johannesburg Desmond Tutu in a message to his successor as general secretary of the SA Council of Churches, Beyers Naude, on Naude's 70th birthday:

You have shown us what it means to have the courage of your convictions, whatever the cost. You are a remarkable sign of hope that God's grace can work the miracle of converting someone with such unprepossessing antecedents. But, more wonderfully, you are a beacon of hope, for you have succeeded a black general secretary, showing just what a tremendous country this is going to be when the colour of one's skin will be a total irrelevance. Praise be to God for you. Thank you that you are our friend and on our side. You would be a formidable adversary and I would hate to cross swords with you.

the Council of Unions of SA, which includes the black Building Construction and Allied Workers' Union, told the *FM* "Seifsa tried that strategy in 1981 and failed. We believe very firmly that both parties — employers and unions — must find the best level for negotiating wages, and it is not for an employers' association to dictate to its members how they must operate." ■

plant have given management a big headache

Says Horlock "It became clear that both SFAWU and NSRAIEU had 50% support at Pongola with the majority of 51% swinging backwards and forwards almost on a daily basis. All employees are accommodated on company property and the tension and rivalry, both within the factory and the village, was reaching impossible levels."

After consultations with the unions, it was decided at the beginning of this year to implement both agreements at Pongola for a period of three months (April to June). Thereafter, an audit will be conducted to establish whether a clear majority has emerged. In the interim, employees may vary their employment package merely by switching unions.

But as Horlock says "At least that is better than changing the whole labour force as the majority swings between the two unions."

Meanwhile, negotiations for the 1985 agreement have begun at both industrial council level with NSRAIEU and at plant level with the SFAWU. But there are indications that SFAWU now has the majority at its biggest mill, Sezela. So in future it seems likely that exemptions will have to be extended to include Sezela. Clearly C G Smith will have to re-examine its relationship with

the industrial council unions

Notes Horlock "It seems like the multi-union industrial relations problem, a scenario sketched by academics, has arrived. We must keep a cool head and take the right decision at the right time ignoring, if necessary, the law and the text books. Our objective remains to maintain a happy and contented labour force in what is a very complex situation."

SUGAR INDUSTRY

A bitter dilemma

If they weren't so serious, the labour problems faced by C G Smith Sugar as a result of multi-level bargaining would be almost comic.

Inter-union rivalry at Smith's sugar mills has reached such a pitch that it has become impossible to implement effective wage agreements. As a result, management has thrown away the rule book and has resorted to crisis measures to keep industrial peace.

Observes personnel director Barrie Horlock "This is one problem where you won't find the solution in a university business school library."

The problem stems from inroads made by Fosatu's Sweet Food and Allied Workers Union (SFAWU) at Smith's mills where it is squeezing out the larger National Sugar and Refining and Allied Industries Employees Union (NSRAIEU).

The NSRAIEU, headed by Selby Nsibandé, negotiates at industrial council level and SFAWU negotiates at a corporate level on behalf of unskilled and semi-skilled workers at Noodsberg, Umzimkulu and Pongola mills. To implement agreements struck with SFAWU, exemption from the industrial council agreement is required.

Last April agreements were reached with both parties. While the packages differed in details, the cost of the awards was roughly comparable. Exemptions from the industrial council agreement were granted — except at Pongola where the NSRAIEU claims to be representative. Rival union claims at the

(135) 17/5/85 FM

New chamber offer

The Chamber of Mines this week made a slightly improved and "final" offer of 10% wage increases to the Council of Mining Unions (CMU), the organisation representing skilled mineworkers. The offer was made on Monday at the first meeting of a conciliation board established to deal with the dispute declared by the CMU against the chamber in March. *pm 17/5/85*

The latest offer represents an advance of 0,5% on the chamber's previous 9,5% proposal. The CMU was due to meet on Tuesday to consider the offer before it was referred to union membership. Some union sources believe there is a good chance of settlement at this level, while others argue it is still way below what the industry can afford. The next meeting of the conciliation board will be held on May 24. ■

Fm 17/5/80
Imrie nominated (135)

Trade Union Council of SA (Tucsa) acting general secretary Ruth Imrie is in line for election to become the permanent incumbent of the post later this year. The organisation's National Executive Committee has nominated her as its candidate in the election which will be held at Tucsa's annual conference in September. Tucsa has been without a leader since the death of Arthur Grobbelaar in August last year after he had served as its general secretary for almost two decades. Imrie confirms that she has decided to accept the nomination, but declined to comment further.

Union's battle for factory recognition takes a new turn

May 1985

Labour Reporter

THE battle by the National Union of Textile Workers (NUTW) for recognition at a Pinetown clothing factory where a rival union already claims majority support has taken a new turn with the intervention of the Industrial Court.

The Court this week ordered Natal Overall Manufacturers to settle the recognition dispute within three weeks by holding a ballot to determine whether its workers support the NUTW or the Garment Workers' Industrial Union (GWIU)

The dispute arose out of lay-offs at the factory which NUTW, an affiliate of the Federation of South African Trade Unions, claimed took place without the union being consulted

The company argued that it was not obliged to consult the NUTW because of a closed shop agreement with the GWIU, which is also represented on the Industrial Council. The agreement precluded unions other than the GWIU from recognition at the plant.

In terms of the judgment handed down by Mr Mohamed Ameen Bulbulia if the NUTW wins the ballot the company must negotiate with it in retrenchments, negotiate a recognition agreement with the union and provide it with stop-order facilities.

Mr Johnny Copelyn, general secretary of NUTW said the Court had overturned the Industrial Council's right to block the union from negotiating on behalf of workers

Defeat for union in Pinetown factory poll

NM 24/5/85 135

Labour Reporter

THE National Union of Textile Workers' battle for recognition at a Pinetown clothing factory ended in defeat yesterday when a majority of the workers voted in favour of a rival union — the Garment Workers' Industrial Union

The 864 workers at Natal Overall Manufacturers were asked to vote following the intervention of the Industrial Court to settle the long-standing recognition dispute with the company

The dispute posed serious threats to the GWIU, which has guarded its membership at several clothing factories, mainly in the Pinetown industrial complex, by entering into a 'closed shop' agreement with the companies

The agreement effectively barred other unions from being

recognised at the plants

After the NUTW took the latest matter to the Industrial Court, the company was ordered to hold the ballot to determine whether its workers supported the NUTW or the GWIU

The dispute arose from lay-offs at the factory which NUTW claimed took place without the union being consulted. However, the company maintained that it was not obliged to consult the NUTW because of the closed shop agreement with GWIU

Results of the ballot released yesterday showed that 533 workers voted in favour of GWIU and 321 for NUTW. There were 10 spoilt papers.

Approached for comment yesterday, Mr Trevor Aron, managing director of the company, said 'The wishes of the

workers were expressed loud and clear'

GWIU's general secretary, Mr Frankie Hansa, said he was delighted with the results of the ballot. Mr Jabulani Gwela, NUTW's Pinetown branch organiser, could not be reached for comment yesterday

Textile industry: New hearing on union rights

ARGUS 27/5/85 ~~1985~~ ~~1400-151~~ ~~135~~ 135
Labour Reporter

THE Industrial Court will hold a fresh hearing tomorrow into stop-order rights in the textile industry for the National Union of Textile Workers

The NUTW is trying to get stop-order rights for members at Table Bay Spinners, from which it is barred because of a 'closed-shop agreement in the industry. This grants stop-order rights only to the Textile Workers' Industrial Union

The TWIU is affiliated to the Trade Union Council of South Africa

Last year the NUTW, an affiliate of the Federation of South African Trade Unions, applied to the Industrial Council for exemption from the agreement

When this was refused the union took the issue to the Industrial Court, which ruled in favour of the TWIU. But the Supreme Court, Cape Town, set aside this ruling and referred the matter back for a fresh hearing

Industry faces row with unions

Sumetan 28/1/55
SOUTH Africa's metal industries are faced with industrial action following a deadlock between employers and trade unions over pay increases covering over 370 000 employees.

The unions representing the workers are to meet today to decide what steps to take after their dispute with the

Steel Engineering Industries' Federation of South Africa (Seifsa) — the metal industries industrial council (IC)

The four International Metalworkers Federation unions in South Africa — the SA Boilermakers' Society, the Metal and Allied Workers' Union, the Engineering Industrial

Workers' Union and the Steel Engineering and Allied Workers' Union — have rejected Seifsa's wage offer

Seifsa offered a 17c or percent increase on the minimum rates, a guaranteed 24c for arti-

sans and 14c for unskilled workers
IMF's spokesman Mr Brian Fredericks has charged that there was no way in which the IMF could accept Seifsa's offer which fell well below the standard of living

Parliament and Politics

In brief.

135

Cape Times 29/1/85
Tucsa appeal on passports

THE Trade Union Council of South Africa urgently appealed to the Minister of Home Affairs yesterday against the withholding of passports from three trade unionists

The unionists are Mr Joe Thlome, news editor of the Sunday Mirror and member of the Media Workers Association of South Africa, Mr Phandelani Nefolovhodwe of the Black Allied Mining and Construction Workers Union and Mr Cunningham Ncukana of the African Allied Workers Union

More are now jobless

Unemployment figures for blacks in South Africa are "grossly inaccurate and meaningless"

White unemployment has risen rapidly during the recession but the figure is lower than for other races.

A study of employment, released by the Trade Union Council of SA (Tucsa) shows that unemployment among all races has risen sharply, but official statistics do not accurately reflect the situation since they are based only on the number of registered jobless

Trade unions and academics have in the past disputed unemployment figures released by the government, while unofficial reports have estimated the figure at over 2,5 million and still rising

The Tucsa analysis reveals that unemployment in March this year was 68,5 percent higher than a year earlier.

Of all the races, according to the study, the hardest-hit (excluding blacks) were Asian workers, where the percentage increased by more than 100 percent. Coloureds were the next on the list at more than 70 percent and whites followed at just over 50 percent

Tucsa says it has ignored figures for black unemployment since these are "grossly inaccurate and meaningless". In fact Tucsa would like the government to gather its unemployment statistics, not

on a racial basis but as is commonly done in other countries, where the unemployed are categorised into non-skilled, semi-skilled etc, and not according to race

"The figures for job advertisements in the newspapers are also taking a nose-dive. The federation attributes the causes of retrenchment

- The general recessionary conditions in the economy and lack of sufficient demand for local products,
- Competition by imported products and,
- Government decentralisation policies which, for political considerations, motivate businesses to move from urban to rural areas

The federation questions the wisdom of these "depressing economic policies" aimed at fighting inflation in a country where so many of its residents are near the subsistence level

135

Sowetan

29/5/85

838

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CLOTHING INDUSTRY

Tucsa strikes back

In a serious blow to the National Union of Textile Workers' (NUTW) recruitment campaign in the Natal clothing industry, Tucsa's Garment Workers' Industrial Union (GWIU) has won majority support in a secret ballot conducted among workers at Pinetown manufacturer Natal Overall

The GWIU affirmed the validity of its representation at Natal Overall when it won 533 votes compared with its Fosatu rival's 321 in a ballot in which 864 of the company's labour force of 883 workers participated

The ballot was conducted in terms of an order made by the Industrial Court after the NUTW and Natal Overall reached an out-of-court settlement in a dispute over the retrenchment of several NUTW members. Despite the GWIU closed shop at the factory, the NUTW alleged that the company had committed an unfair labour practice by retrenching without consultation

Now that the NUTW has lost, it will have to abide by another condition in the order it may not compel the company to deal with it on any matter for the next year. If it had won, the NUTW would have found a unique method to deal with the problems posed by the GWIU's closed shop. The order obliged Natal Overall to consult with the NUTW before retrenching any of its members, to deduct union dues from NUTW members (which would have entailed applying for an exemption from the province's clothing industrial council), and to negotiate in good faith with the NUTW or conclude a recognition agreement with it

Closed shop war

NUTW and the GWIU have been locked in a closed shop war for some time now. First indications of how seriously the GWIU took the threat from the Fosatu union came when it amended its constitution to empower it to expel any worker who joins another union. Because of the GWIU's closed shop agreement this meant that members of the Natal Clothing Manufacturers' Association commit an offence if they employ workers who are not members of the GWIU

Despite this action, the NUTW scored a decisive win against the GWIU when it broke its hold at James North (Africa) in the first successful legal challenge of the closed shop. Inter-union rivalry over this issue reached such proportions last year that the Tucsa union staged a mass rally in Durban to show the depth of its support

The GWIU agreed to participate in the ballot at Natal Overall only after it had threatened to take the Industrial Court's order on review on the grounds that it had not been consulted when the order was drawn up. However, it later withdrew the threat

Says GWIU general secretary Frankie Hansa "The ballot went off very peacefully. Now we will have to continue working hard

to maintain our position on the shopfloor and to keep worker support" The victory has buoyed Hansa's confidence. He says NUTW has requested secret ballots at a number of other factories - and that the GWIU will agree to participate

An NUTW spokesman comments "We asked for a ballot because of the difficulties we have had with the GWIU's closed shop agreement and with getting onto the clothing industry industrial council. The workers voted for the union of their choice. But it must be borne in mind that we did not set out to smash the GWIU and that we did not start organising at Natal Overall — the workers came to us" ■

Workers retrenched

MORE THAN 1 200 workers have been retrenched at the 60-year-old company Lockhat Trading and Financing in Natal when the company went into liquidation because of massive foreign exchange losses.

Some of the workers would have gone home without their final wage packet if one of the creditors had not come to the rescue and paid their wages up to May 25 according to sources.

The workers were told that 1 000 weekly-paid workers at the manufacturing plants of J T Clothing and Textile (two subsidiaries) were without jobs.

Regret

The general secretary for the Garment Workers' Industrial Union, Mr F Hansa, said his union regretted that so many of their members had been retrenched. However, he was "pleased" that they got some pay.

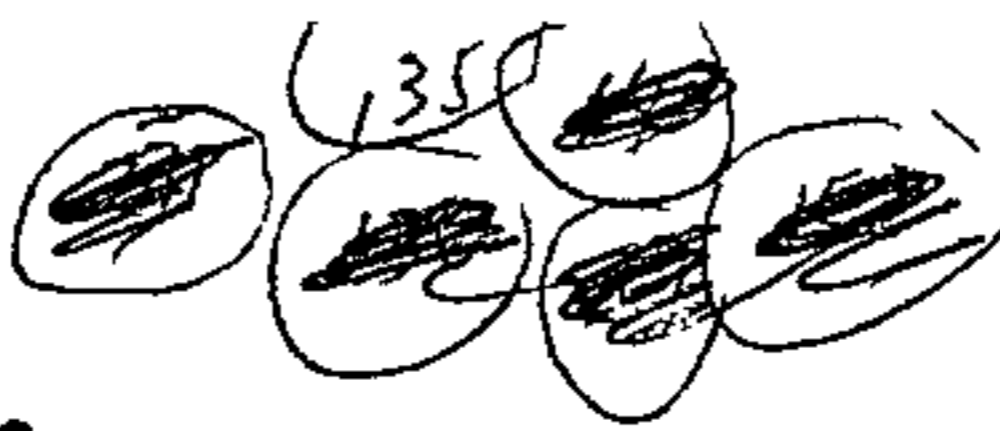
He said the union's unemployment department will look for jobs for them and if they fail the workers will be paid 25 percent of their wages, over and above unemployment benefits.

Mr Cassim Paruk, managing director of the company, said the foreign exchange losses suffered by the company was about R8-million which was compounded by prohibitive interest rates on the money market.

June 1985

Sowetan

Cape Times
4/6/85



Mines' wage dispute settled

Own Correspondent

JOHANNESBURG — The wage dispute between the Council of Mining Unions (CMU), representing 23 000 white workers in eight unions, and the Chamber of Mines (COM) — which almost led to a strike ballot — was settled yesterday

In a joint statement, the CMU and the COM said they had settled on an 11 percent increase plus improvements in fringe benefits, a ½ percent rise on the amount the CMU was preparing to strike over

Agreement came two months after the CMU, which at first demanded increases of 20 percent, went into dispute with the Chamber

At the same time the COM has settled its annual wage talks with officials of associations representing about 24 000 workers, also agreeing on 11 percent

The two agreements affect all 47 000 officials

and white workers on Chamber collieries and gold mines

This leaves only one set of negotiations still to be handled — the annual wage talks for black miners, which is set to be the toughest, with the National Union of Mineworkers (NUM) demanding 40 percent and the abolition of job reservation

The NUM has already declared a dispute with De Beers over wages at its Namaqualand Diamond Division with the NUM demanding 40 percent and the company offering 8,5 percent. The dispute, declared late last week, comes within weeks of a recognition agreement being signed with the NUM and is the first time the country's largest union, representing 150 000 workers, has negotiated wages for diamond workers

The NUM and De Beers are set to meet again on July 6 in an attempt to settle the dispute

300 laid off as clothing factory closes

Labour Reporter

ABOUT 300 workers lost their jobs in Durban yesterday when another major clothing factory closed its doors for the last time

Employees of Elite Clothing Manufacturers were handed their termination notices and told to call at the factory on June 17 to collect their pay

Mr J G Ratcliffe, the company's managing director, was not available for comment, but in the notices, he said 'Unfortunately, due to the current shortage of work, it has

become necessary to reduce staff

'We hereby give you notice of our intention to terminate your employment with Elite Clothing on June 7. When business improves jobs will be available again. Please keep in touch with your supervisor.'

The factory made men's and boys' wear, including the well-known brand names of Elder Sports, Statler, Gates, Bogarts, Dalton Casuals, Young American, Cartel and Trend 400

The closure came as a shock to workers. Outside the factory in Chamberlain Road, Jacobs, worried workers milled around in groups pondering over their future

A divorced Inanda mother of six and former checker at the factory, Mrs Elsie Mchunu, said 'I don't know what to do. I do not have any money for food for my family this weekend, let alone for my rent of R20 which is already overdue.'

Mrs Harriet Nene, a mother of seven and sole supporter of her family, said she was 'penniless'.

Several Indian employees said they did not have money to pay their rent and light accounts

Mr Yunis Shaik, deputy general-secretary of the Garment Workers' Industrial Union, said the company's lawyers had advised the union that the company would apply for provisional liquidation, possibly next week.

'They said the company was not in a position to pay workers because of insufficient funds. The matter has been referred to the Industrial Council,' he said



Some of the staff of Elite Clothing Manufacturers with their termination notices yesterday.



Mrs Elsie Mchunu, a divorcee and a mother of six, is among those dismissed by Elite Clothing Manufacturers in Durban.

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Tucsa offers olive branch

THE COUNTRY'S largest trade union co-ordinating body — the Trade Union Council of South Africa (Tucsa) — is extending the olive branch to emerging unions after years of bitter conflict. But these unions have not rushed forward to mend the relationship and it is doubtful that their future response will be more favourable.

The sudden death of Tucsa general secretary Arthur Grobbelaar last year after 20 years of dominant leadership is said to have smoothed the way for a conciliatory approach to emerging unions and a major policy rethink.

One of the forces behind overtures to unions, academics and the Press is acting general secretary Ruth Imrie, just nominated for the influential post of general secretary. Imrie admits that Tucsa's relations with other camps were "strained" in the past. "But Tucsa has written to all other unions in the country with the intention of discussing common concerns."

However, according to reliable sources, there are several obstacles to reconciliation. These include Tucsa's middle-of-the-road political stance, the closed shop agreements of many of its unions (which prevent other unions organising in those factories), its history of relations with black unions and its prevailing attitude to their registration.

Warned

Tucsa affiliates oppose the scrapping of registration for trade unions and called for a legal ban on unregistered unions at their 1983 conference. Robbie Botha, general secretary of the Mine Surface Officials Association and present president of Tucsa, introduced the motion and warned conference at the time that those collaborating with unregistered unions were nursing "infant Franksteins".

With past hostility in mind, emerging unions also suspect that Tucsa's approaches result from an identity crisis in the labour movement and a need to acquire allies to survive. Imrie herself believes a new general secretary will have the great responsibility of "building bridges and mending divides. And we will have to identify more closely and forcefully with issues relevant to our membership, three-quarters of which is black, coloured or Indian," she said.



● RUTH IMRIE .. "intention of discussing common concerns"

CLAIRE PICKARD-CAMBRIDGE

The role of general secretary will not be easy and Imrie was initially believed to be unwilling to accept nomination. A new general secretary will probably be saddled with an inherited mantle of past policy which may not be easy to shake off. The political divides within Tucsa itself are also great, while it embraces a wide industrial spectrum. So it is not as cohesive as other federations.

Tucsa has recently been criticised for a loss of direction following Grobbelaar's death. The giant body was recently described in a leading financial magazine as the "lost tribe of Israel" wandering leaderless through the desert, while a black local newspaper described it as a "dinosaur in the labour movement".

Lending some credence to this charge is the fact that a successor to Grobbelaar has still not been elected, even after nine months. However, Imrie argues it would have been unwise to appoint a new general secretary immediately after Grobbelaar's death because there had been no natural successor to a highly specialised post. "It is difficult living in the interim, but I believe we'll be more confident and will have a better sense of direction after our forthcoming September conference."

Some unions which disaffiliated over the past two years have

charged Tucsa with offering little relevance to black members, who face unique pressures within South Africa's political economy. Tucsa has lost several crucial affiliates since September, including the S A Society of Banking Officials and the Engineering Industrial Workers Union (the latter also cited Tucsa's increased affiliation fees as a motive for departure).

These departures have hurt Tucsa's income, while that organisation dropped its affiliation fees last month, announcing members were feeling the recessionary squeeze. Imrie said Tucsa had nevertheless gone ahead with the development of some important services, such as the introduction of a decentralised legal service in the five major cities, an education unit and an economic service.

'Horror'

She said Tucsa had been damned in the past for failing to speak out against the death in detention of unionist Neil Aggett in 1982. "But since then we have come out strongly against detention without trial, and Tucsa expressed its horror at the recent death of Raditsela and detention of labour leaders Chris Dlamini and Phiroshaw Camay last year."

However, political unity at this level can hardly be whispered at

with its four small unions with all-white constitutions and Tucsa's stated perception of itself as a "centrist organisation". Tucsa may have been perceived as "liberal" in the climate of the early Seventies when the right-wing Confederation of Labour was more prominent and emerging unions had not gathered force.

But its relationship with black unions was blighted when Tucsa ousted them in 1968 to save a major split, only re-admitting them in 1974 under the pressure of a new surge in black worker militancy demonstrated, for example, in the 1973 Durban strikes.

Controversy surrounded its encouragement of member unions to set up parallel African unions in their industries — seen as an attempt to co-opt, control and neutralise the rapidly awakening black labour giant. There were only about 20 African unions in 1973 when this approach was adopted. Tucsa argued then that the acceptance of African unions would accelerate their development and recognition by government and by employers.

Strategy

Critics have pointed to problems of dependence on the part of parallel unions, arguing that they could not readily exercise bold strategy as long as they were tied to the "financial apron strings and bureaucratic white control" of a mother union.

Many of Tucsa's unions still enjoy closed shop benefits from employers which exclude other unions from recruiting members and compel all workers in that industry to belong to the union with these rights. At worst a worker can be fired for failing to belong to a union with a closed shop agreement.

Nevertheless — with a paid up membership of 360 000 and 43 affiliates — Tucsa remains an important part of the labour scene. It carries some clout with the government and has influence on bodies like the National Manpower Commission and the Unemployment Insurance Board.

Imrie stresses that Tucsa is taking a hard look at itself and plans to address the problems leading to the loss of affiliates. Developments ahead, such as Tucsa's annual September conference, will clearly be crucial.

500 axed workers march in protest at lack of payment

Labour Reporter

ABOUT 500 workers of Elite Clothing Manufacturers, who lost their jobs two weeks ago after the company closed down, marched to the factory in Gale Street, Durban, yesterday to demand their outstanding pay

When their services were terminated on June 7, they were told to call at the factory yesterday to collect their pay, but when they arrived at 7 a m they found the place locked

A notice on the front gate stated that they should get in touch with the Industrial Council

Mr Frankie Hansa, general secretary of the Garment Workers' Industrial Union, said the workers were angry at what they had found 'They immediately came to the union offices where they had a meeting in the Bolton Hall,' he said

After the meeting they marched to the factory, chanting and carrying banners, which stated 'We want our wages,' 'We worked, pay us now,' 'We are hungry and penniless,' and 'We don't have money for rent — we'll

be thrown out of our homes

The group assembled outside the locked factory gates and demanded a meeting with management. But after an hour-long wait, Mr I Whiteford, a spokesman for the firm of liquidators, arrived and addressed them

He told the crowd, which became rowdy at times, that the factory closed down and had been placed under provisional liquidation in the Supreme Court

The company did not have funds to pay its workers, but they would be paid once sufficient assets of the company had been realised. There were angry rumblings from the crowd when he said he did not know how long it would take before they got paid

Their unemployment cards had been handed to the union and they should keep in touch with the union which would make representations on their behalf for claims from the Unemployment Insurance Fund

The doors were opened later for the workers to remove their belongings



Mr I Whiteford, a representative for a firm of liquidators, speaks to protesting workers through a loudhailer outside the locked Elite Clothing factory in Gale Street, Durban, yesterday

21/6/85
Deadlock
drags on
in metal
industry

By CLAIRE PICKARD-CAMBRIDGE

THE deadlock on the giant Metal Industrial Council is still unbroken and threatens to leave 370 000 workers without an agreement on wages and working conditions if it is not resolved by the end of the month.

The 1984 agreement expires at the end of this month and Brian Fredericks, secretary of the local council of the International Metalworkers' Federation (IMF), said the Engineering Industries' Federation (Seifsa) — which represents 44 employer associations — had not altered its offer.

The local IMF body and the Confederation of Metal and Building Unions (CMBU) are the main union blocs who meet with Seifsa for industrial council negotiations.

Sam van Coller, executive director of Seifsa, said earlier that the dispute over wages and conditions had provided the council with the biggest crisis in its 40-year history.

Asked whether any meetings were scheduled between Seifsa and the unions, Van Coller said. "The dispute procedure is still running its course and it would be inappropriate for me to comment now."

Seifsa has offered a minimum increase of 8.3% for artisans and 9.8% for labourers on the grades and both union blocs are rejecting this as insufficient.

Ben Nicholson of the CMBU said there was an unconfirmed possibility that their union representatives would meet with Seifsa next week to try and find a solution to the impasse.

Brian Fredericks of the IMF said some of their unions would be meeting with members this week to decide on their course of action. Strike action was one of the alternatives if agreement could not be reached.

Fredericks said employers had known in the past that there was pressure on unions to sign the annual agreement to prevent disarray in the industry. Unions were unhappy with the situation because employers could determine wages as they pleased if agreement was not reached.

EL building council admits mixed union

D. Dispatch
22/6/85
135
Dispatch Reporter
EAST LONDON — A mixed trade union has been admitted for the first time to the Industrial Council for the Building Industry of East London

"Employers will have only one agreement covering the whole of the East Cape and Border to comply with The area covered by this agreement will stretch from Riversdale in the west to Queenstown in the east and from Beaufort West in the north to the coast in the south

The secretary of the industrial council, Mr G Reed, confirmed that the Transport Workers' Union of South Africa had been admitted after it extended its scope to cover workers in the building industry

"There are 17 magisterial districts that will be under the control of this council with its head office in Port Elizabeth"

"This is a historic event The black members of this union will now be represented at all meetings of this council They will be able to have a direct say in the collective bargaining process," Mr Reed said and explained that his council was an autonomous body

Mr Reed also revealed that there had been a decrease in the number of artisans and operators employed in East London compared to last year

However, they had decided to amalgamate with the industrial council for the industry in the East Cape

There were 591 artisans compared to 988 last year, 1792 operators compared to 1 188 last year and a slight increase in unskilled workers, from 4 079 to 4 089 this year

"This will be done once the legal formalities have been completed and our council is deregistered There are many benefits from this move

There were 28 deregistrations of contractors in the industry in East London this year compared to eight last year There are 331 contractors registered with the East London council

x

Garment union ¹³⁵ may break NM 26/6/85 with Tucsa

Labour Reporter

THE Garment Workers' Industrial Union, which represents more than 60 000 workers, is considering pulling out of the Trade Union Council of South Africa (Tucsa)

GWIU's deputy general-secretary Yunis Shaik yesterday confirmed that the union had suspended its affiliation to Tucsa, but declined to divulge any further information 'at this stage'

The withdrawal is likely to shake the council as the GWIU is one of its founder members and a major contributor of revenue. The union's annual affiliation fees are about R60 000

Rival

The union is tight-lipped about the reasons for its pull-out, but trade unionists said dissatisfaction over Tucsa policy was one of the prime reasons for disaffiliation

'For years Tucsa unions have been generally labelled as the bosses' unions which really did not act in the interests of workers.

'In fact, this argument is still commonly used by rival trade union movements in the garment industry to promote their own interests,' said one Tucsa unionist, who asked not to be identified

Regret

Others said financial reasons had been the key reasons for the pull-out. With a membership of 60 000, the union really did not need the muscle of Tucsa to carry out its day-to-day activities, they said

Speaking from Johannesburg yesterday, Mrs Ruth Imri, Tucsa's acting general secretary, said Tucsa had not been officially informed of the disaffiliation, but added that she was aware of it

'We obviously deeply regret any moves by our unions to disaffiliate,' she added. She declined to make further comment until she had received official notice of the withdrawal.

~~135~~ B. Day (135)
28/6/85
**Brush union
joins council**

By CLAIKE PICKARD-CAMBRIDGE

THE Council of Unions of South Africa (Cusa) has just received the 3 000-member Broom and Brush Workers' Union of South Africa into its fold

The formerly unaffiliated union, which represents workers in the service industry, is headed by general secretary Mary Ntseke.

Cusa has lost the 13 000-strong SA Black Municipal and Allied Workers' Union (Sabmawu), which disaffiliated last week. It also expelled the 5 000-member Hotel, Liquor, Catering and Allied Union (Hote-hca) recently, but gained a new affiliate in the 5 000-member National Union of Wine, Spirits and Allied Workers (Nuwsaw) at almost the same time

The Trade Union Council of South Africa (Tucsa) has been hit by the loss of its 50 000-member Garment Workers' Industrial Union of Natal (GWIU), the most recent of several large unions to have withdrawn from the body.

However, GWIU general secretary Frankie Hansa has not given reasons for the decision.

The GWIU scored a recent success when it affirmed its majority support at Natal Overall against its rival, the National Union of Textile Workers (NUTW), which challenged GWIU's closed shop in a secret ballot in May.

NUTW had earlier broken the GWIU's grip on James North (Africa) in the first successful legal challenge of the closed shop

X

Sweep away apartheid, (135) says Tucsa star

6/7/95
The Trade Union Council of South Africa (Tucsa) has welcomed the findings of the Human Sciences Research Council on apartheid, a statement said yesterday.

"At last an influential body has laid bare the myths of apartheid and has underscored and supported the union's fight against apartheid over the past 30 years.

"In particular, and of special relevance to the Tucsa fight against apartheid, we welcome the HSRC's stance against discrimination, influx control, job reservation, the Group Areas Act and separate education.

"The Government must heed the HSRC's findings and must take immediate steps to implement the necessary reforms and changes. It is imperative in the interests of all South Africans that every vestige of apartheid be swept away as soon as possible.

"Tucsa hopes that this report will hasten progress towards the new South Africa which our membership — and the majority of South Africans — so sincerely desires," the statement said — Sapa.

Deadlock over ^{Star} reduced week ^{9/7/55} ¹³⁵

Three transport workers' unions representing about 12 000 people of all races and employed predominantly in the Witwatersrand region, have failed to reach agreement with employers over a reduced working week.

Mr G van der Walt, secretary of the Motor Transport Workers' Union, said today his union, together with the Transport Workers' Union of South Africa and the SA Transport Workers' Union, had reached deadlock with employer parties to the industrial council for the motor transport sector.

"We will decide at a general meeting on July 28 whether to strike or not," he said.

A strike would affect a wide range of deliveries in the commercial sector.

The unions have demanded a reduction of the work week from 48 hours to 46 hours and across-the-board wage increases of 30 percent.

If granted, the wage increases would bring the wages of the average truck driver to R130 a week and the average general worker's pay to R65 a week.

ANXIOUS

The union is also anxious to secure pay increases for higher-level employees.

Employers have offered drivers a nine percent rise, general workers 11 percent and an unguaranteed five percent rise for upper-bracket employees.

Employers have rejected demands for a shorter working week.

Search on for missing plane

A South African Air Force Dakota is searching the area between Secunda in the Eastern Transvaal and Mkuze in Natal for a light aircraft which went missing on a flight between the two towns last Friday.

A SAAF spokesman said the Dakota had been made available to the Department of Civil Aviation early this morning to assist in the search for the plane and its pilot, Mr Thomas William Culver, who took off from Secunda on Friday morning.

Mr Culver, an engineering company employee, was flying to Mkuze to take part in the National Aerobatic Championships which were held there at the weekend. He did not arrive in Mkuze and yesterday the police appealed to the public for any information about the missing plane. — Sapa

135

Sowetan 9/7/85

Top union pulls out of Tucsa

By JOSH RABOROKO

THE Garment Workers' Industrial Union, with a membership of about 50 000, has become the 10th union to disaffiliate from the Trade Union Council of South Africa — amid growing dissatisfaction and tension in the organisation.

GWIU's general secretary Mr Frankie Hansa, has confirmed the move, but has declined to discuss reasons for the disaffiliation.

Tucsa's acting secretary, Mrs Ruth Imrie, has also confirmed the disaffiliation of the union.

Several trade unions have pulled out of Tucsa in the past two years for different reasons, especially the federation's general stance towards the emerging trade unions.

The other nine unions that have disaffiliated, with a membership of more than 100 000 are: Concession Stores and Allied Workers' Union (CSAWU), Motor Industry Combined Workers' Union (MICWU), National Union of Distributive and Allied Workers (UNDAWU), National Union of Furniture and Allied Workers of SA (NUFAWSA), South African Footplate Staff Association (SAFSA), SA Boilermakers' Society (SABS), South African Footplate Staff As-

sociation (SAFSA), SA Boilermakers Society (SABS), South African Theatre and Cinema Employers' Union (SATCEU) and Engineering Industrial Workers' Union (EIWU).

The reasons for disaffiliation have differed, but virtually all seemed distressed that affiliation fees were increased, with very little tangible results being achieved — making it impossible to continue the luxury of membership.

Conflict

While this may be the dominant concern of unions such as CSAWU, NUFAW and SATCEU, others have openly criticised Tucsa's general stance, especially towards the emerging trade unions.

This reflects conflict between the far right (for example, the South African Society of Bank Officials and the Artisan Staff Association) and those in the centre (previously SABS, MICWU and EIWU), and those like the National Union of Clothing Workers and Textile Workers' Industrial Union who, although committed to Tucsa, would appreciate a face lift.

The federation's inability to respond and adapt to the changing conditions of industrial relations, in particular to the phenomenon and growth of black workers, partly accounts for SABS, EIWU and MICWU, leaving.

Of all the unions to disaffiliate, GWIU they are the most significant for at least two reasons, they are all members of the South African Coordinating Council of the International Metal Workers' Federation and they have started to organise black workers into their unions.

Mr Ike van der Watt, general secretary of the SABS made his position clear "As far as Tucsa is concerned, it has stagnated and is dying, a natural death."

On the other hand, EIWU is critical that Tucsa "has not been demanding from its affiliates that their constitutions be open to all workers" and, instead, some of the unions wanted to remain white. Both MICWU and EIWU readily acknowledge that Tucsa needs to seriously examine its role, if it wants to remain a viable vehicle for organised labour.

conservative trade unions"

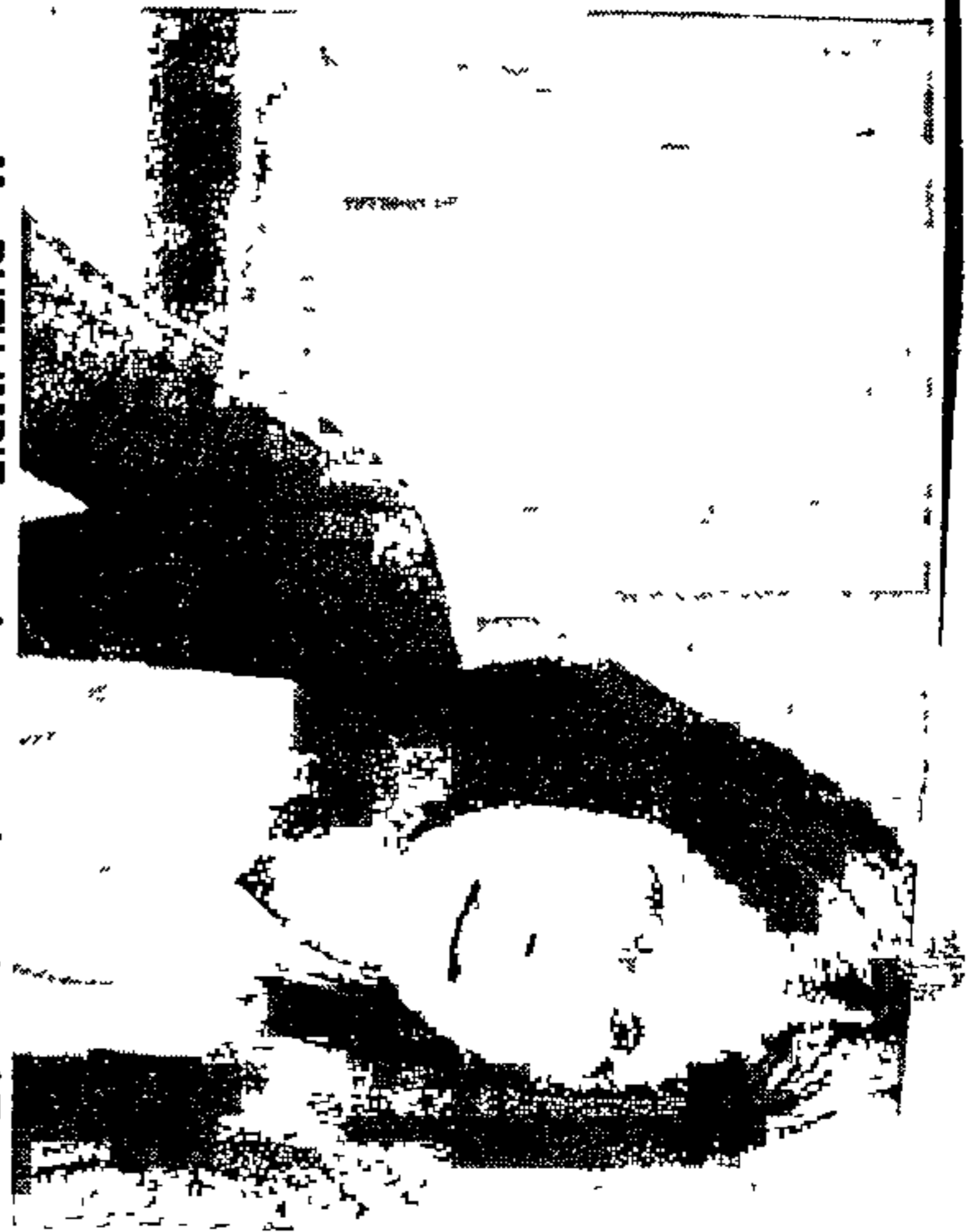
Meanwhile Tucsa is experiencing an identity crisis and is looking for a role which can at least maintain present membership.

It was against this background that Tucsa held its recent congress and the dilemma was spelt out. Tucsa's president Mr R Botha has asserted "Trade unionism in South Africa has arrived at a crossroads

Goals

"Therefore it is vital for us to define our new relevance in new sets of circumstances, it is vital to define new goals, and to find our true purpose. To re-define its position a statement of intent has been adopted and a call made for 'dialogue with all South African trade unions,' according to Mrs Ruth Imrie, acting general secretary of Tucsa.

To add force to their "new direction" Mrs Imrie says "Tucsa has criticised the current wave of detentions, especially trade union leaders whose arrests were 'destructive to community and industrial relations'". This seems to be an about-turn from their position in 1982 when



Mrs RUTH IMRIE... acting general secretary of Tucsa.

resolution calling for the charge or release of detainees was defeated.

This more radical stance has not prevented further breakaways from Tucsa. Even so, the unions that have left Tucsa do not necessarily look to the new federation, planned by emerging unions, as an alternative.

The unions that have disaffiliated from Tucsa have stressed that they have no intentions of joining any other federation although Mr Davdoss has admitted that "the new unions have taught us quite a bit".

The disaffiliation of SABS, MICWU and EIWU has international dimensions. The continued association with Tucsa, given its tarnished image, would not have enhanced their status.

within IMF. It would have been an albatross around their necks.

Finally these unions were under increasing pressure from below, especially from black workers who joined EIWU and MICWU.

As Davdoss puts it "Our rank and file could see no future in our continued affiliation to Tucsa."

What do all these developments amount to? Tucsa's attempted policy of "constructive debate" with the strong independent non-racial trade unions is surely an act of desperation, given its weakened position on the shop floor, and the loss of thousands of members to other unions. A living wage has become part of Tucsa's rhetoric. But this will certainly

not be sufficient to win black workers over to its side.

Its role and future significance in the labour movement will be tested.

Labour consultant, Mr Andrew Levy, predicts that Tucsa will not be able to maintain its "numerical superiority for more than two years" — once the new federation is formed. However, Mrs Imrie defends the federation by saying that they were committed to unity of trade unions, although they were not invited to the unity talks. There were unions with white members only, but these have been left because of their beliefs. "We believe in freedom of association and do not interfere in the policies of member unions."

Unions to hold strike ballots

135

THREE transport trade unions affiliated to the Trade Union Council of South Africa (Tucsa) are to hold strike ballots following a deadlock between them and the employers in the Industrial Council (IC) over working hours.

The unions — the Transport Workers' Union of SA (TWUSA), the Motor Transport Workers Union of SA (MTWUSA) and the South African Transport Workers Union (SATWU) have vowed that they will take an industrial action that might bring "transport in the country to a standstill" next month.

A spokesman for the unions said the workers — more than 10 000 drivers and general workers — were angry with the employers for not meeting their demand for a 46-hour working week.

This that is one of the many made by trade unions in an attempt to force employers to accede to their demands — unions in the mine, metal and steel, clothing and other industries have made similar threats in recent days, an industrial relations consultant said yesterday

The general secretary of the MTWUSA, Mr G van der Walt, told the SOWETAN yesterday that employers

have threatened to dismiss workers if they go on strike

They have indicated that there was a lot of manpower in the so-called homelands

He charged that employers were not prepared to pay workers a living wage and yet they were not keen to reduce working hours

They had exploited workers for a long time, he said

He said members of the three unions would meet on July 28 to decide whether to strike or not

He was sure the workers would vote in favour of strike because "they are sick and tired of management's intransigent attitudes"

The secretary for the Industrial Council, Mr E Nel, said the parties had reached a stage where they could not agree

Employers were going through "difficult times" because of the economy

The union have indicated that they will call a meeting of members where they will decide on which steps to take next and the employers were waiting for their response

"The ball is in the trade union's court and it is up to them to decide after employers have explained their positions," he said

Sowetan 10/7/85

Three unions call for ballots

Transvaal faces threat of huge transport strike

THREE transport unions affiliated to the Trade Union Council of South Africa (Tucsa) are to hold strike ballots which could result in a co-ordinated strike by about 17 000 drivers and general workers in the Transvaal

This follows a deadlock between employers on the Transport Industrial Council and the Motor Transport Workers' Union of SA (MTWUSA), the Transport Workers' Union of SA (TWUSA) and the SA Transport Workers' Union (SATWU) over working hours

TWUSA general secretary Gert van der Walt said his union was considering strike action for the first time in 50 years — an indication of members' anger at the employers' refusal to reduce their 48-hour working week to 46 hours

More than 700 employers could be affected, including major businesses like Cargo Carriers, Reef United

By CLAIRE PICKARD-CAMBRIDGE

Transport, Remies and others Managements approached last night did not want to comment at this stage

However, Van der Walt said, employers had been "pleading poverty" and citing the poor economic climate as factors preventing them from meeting union demands

The unions initially accepted the employers' offer of 11% and 9% increases for general workers and drivers respectively, but would reject this if working hours were not reduced, he said

Union members would meet on July 28 to decide whether to strike or not and the result could seriously affect transport over a key area

Van der Walt said there had been a strong indication workers would strike if employers did not meet their demand

CARL TIMES 15/7/85

135

Clothing workers face big job losses

Staff Reporter
AS the crisis in Cape Town's once-flourishing garment industry grows worse, hundreds of clothing workers are faced with losing their jobs within the next few months. However, employers are cautiously optimistic that things may improve and many believe that they had reached the bottom of the crippling recession.

Cape clothing firms have gone out of business this year. Like the rest of South Africa, the clothing industry is in the throes of a recession, he said. The number of workers had fallen by about 6 100 since the beginning of the year, he said, adding that a need for skilled workers continued. Manufacturers say that a further drop in interest rates and an increase in Christmas orders would give them reason to see light at the end of the tunnel.

Mr Hardy Nel, secretary for the Industrial Council for the Clothing Workers, said that the situation was "improving". There had only been one liquidation of a clothing firm in the past seven weeks compared to the previous trend of an average two firms going down in a week, he said. Mr Cedric Petersen, assistant secretary of the Garment Workers' Union (GWU), said every precaution had been taken to ensure that retrenchments took place in all fairness to workers.

The Clothing Workers' Union (Clowu), a rival of GWU, said it expected Cape Town's clothing industry to be markedly reduced by the end of 1985. "There had been a great deal of over-production and we cannot see things going better," said Clowu secretary Ms Zubeida Jaffer. "If exports were better one could expect improvement." Clothing bosses had for years made high profits and when other industries went down in the past they managed to survive, said Ms

Jaffer. Workers feared that stronger clothing giants would take advantage of the recessionary situation and swallow smaller firms and get a monopoly over the industry, she said. Last week one of largest clothing firms, Rex Trueform, announced that it would lay off 70 of its 3 000 workers at its Salt River factory. It is feared that, following Rex's initiative, smaller firms who were hard pressed would also lay off more workers, according to Clowu.

Handwritten notes at the bottom right of the page.

135

Transport bosses stand firm

By CLAIRE PICKARD-CAMBRIDGE

THE Motor Transport Owners' Association of South Africa has said it cannot meet the demand by three transport unions for reduced working hours, although the unions are to hold strike ballots over the issue

The unions, which are affiliated to the Trade Union Council of South Africa (Tucsa), want a two-hour reduction in the working week. A strike could involve about 17 000 drivers and general workers in the Transvaal and Free State.

This follows a deadlock between employers on the Transport Industrial Council and the Motor Transport Workers' Union of SA (Muwusa), the Transport Workers' Union of SA (Twusa) and the SA Transport Workers' Union (Satwu) over working hours

A spokesman for the Association said they could not meet the union's demand, "in the view of the poor state of the economy."

The Association rejected allegations that they were not paying workers a "living wage".

He said employers and unions had agreed that overtime increases and the minimum increases — 9% and 11% for drivers and general workers respectively — were reasonable in the present economic climate

1214 47 18/7/55

Strike ends as ~~18/7~~ negotiation begins

Labour Reporter

135

A FOUR-DAY strike by more than 1500 workers at Scotford Mills, a clothing factory at Ladysmith, ended after the management agreed to negotiate wage demands with the workers' representatives

A spokesman for the Garment Workers' Industrial Union said yesterday that although the company had refused to accept demands by the workers for a R25-a-week across-the-board pay rise, it had agreed to negotiate with the union

The strike started on

Tuesday last week after workers from one department downed tools in support of their pay demands

'By Wednesday the whole factory had come to a standstill. Union representatives held talks with the management on Thursday and Friday

'On Monday representatives from the company's head office flew in from Johannesburg and a settlement was finally reached. All the strikers returned to work on Tuesday,' he said. Negotiations were continuing

Call for release
of trade unionist

NM 20/7/85 (135)

Labour Reporter

THE Trade Union Council of South Africa yesterday called for the immediate release of detained Durban trade unionist Yunus Shaik, assistant general secretary of the Garment Workers' Industrial Union.

Tucsa said in a statement released by its head office in Johannesburg that any person suspected of committing acts in contravention of the law should be brought to trial under the normal and due process of the law, without being held incommunicado, and with access to legal counsel and family.

The council was totally opposed to the practice of detention without trial,

believing that it was authorised by an unjust law, it said.

'We therefore condemn the continued detention of Mr Shaik in terms of the provisions of the Internal Security Act. Tucsa calls for the release of all people detained under the various sections of security legislation, including brother Shaik,' it added.

He was arrested by security police about two weeks ago.

Bakery strike date decision today

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NAM 20/7/85
Labour Reporter

WORKERS in the baking industry are expected to decide on a date for their strike action over pay at a meeting in Durban today.

The vast majority of workers have voted in favour of striking after negotiations between the management and four unions reached a deadlock.

Miss Renee Roux, a spokesman for the unions, said yesterday that the Industrial Council for the Baking Industry met this week, but the pay dispute remained unresolved.

'We were hoping that the employers would reconsider their final offer to avert industrial action, but they refused to budge,' she said.

Mr Maurice Grant, chairman of the Durban Master Bakers' Association, said the employers stood by their final offer of an across-the-board pay rise of R11,40 a week.

The workers have rejected it, saying they will not settle for less than a R23-a-week rise.

Mr Grant said the employers were not in a po-

sition to increase their offer and had indicated to workers to take it or leave it.

He said there were contingency plans to counter an 'extended period of strike action'.

Meanwhile, employees at Bakers Flour Mills in Durban, which also has a pay dispute, said yesterday they refused to work overtime this weekend.

Mr R L Sullivan, the managing director, yesterday confirmed that workers at the mill had decided not to work 'essential overtime this weekend in spite of the fact that this is normal working practice'.

He said the move was apparently to enable them to attend today's meeting of baking industry workers.

Chances of union super federation now in jeopardy

Star 30/7/85

By Sheryl Raine

135

The chances of attaining unity among all labour groupings in one super federation of trade unions are in jeopardy following a statement from the Azanian Confederation of Trade Unions (Azactu) that it has been excluded from the next round of unity talks scheduled for August 7

In a statement confederation spokesman Mr Tanelani Nefolovhodwe said the exclusion of his group from the talks had come as a surprise

The confederation is part of the Black Consciousness grouping of unions

The statement said the most recent round of unity talks were held on June 9 and adjourned when no consensus could be reached on issues including non-racism the attitude of the new federation towards the liberation struggle in South Africa as a whole and the federation's relationship to internal political organisations

Efforts to establish a super federation embracing all emergent trade unions date back to 1981

There have been positive indications this year that the majority of unions were willing to sit down together and discuss the need for a new federation

Several thorny issues have kept the federation from materialising

Some unions advocate the need to be involved in a broader struggle for workers' political and economic rights and the need for political affiliation Others perceive the role of unions as strictly related to working conditions and immediate community issues

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Union duty to represent views of the workers

CAPE TIMES 30/7/85

From ZUBEIDA JAFFER, General
Secretary, Clothing Workers
Union (Cape Town)

I WISH to reply to the comment of Mr
Cedric Petersen, secretary of the
Garment Workers Union in the Cape
Times of July 20

He objects to our union's criticism
of the lack of retrenchment proced-
ures presently in the clothing indus-
try

We have ample evidence to prove
that no accepted procedures exist. It
is indeed horrifying to note that he
claims to represent the views of
53 000 clothing workers and in the
same breath goes on to explain how
all employers cannot be expected to
adopt the same procedures

If Mr Petersen knows anything
about trade unionism, then he would
know that his responsibility is to ex-
press the views of the workers and
not the employers. He accepts one
rand a week from every clothing
worker in Cape Town because he en-
joys the luxury of a closed-shop
agreement. Yet he uses his energy to
put the view of the employer and not

the worker

He explains that no employer has
retrenched workers under pressure.
Whom do you speak for Mr Petersen?
What about the pressure on the work-
ers?

Mr Petersen's unrepresentivity
is unquestionable in our view

It is sad to note that despite evi-
dence to support such a view, em-
ployers choose to carry on a relation-
ship with a union that inadequately
represents the feelings of their work-
ers

This is in spite of the present criti-
cal situation that the country is in

It is indeed disheartening that a
big company like Rex Trueform will
hide behind Mr Petersen at a time
when they should be seeking proper
discussion with their work force

To any clear-thinking person it will
be evident that the union has a
record of co-operation with employ-
ers at the expense of the workers

Our union believes in the regula-
tion of relations between employers
and workers to the satisfaction of
both

Transport unions consider strike

11/8/85
B. Day
135

CLAIRE PICKARD-CAMBRIDGE

THREE transport unions, affiliated to the Trade Union Council of SA, are considering a strike over wages and hours in a move that could affect 18 000 drivers and general workers in the Transvaal.

This follows their rejection of a new offer from employers and marks the first time strike action is being considered after an industrial council deadlock in the transport industry.

The offer by the Motor Transport Owners' Association (MTOA) last week included reducing the 48-hour working week to 46 hours, a union demand to align hours with the Basic Conditions of Employment Act, but employers simultaneously lowered their offered minimum increase from 9% and 11% to 6% and 8% for drivers and general workers respectively.

Emily Fourie, organiser of the mainly-black Transport Workers' Union of SA, said the SA Transport Workers' Union, with its coloured and Indian members, and the white Motor Transport Workers' Union of SA believed the offer was "hopelessly below the rate of inflation".

Workers had mandated the unions to return to their original demand of a 30% minimum increase coupled with a 46-hour week. Members would meet on September 1 to make a final decision on strike action, she said.

"The agreement covering the industry expires at the end of August and the ironic thing is that the Basic Conditions of Employment Act, which lay down a 46-hour week, would then apply."

She said the unions had decided against strike balloting because it was "time-consuming" and consequences were the same whether the strike was legal or illegal.

An MTOA spokesman stressed that employers' policy was that of negotiation and "mediation if necessary". He said they wished to abide by industrial council procedure and believed a strike would be detrimental in the long run.

He warned that some lay offs had already taken place and said there had not been increased productivity among workers demanding reduced working hours.

Fourie said present wages represented a minimum of R101 a week for drivers and R54 a week for general workers

(135) FM 2/8/85

er and acknowledge there will be difficulties in turning to overseas creditors in the present political climate

There is no consensus at present over the potential or actual disinvestment taking place. One source in the banking community estimates that the impact on the balance of payments will be an outflow of R300m a month in short-term capital. A rand above US\$0,50 would exacerbate this trend, and thus the Bank will be at pains to keep it below this level.

Conversely, the moment the rand drops, the capital outflows would probably diminish, and there could even be a movement back into shares. Says Standard Bank GM Manfred Schutte "Actual disinvestment is not frighteningly high. Last week's figures are on a par with those for April and May."

These developments in the financial markets could have a markedly negative effect on the fundamentals necessary for a recovery, however. Says Standard Bank's Andre Hamersma "The three things that will be affected are inflation, interest rates and the rand. For a recovery, it is essential to get our financial house in order. Now this is going to be that much more difficult to achieve."

Any substantial increase in capital outflows would offset the current account surplus, and result in interest rates sticking at levels too high for a recovery to take place.

The economic uncertainties and a seasonal market shortage have already forced rates to harden. As one economist says "As soon as the seasonal tight period is out of the way, the interest rate decline should continue, but not at the rate we had expected."

"If there are large capital outflows, however, we will have to rely on a further lack of credit to bring rates down. Furthermore, rates will have to be kept higher to protect the rand exchange rate. Clearly, we would have seen prime going down lower if there was no State of Emergency."

The impact on the real economy could also be immediate. Events over the last week have hammered, rather than revived, confidence in the economy. Says Hamersma "Current conditions are not conducive to expansionary plans, and people will hold back on any fixed investment. The mood is affecting expectations negatively at present."

This does not mean there will be no upswing. The movement of funds out of SA has not, as yet, been in fixed investments, but only in negotiable securities. And the fundamentals are still in place for a recovery.

Says Volkskas economist, Adam Jacobs "Exports are doing well, imports are down, stocks are at a low level — there *must* be an upswing in 1986. These developments will postpone the upswing and the tempo at which it takes place. This is, of course, assuming the situation returns to 'normal'."

"To look on the positive side, it is fortunate we are in fact in a recession with a surplus on the current account. If we were in a boom, with the balance of payments negative, and desperately needing capital, we would be in a disastrous situation."

PENSION REFORM

Union unease

The view from the bottom is not always visible to those at the top. It was this failure in perspective that brought to an end the attempt made in 1981/82 to introduce portability of pensions.

Now that a parliamentary select committee is about to resurrect a concept which previously triggered at least 30 strikes, involving about 27 000 workers, it is essential that everyone who will be affected by any changes to existing arrangements has their say.

Unless the committee involves a broad spectrum of opinion in the planning phases, the later stages will be no more successful than they were four years ago. The problem is that pension portability has different meanings for different people.

The situation has been neatly summed up by Gerhard van Niekerk, Old Mutual's general manager pensions. "When it comes to pensions, you can divide South Africa's pop-



Tucsa's Imrie ... review portability later

ulation into three groups." For those at the lower end of the economic scale, for instance, the question of preserving benefits is entirely academic — employment is occasional and pensions non-existent.

For those who work but are vulnerable to cyclical unemployment, portability is a luxury. Life is a series of crises, and financial reserves are the only means to survive. From this viewpoint, pension funds are a form of compulsory saving. And, given the low interest rate received at resignation, not a particularly profitable form either.

"So those who need preservation most are the people who can least afford it," says Van Niekerk.

It is only those in the third group, the comparatively small number of South Africans who have a reasonable expectation of long-term benefit from their pension funds who see portability as desirable. It means the freedom to change employment without sac-

rificing years of employer contributions.

The "major challenge" to our private sector, according to Van Niekerk, lies with the group in the middle: those who are usually employed but rely heavily on pension money as deferred payment during spells of cyclical unemployment.

"We must find ways to accommodate them within the system," says Van Niekerk. "Before we can really make portability workable we must look at things like unemployment insurance, at old age pensions and the way they are being paid out at the moment. Remedying these shortcomings will improve the image of the whole industry."

The next step would be to get "reasonable consensus between employers, employees and government. Then we must consider how to set aside money for a target minimum pensions system."

A suggestion comes from Sanlam's assistant general manager Tommie Malan. "You could have two funds: one for employer contributions which must be preserved, and another for employee's contributions which can be withdrawn — with interest credited at a rate equivalent to a rate earned at a building society."

The latter could be a provident fund, a form of saving favoured by the unions. This is because benefits are paid out in a lump sum.

Pensions are paid monthly and, according to Phiroshaw Camay of the Council of Unions of South Africa, "our experience is that, quite often, people are swindled because they are not able to read. They receive only part of the payment and some official pockets the rest."

Another criticism he has of pension schemes is that, unless unions have a say in investment policies, funds may be "invested in government stock or anti-union companies."

As for preservation, he believes "the whole idea should be put on ice. They used to call it preservation of pensions. Now they're calling it portability. But it's exactly the same thing, nothing's changed. It is premature and undesirable at this stage."

Ruth Imrie, acting general secretary of the Trade Union Council of South Africa (Tucsa), agrees that portability may be premature — though Tucsa has endorsed the principle of preservation. "The first thing that should be looked at is how to provide people with pensions and then look at portability."

If the success of the scheme depends on a broad consensus in the community, is a select committee the right body to examine the issues?

Imrie has reservations about this. "The body should have been of a broader nature. Employers and employees should have been included," she says.

Van Niekerk and Malan agree but both believe the committee may succeed if everyone concerned is consulted. "If a significant number of interest groups can progressively agree, we should be able to hammer out a

system we can all identify with"

Kobus Meiring, NP MP for Paarl and chairman of the select committee which meets this week, is reluctant to comment on the issue at this stage

FOREIGN EXCHANGE

The R2 billion loss

The extent of the Reserve Bank's foreign exchange losses — R2 billion in the year to March 1985 — is unlikely to recur

The Bank is phasing out forward cover contracts it provides for forex dealings over three years, with the deadline in the latter part of 1987. In terms of these contracts, the RB guarantees a rate on a certain date to those exposed to a forex position. If rates move against the contracting party, the Bank picks up the tab.

In terms of the phase-out, commercial and merchant banks must reduce the amount of their forex "books" written via the Bank by a *pro rata* one-third each year.

With the phase-out for the first year almost completed, Reserve Bank forex losses will be reduced at the margin for this fiscal year. And, despite the current pressure on the rand, a haemorrhage similar to that which started in August last year is unlikely.

The rand's crash — accompanied by stubborn increases in the value of the dollar and a weak gold price — was unexpected in almost all quarters. The Bank's losses were far exceeded by an estimated R5 billion in the private sector where many positions were taken on an uncovered basis.

Fund its losses

When the Bank has withdrawn from forward cover contracts, it will have succeeded in depoliticising its forex losses. Those exposed to fluctuations in foreign exchange rates will then have to provide their own cover by hedging in the options and futures markets.

The move will relieve the Bank of the awkward responsibility explaining the use of taxpayers' money to fund its losses on forex deals. The R2 billion loss in the 1984-85 fiscal year was equal to 50% of the Treasury's budget.

The Bank purchases a pool of foreign exchange, but because it does not hedge its position by "buying on both sides," its present forex policy will, by definition, always incur losses. And because the rand is thinly traded, it is an "exotic" currency and extremely sensitive to market vagaries.

The thin trading, combined with the unwanted reality that most dollars are earned by a handful of SA gold and mineral producers, has two undesirable consequences. First, when importers perceive that the rand is on a downward trend, they rush to cover forward, selling rands to buy dollars.

This pushes the rand down and dollar earners have a vested interest in waiting for further declines before converting dollars to

rands. This means a scarcity of dollars and further downward pressure on the rand. And because SA is a net importer, there will always be a shortage of dollars.

Perhaps by the time the Bank no longer offers forward cover contracts, the forex market would have been transformed to a money market-type operation. This would be better for a small market. It would also be in line with the wishes of the De Kock Commission on monetary policy, which is yet to be approved by government. ■

LIFE ASSURANCE

Quicker cash

The return of the so-called "incontestability clause" to life assurance in SA will certainly do much to soothe the anxious claimant, although the cost could increase premium ratings slightly in the long run.

Introduced by AA Mutual Life recently, the clause is to appear in all basic assurance plans. Effectively it means AA Mutual will not contest any details that appeared on the original application form for life cover, provided death occurs more than five years after the issue of the policy.

Normally, it is standard practice for insurers, when faced with a claim, to go back to the original policy application to ensure all relevant information has been divulged. For example, whether the applicant has been refused cover before, and on what grounds, or whether the insured had recently visited a doctor, suffered from nervous illness, and so on.

Instead the company will not refer to the application form for purposes of assessing the claim — "even if such declarations and information would have materially affected the assessment of the risk."

Explains AA Mutual MD Brian Benfield: "This shifts the emphasis from the claims stage to the applications stage. Policyholders can now be confident that the beneficiary will be paid out quickly without delays or queries. Application details will not be contested and all that will be required in most instances is a death certificate. This facilitates quicker and more efficient payouts."

Traditionally AA Mutual is heavily involved in mass marketing through direct mail and advertising.

The snag with the 60-month clause is that most problems of non-disclosure, or fraudulent disclosure, occur in the first couple of years.

Mark Winterton, GM (administration) at Liberty Life, points out that it is no secret that most insurance companies look at the first couple of years very carefully. "After this period the claim payment goes through fairly quickly."

Quinton Pretorius, deputy GM (broking division) at Southern Life, sees the major advantage of incontestability as being in the protection it offers clients. However, he explains that most companies do not bother to

WHY

VIN DE NUIT 83



Hand-picking grapes at night at L'Ormarins — another first since 1981/82

Wine news for the connoisseur

- As from the 1983 vintage, L'Ormarins Estate Wines carry a special "VIN DE NUIT" (Wine of the Night) neck label
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- But the proof of the making is in the tasting. L'Ormarins produced the champion South African white table wine in the 1982/83 season



L'Ormarins

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100% AUSTRIAN SAUVIGNON BLANC

* 19 Gold Medals 1984
Paarl & Cape Wine Show.

AGU
7/18/85
135
10/18/85

Court bid to jail unionists postponed

Labour Reporter

AN application by the Garment Workers Union to have officials of the rival Clothing Workers' Union (Clowu) jailed for contempt of court was today postponed in the Supreme Court

In terms of the postponement Clowu agreed it would not publish any defamatory statements or comment on actions before the court

Mr Petersen and his union last month each began a R50 000 suit against Clowu for defamation over statements made in Unity, a newspaper published by Clowu

Today's application refers to the publication by Clowu of further statements about the GWU and Mr Petersen

Uitenhage

workers

retrenched

E Post

21:08:85

ABOUT 400 textile workers — nearly 30% of the work force — at a Uitenhage factory have been given two weeks' notice

Mr Norman Daniels, general secretary of the Textile Workers' Industrial Union, which represents the workers, said Veldspun International had been forced to retrench staff

Attempts to get comment from the company were unsuccessful today

Mr Daniels said the retrenchments reflected the state that the textile industry was in around the country "Not a single textile industry in the country has been unaffected by the downturn"

The wool section of the industry has been particularly hard hit

Mr Daniels said "the best deal in bad circumstances" had been negotiated

The workers will get their pension, or provident fund contributions, plus the company's contribution and interest accrued

This will become available six weeks from Friday

As regards medical aid, those who have been contributing to the Midland Chamber Group Medical Fund (MCG) for three years or more will be able to make claims for the next three months. The company has also agreed to pay any outstanding medical debts to fund

Leave pay will be paid *pro rata*, and they will

get one week's severance pay. The workers will also get full pay for this week and one week's pay for every year of service

The company has agreed that if there is an upturn in the economy the retrenched workers will be the first to be engaged

● About 70 workers have also been given notice at a Port Elizabeth shoe factory

Mr G Batt, a director at Jack & Jill Footwear, said they had been forced to put off the workers as a result of low sales and lack of orders

The workers, about 15% of the work force, have been given the assurance they will get the choice of re-employment when business improves

ago The move follows the decision of current acting general secretary Ruth Imrie to decline nomination for "personal reasons."

Yorkshire-born Marsden is a naturalised SA citizen His candidature has raised many eyebrows — he has an unusual background for a prospective trade unionist Originally an engineer by profession, he came to SA in 1971 and became the training director of the Business Equipment Association

Seven years ago, he joined the National Development and Management Foundation, the predecessor of the now defunct Manpower and Management Foundation (MMF) During his last two years there, he ran the organisation's industrial relations advisory service He left the MMF a few months before it closed shop earlier this year and established his own management consultancy

Apart from his engineering qualifications, Marsden has Bachelor of Commerce and Master of Business Leadership degrees and a Diploma in Labour Affairs from Unisa

He does not agree that his management background makes him an unsuitable candidate for a leading position in what is now SA's largest trade union federation "Tucsa's main function is to provide a service to its members I am used to managing a structure which provides services to members or clients," he says

If, as expected, his appointment is approved by Tucsa's annual conference next month, Marsden has a tough job ahead of him Tucsa membership has fallen drastically over the last two years But he points out that the organisation has survived many tough times in the past He argues that to reverse this trend Tucsa should focus on three areas

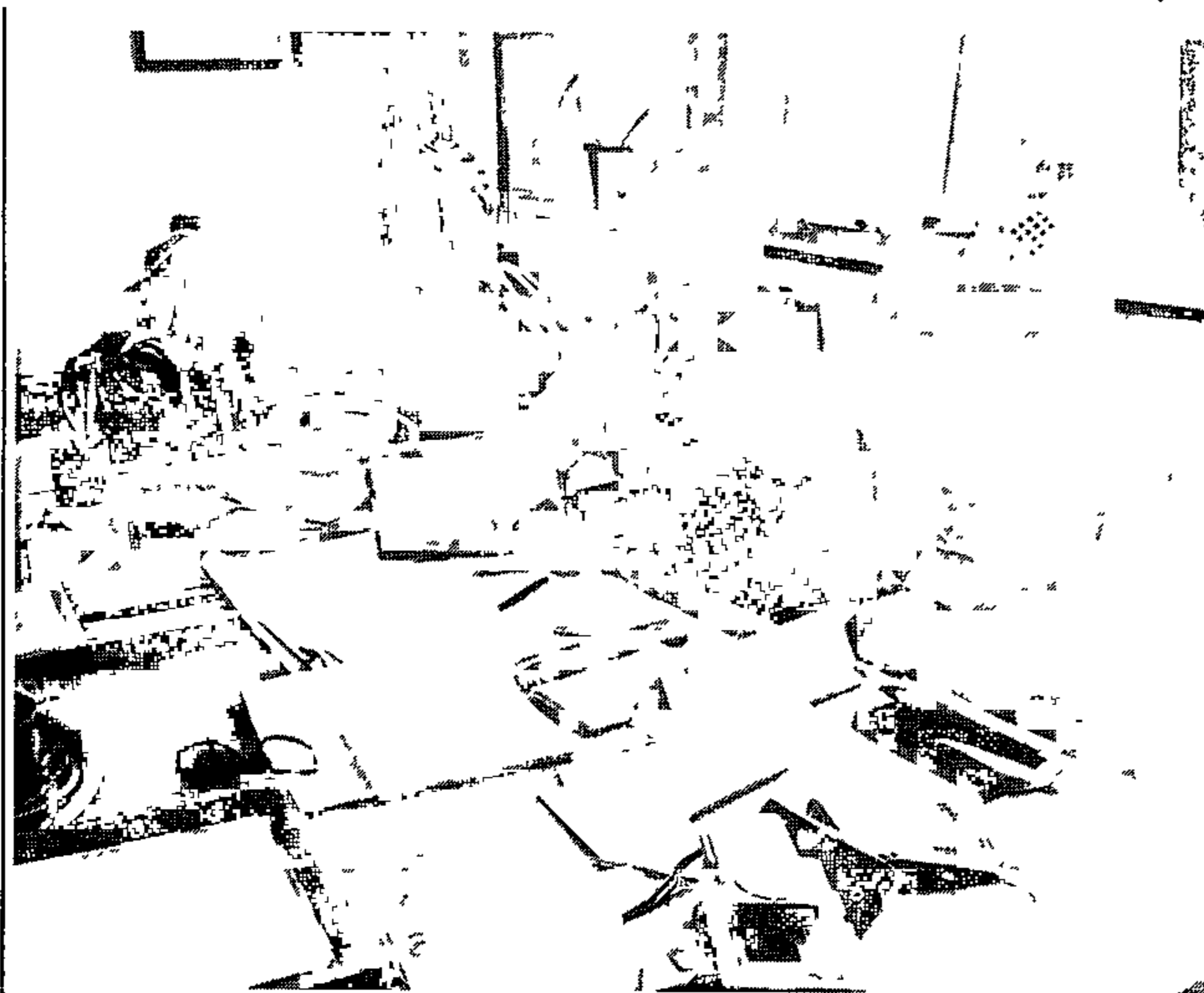
- It should continue providing useful services to its membership,
- It should attempt to build bridges with a variety of unions and, hopefully, attract new affiliates and win back some which have left, and
- It must show it is still the most important union grouping in SA Marsden believes that from its "middle-of-the-road" position Tucsa can act as an umbrella body to many unions

He describes his industrial relations philosophy as balanced "I do not view the relationship between workers and management as an 'us-them' situation This view is destructive and unprofitable," he contends ■

TUCSA 135 FM 23/8/85

Managing unions

The National Executive Committee of the Trade Union Council of SA (Tucsa) has decided to nominate management consultant Ron Marsden as candidate for the post of general secretary The post has been vacant since the death of Arthur Grobbelaar a year



Marsden... candidature raising eyebrows

30 percent ^{Argus}
retrenched ^{23/8/85}
by Veldspun

Argus Bureau

PORT ELIZABETH — More than 30 percent of the workforce of the Uitenhage-based textile giant Veldspun International were to be retrenched today because of a slump in the textile industry

The secretary-general of the Textile Workers' Industrial Union, Mr Norman Daniels, said his union had been negotiating with the company for several weeks to gain the best possible deal for the workers

He said the workers would receive their pension fund contributions as well as the company's contributions and accrued interest

"It is an unhappy situation, but it is not really the company's fault. The whole textile industry has been affected by the economic downturn," he said

'Unfair competition' slammed, but —

Minister defends decentralisation

B. Day 26/8/85 (135)

DECENTRALISATION will continue, even if it erodes established industry.

Industries Minister Dawie de Villiers sees it as part of structural changes to the economy, and expresses sympathy with those hurt in the process.

Business Day interviewed De Villiers about complaints by manufacturers that the generous concessions and grants to encourage industry in areas such as Ciskei, Transkei, and KwaZulu, were creating "unfair" competition.

This particularly affected the textile and clothing industries.

De Villiers stressed government had a decentralised policy for "good reasons", but accepted there was considerable room for improving the "regional industrial development programme".

Top manufacturers in the Textile Federation are to meet the Minister on September 5. On the agenda will be aspects of decentralisation such as abuse of facilities and unemployment as a result of the policy.

Business Day approached several representatives of the textile and clothing industries, and found many different interpretations of the problem.

Some feared that, while most products from decentralised industry had been exported up till now, metropolitan manufacturers would be severely affected once overseas markets dried up.

Textile and Clothing Advisory Council (TCAC) chairman Ernest Wilson confirmed that manufacturers were being hurt, by "homeland" industries in particular.

He stressed decentralisation was a fair concept, but that the more than generous help was being exploited by

FRED STIGLINGH
and CHRIS CAIRNCROSS

businessmen, who "go in, and get out quickly, and leave behind no industry".

Lucy Mvubelo, general secretary of the National Union of Clothing Workers, said workers were being exploited in decentralised areas in the absence of unions.

"All unions are in favour of decentralisation," Mvubelo said, "but not the way it is done in South Africa.

"The market is one, the manufactured product comes to the same market, but we have employers competing against each other, and we have workers competing against each other," she said.

National Clothing Federation president Mike Getz saw no advantage in moving an industry from one place to another: "You don't create new jobs that way," he said.

Stanley Shlagman, chief executive of the Textile Federation, was non-committal in the light of the coming meeting with De Villiers, but said more consultation with the various industrial sectors on the issue would be beneficial.

Frank Wells, vice-chairman of TCAC, believes the matter is exaggerated, and that metropolitan manufacturers should instead look to the depressed economy for the reason they are struggling.

Decentralisation Board chairman Duggie de Beer said the issue should be viewed in a market-orientated economy, involving freedom of entry and supply and demand.

"Whether there's room for marketing the produce, we leave to market forces," De Beer said. "You cannot see decentralisation as happening in a test-tube."

Tucsa seems intent to rid itself of right-wing image

Signs of the turbulent times South Africa is living through are evident on the agenda for the 31st annual Tucsa conference, which opens on Monday.

It will be opened by Professor Nic Wiehahn, director of the School of Business Leadership at Unisa. Tucsa (Trade Union Council of South Africa) is the country's largest union co-ordinating body with 45 affiliated unions representing 340 464 members. Three-quarters of the members are black (including coloured people and Indians).

This year Tucsa has invited a broad range of unions, including emergent ones, to attend the conference.

Having been accused in recent years of being a middle-of-the-road organisation with right-wing leanings, its agenda this year appears to want to wipe out this image.

Conspicuous are a host of quasi-political issues

ranging from South Africa's reform timetable to concern about abuse of police power.

A resolution submitted by the National Union of Clothing Workers calls on the Government to make a sincere and forthright commitment urgently to fundamental change in South Africa; to make plain its intentions so that these can be discussed and negotiated openly, and set a clear timetable for the changes and reforms which are necessary.

4/9/85 FEARS OF VIOLENCE

The resolution suggests that unless such change takes place urgently, South Africa could face escalating inter-community violence and the transition to a just and peaceful future would be made more difficult.

The Garment Workers' Union of the Western Province has a hard-hitting motion regarding police ac-

tion. A softened version of the motion, taking the country's emergency regulations into account, is suggested in an amendment to be debated.

The garment workers say they are perturbed by the actions of the police in the pursuance and execution of their duties, and are of the opinion that the police do not in all instances act in a protective and supportive manner towards the general public.

The workers claim that certain members of the police make themselves guilty of power abuse.

Two other resolutions will ask the Tucsa conference to reaffirm the organisations' commitment to the rule of just law, and single out detentions without trial and the banning of people as contrary to the concept of just law.

The early abolition of influx control, the scrapping of the Group Areas and Black Labour Acts, the introduction of a national health service, the need to ex-

tend freehold rights to all races, the provision of sufficient sub-economic housing, and the establishment of one unitary education system are other issues on the agenda.

There is also evidence of deep concern about economic issues.

UNEMPLOYMENT CONCERN

The Sweet Workers' Union will propose that local authorities should not evict residents from their homes when the breadwinners are unemployed. Suitable arrangements should be made for arrears rent to be paid off after work is obtained again.

Another proposal asks that general sales tax be abolished on foodstuffs so that "the poor and the unemployed can be spared the cost of this extra tax burden".

The Textile Workers' Industrial Union proposes an

appeal to the Government to make funds available "so that all unemployed persons can receive some subsistence for survival in these times of unprecedented unemployment".

They will also voice concern about the need for import controls. They claim unrestricted imports have destroyed thousands of South African workers' jobs over the past year.

Among the important labour matters on the agenda is a proposal that the Labour Relations Act be amended to afford protection to legal strikers, and the reduction of fees for affiliation to Tucsa.

Whether or not a new Tucsa general secretary will be elected is still in the balance. Since the death of Mr Arthur Grobbelaar last year, Mrs Ruth Imrie has been acting general secretary.

A national executive meeting on Sunday — before the conference — will decide the election question.

Who will lead?

There are few contentious motions up for debate at the annual conference of the Trade Union Council of SA (Tucsa) to be held in Johannesburg next week. The agenda largely reaffirms present Tucsa policy. But it is possible that the elections to top positions in the organisation may produce some surprises.

The *FM* understands that not all affiliates are satisfied with the nomination of management consultant Ron Marsden for the general secretaryship (*Current Affairs* August 23). Tucsa has been attempting to shed the "pro-management" and conservative reputation it has among SA's more militant union groupings. It has embarked on a programme of attempting to normalise the hostile relationships that have existed between them until now. Leaders of some affiliates fear that Marsden's election would hamper this process.

Nevertheless, Marsden is the only nominee for the position at this stage. Failure to elect him would probably mean that the position, which has been vacant since the death of Arthur Grobbelaar a year ago, would remain unfilled.

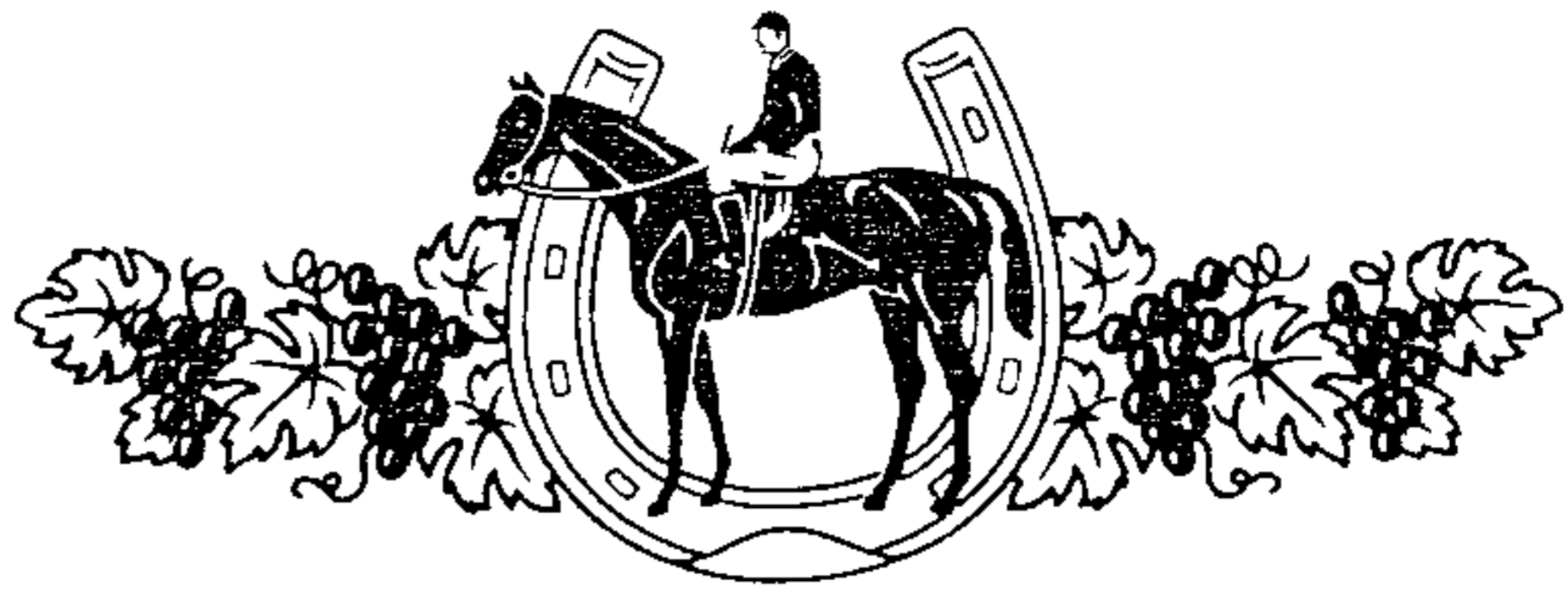


MSOA's Botha... president again?

The election for the other major position in Tucsa, the presidency, may be contested. The *FM* has been unable to establish whether the present incumbent, Robbie Botha of the Mine Surface Officials Association, plans to stand again. However, he was elected in 1984 and it has become traditional for Tucsa presidents to remain in office for two years.

There are indications that if he does he will be opposed. A source says that it is probable that either Norman Daniels of the Textile Workers' Industrial Union or the Leatherworkers' Union's Freddie Swarts will stand. Both are seen to be on Tucsa's left wing.

Perhaps the most controversial motion to be discussed is a call by Lucy Mvubelo's National Union of Clothing Workers for a unitary and desegregated education system in SA. Another urges that representations be made to the Minister of Police asking him to ensure that policemen do not "abuse their powers".



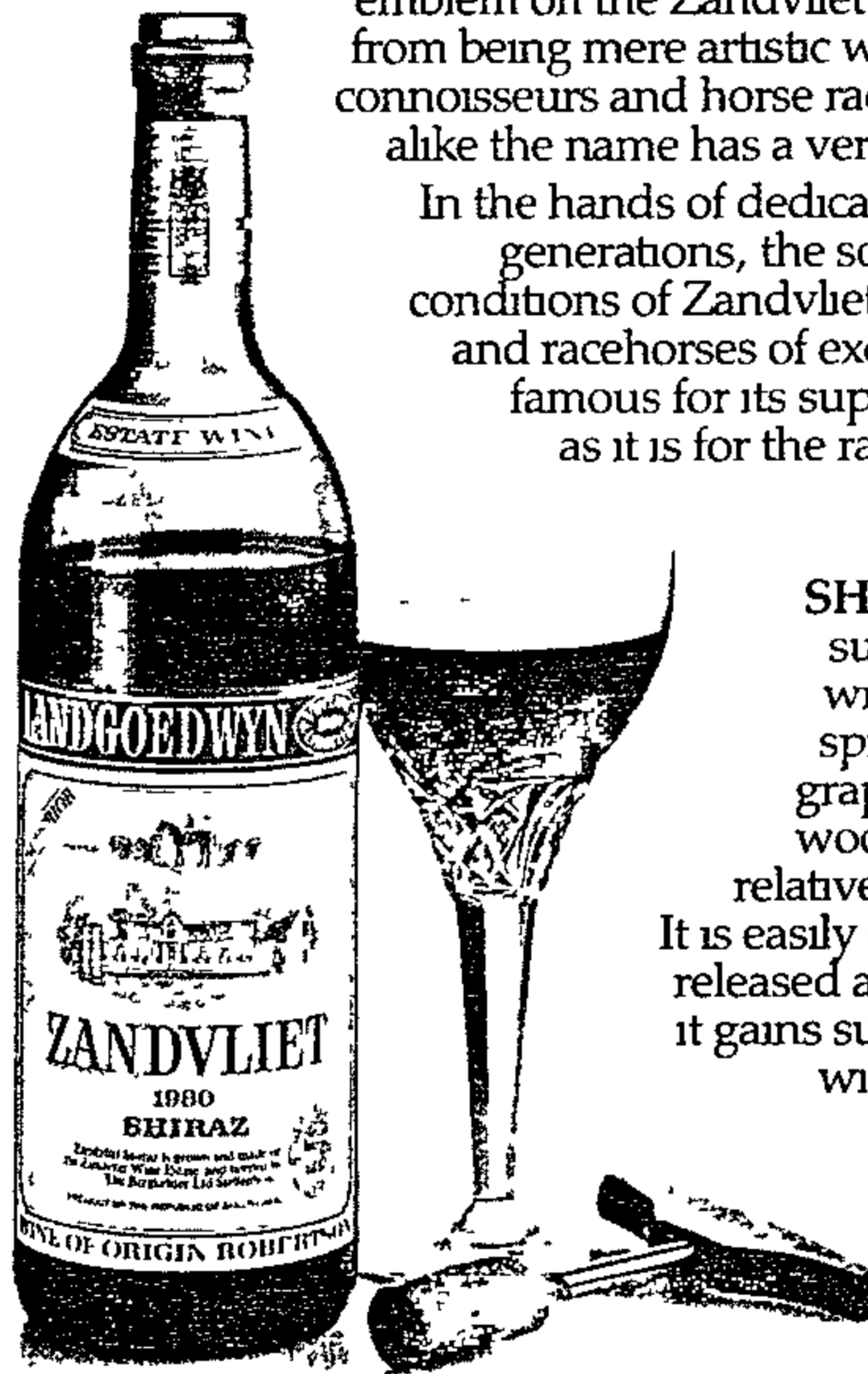
ZANDVLIET

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ZANDVLIET SHIRAZ WOS is a superior red wine with the haunting spiciness of Shiraz grapes. The wine is wood-matured and relatively light-bodied. It is easily drinkable when released after 3 years, but it gains subtle complexity with further bottle maturation.



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ZVT 003E

Tucsa holds vital talks on SA issues

THE Trade Union Council of South Africa (Tucsa) starts its 31st annual conference in Johannesburg today during turbulent times when the country is gripped by violence in black townships and the state of emergency.

The federation's conference, to be opened by Professor Nic Wiehahn, of Unisa School of Business Leadership, has invited a broad range of unions including emerging ones.

The conference will be particularly important to its affiliates seeing that in the past it has come under heavy fire from emerging unions and other organisations for its middle-of-the-road attitudes, including being too right-wing.

It has been hit by a series of disaffiliations from members, who accused it of being "almost like a concentration camp", by not com-

ing out strongly against the Government's apartheid policies.

However, in recent days the federation — one of the country's largest co-ordinating bodies with 45 unions representing 340 468 members — has come out with quasi-political issues ranging from South Africa's reform programme to concern about abuse of police power.

It has condemned detention without trial of trade unionists, called for the scrapping of the

present systems of education, advocated for the release of trade unionists and urged the Government to grant black unionists passports to travel overseas.

135 **Reform**

It has also called for the abolition of the influx control, Group Areas Act and other discriminatory laws in the country.

Some of these aspects are to feature prominently on the agenda of today's conference, including resolutions call-

ing for speedy political reforms, which, if not achieved, will escalate the present violence, according to union sources.

One resolution deals with the police activities in the townships, taking the country's emergency regulations into account, adding that certain police action make them guilty of power abuse.

One resolution calls for the local authorities, not to evict residents when breadwinners are unemployed.

135 B-Day 10/9/85

Tucsa nominee withdraws

CLAIRE PICKARD-CAMBRIDGE

RON MARSDEN, a nominee for the crucial general secretaryship of the Trade Union Council of South Africa (Tucsa), has withdrawn his candidacy following division within the giant body's national executive committee.

Tucsa's outgoing first vice-president, Lief van Tonder, said yesterday some members of the NEC — which met on Sunday to discuss this for the first time — had "doubted the wisdom of appointing a general secretary with a managerial background"

This had been explained to Marsden and he had chosen to withdraw. As Marsden was the only nominee, Ruth Imrie is likely to continue as acting general secretary until a new leader is found.

Tucsa president Robbie Botha was re-elected without any opposition at the opening of Tucsa's annual general meeting yesterday.

In Botha's presidential address — read in his absence because he is meeting with trade unions in Germany — he said Tucsa had faced a

challenging year because three unions had dis-affiliated.

But some new unions had recently joined Tucsa. These included two unregistered unions, the newly formed Development Board and Black Local Authorities Union and the SA Airways Flight Engineers Association, as well as the Richards Bay Employees' Union, and the Stanger Association of Municipal Employees.

He said of fundamental importance to all Tucsa's unions was the fact that their education department was now firmly established and its legal service, which had been decentralised into five area divisions, was a success.

He regretted that the South African labour movement continued to be so divided

Tucsa would continue doing its best to build understanding and attempt to take the "bitterness and suspicion out of the divides of the labour movement", he said.

Row in furniture union is resolved

10/9/85 Mercury
135
Labour Reporter

THE row in the National Union of Furniture and Allied Workers of South Africa which led to the union's Natal branch executive being suspended was resolved at a meeting in Durban yesterday

Mr Dilraj Duttoo, Natal branch secretary of the union, said after the meeting that the problems which led to the suspension were ironed out and the suspension was lifted

'There was a misunderstanding among members about our stand in regard to the closed-shop agreement in the furniture industry. At a meeting in Durban at which the union's national secretary, Mr Mohan Lallaram of Johannesburg, was present the differences were ironed out,' he added

Mr Lallaram could not be reached for comment yesterday, but in a letter to the Natal branch, he said that a special meeting of the national executive council had decided to suspend the Natal branch indefinitely because it had failed to comply with the union's negotiating procedures

Tuesda 135
appeals

for unity

The Trade Union Council of South Africa (Tucsa) has appealed for unity among the country's major union groupings

A presidential address prepared by Mr Robbie Botha was read yesterday to the Tucsa conference because Mr Botha is overseas

STAR

The president said that, while he did not believe unity would be achieved in the near future, more co-operation would be advantageous for all trade unions in the country

10/9/85

For the sake of workers in South Africa the union groups should become allies, he said

Unity of purpose was crucial at this point in time, said Mr Botha and Tucsa wished to build bridges.

Specifically naming the Council of Unions of South Africa and the Federation of South African Trade Unions, the Tucsa chief made it known that on specific issues of common concern Tucsa would like to hear a united voice from labour organisations.

Discrimination should be a punishable crime

By Sheryl Raine

Leading labour reformer Professor Nic Wiehahn has called for discrimination on the basis of race, colour, sex and nationality to become a punishable crime in South Africa

Opening the 31st conference of the Trade Union Council of South Africa in Johannesburg yesterday, Professor Wiehahn said the process of legislative change in the labour market had to continue. The only way to protect workers from discrimination was to make

discrimination a punishable offence on the statute books

"We already have the principle in our Wage Act by which the Wage Board is prohibited from differentiating on such ground when it formulates a wage determination for the Minister of Manpower's approval. The principle can easily be extended to the rest of the labour market," he said

Professor Wiehahn remarked that in South Africa today the labour sphere was the only one "where the situation was

relatively normal and peaceful" This could be attributed to the fact that apartheid had been removed from the labour scene by the Wiehahn and Riekert commissions about six years ago

Professor Wiehahn regretted that there were still people in South Africa for whom the term "trade union" was synonymous with strikes, revolution and unrest

He said trade unions were a fact of South African life and few people realised and appreciated the peace-making and peace-keeping role which

STAR
Wiehahn

they played

Not all strikes in South Africa were caused by trade unions and many disputes were avoided or solved by the intervention of trade unions

In many countries employers and politicians were afraid of the political role that trade unions played in society and wished to hear trade unions' advice only when solicited

"Trade unions must act as the advocate of their members' cause even if that cause included matters that go beyond the workplace," he said

Announce reform plan, union chief urges

The president of the Trade Union Council of South Africa (Tucsa) has made an urgent plea to the Government to realise the seriousness of the country's situation and to immediately make known its intentions on reform

STAR

Mr Robbie Botha, who was unanimously re-elected president of Tucsa yesterday at the council's 31st annual conference in Johannesburg, is touring West Germany with other South African trade unionists.

In a telexed message to the conference he said that with the exception of one union, all other German trade unions had refused to see and speak to the South African unionists because "they saw us as being too moderate in our attitude".

Tucsa has had difficulty escaping its conservative image in recent years but there are signs that for the sake of survival, the organisation is anxious to shed this image. About 160 delegates representing 34 of the

council's 45 affiliated unions are attending this week's conference

STAR

Mr Botha said in his telex that 12 overseas meetings with various government departments, parliamentarians and other experts on South African affairs had so far taken place

Without exception the attitude generally was that South Africa could no longer expect sympathetic support and Germany like other Western countries was greatly disappointed and could not understand the South African Government's reluctance to issue a statement of intent indicating in which direction the country's constitution was to be developed.

Mr Botha said that in view of the hardening of European attitudes and inevitable hardships which faced South Africans he and other unionists urged the Government to realise the seriousness of the situation and announce its intentions without delay.

Strike dismissals examined

The dismissal of workers on a legal strike and the lack of protection in the law for legal strikers came under the spotlight today at the annual conference of the Trade Union Council of South Africa.

Delegates unanimously adopted a resolution calling on the Government to introduce legislation to limit the right of employers to discharge their employees when engaged in a legal strike called in terms of the Labour Relations Act.

SHOCKED

Speakers who debated the issue said they were shocked at what action employers were still entitled to take against legal strikers.

Some unethical employers could use loopholes in the law to avoid retrenching workers with full retrenchment benefits by simply biding their time and dismissing striking workers.

Migrant workers from the homelands were particularly vulnerable to dismissal.

Tucsa seeks urgent meeting with Botha

135
STANC 11/9/85
The Trade Union Council of South Africa (Tucsa) sent a telex to the State President today asking for an urgent meeting to discuss the political situation in the country.

The decision was taken at Tucsa's annual conference in Johannesburg. Delegates unanimously adopted a resolution warning of an escalation in inter-community violence unless fundamental change was introduced.

The resolution called on the Government to:

- Make a sincere and forthright commitment to fundamental change.
- Make plain what its intentions were so these could be openly discussed and negotiated.
- Set a clear timetable for the changes and reforms which were urgently necessary.

Tucsa said it believed unless sincere and fundamental change took place urgently, South Africa could face escalating inter-community violence and the transition to a just and peaceful future would be made more difficult.

The conference also called upon the Government to immediately introduce import controls to stop the loss of jobs.

The conference ends tomorrow.

● See Pages 8 and 17.

Tucsa to seek sacking curbs

Business Day Reporter

135
f. Dur 11/9/85

A RESOLUTION calling on government for laws to limit the right of employers to fire legal strikers was passed unanimously at the Tucsa conference in Johannesburg yesterday

A proposal by the national executive committee that laws be introduced to "prevent" employers dismissing legal strikers was softened to "restrain" by an amendment moved by Gert van der Walt of the East London Municipal Worker's Union

Seconding this, Jan Hurter of the Mines Surface Officials Association said following correct procedure was a big bluff unless the employer's right of dismissal was restrained

In certain cases, the Labour Relations Act declared striking a criminal offence, but a legal strike did not exist in the sense that strikers had no more common law rights under the circumstances

He said there would be fewer strikes if employers' rights of dismissal were limited in legal strikes

"This would prevent wildcat strikes and encourage strikers to utilise negotiation procedures which often resulted in a settlement," he said.

The resolution requested proposals from Tucsa. Some possibilities suggested by Tucsa include that:

- The employment contract is suspended for a time limit or indefinitely during a strike;
- Dismissal of legally striking workers constitutes an unfair labour practice,
- Summary dismissal of legally striking workers be declared illegal.

135 (105) B-Day

Housing shortage 'critical'

11/9/85

SOUTH Africa's housing shortage is so critical that informal settlements which have mushroomed round major urban areas now house more people than the formal townships

This was said by Urban Foundation MD, Dr Robin Lee, when he addressed the Trade Union Council of South



• LEE

Africa's conference yesterday. He said the housing shortage was a factor in the present unrest as it was part of the legitimate grievances of blacks. Recent figures showed a minimum housing shortfall of about 700 000 units and not enough new houses were being built to eliminate the backlog or meet future needs. Existing townships were over-

CLAIRE PICARD-CAMBRIDGE

flowing with some 1,23-million people living in informal settlements on Durban's outskirts. Another 500 000 lived in a similar fashion in Winbrveldt, bordering the Witwatersrand.

Nearly 100 000 lived in the shack area in Port Elizabeth and over 100 000 crowded together in the shanty town of Crossroads in the western Cape.

It was crucial to develop a dynamic housing strategy which included:

- The continued provision of mass housing by the State, as well as an increased reliance on self-help housing projects;
- Recognition of controlled squatting for the very poor;
- The upgrading of township "matchboxes" and backyard shacks as well as the existing

squatter settlements

□ The increased involvement of property developers for those who could afford their prices as at Protea North, Soweto.

The failure to recognise that urbanisation was the product of industrialisation and an unstoppable force was the key reason for the present housing shortage, he said.

Management of urbanisation required a strategy which included a vigorous urban development policy to improve conditions and cater for future growth, a viable decentralisation policy focused on areas with capacity for growth, a sound rural development programme and the abolition of influx control.

He said underlying reasons for the shortage were the "temporary sojourner" policy with effects such as a reluctance to build more houses or provide more land for blacks in "white" cities.

'Hundreds left unpaid as companies fold'

By Sheryl Raine

Hundreds of companies which went insolvent this year failed to pay their employees, the 31st annual conference of the Trade Union Council of South Africa heard yesterday

The conference unanimously adopted a resolution calling for a special insurance fund against insolvency to

be established
Employers would contribute to guarantee workers wages, leave pay and other amounts due to them

The fund, to which employers only would contribute, would protect workers from the double blow of losing a job and losing their last month's wages and other benefits

STAR
Many workers waited months for the final winding up of insolvent companies, only to receive a fraction of their due wages and benefits in the end

Unemployment benefits were often inadequate and paid out only after a long wait

Because of the economic recession many companies had been forced

11/9/85
to close down In March this year an analysis by Dun and Bradstreet showed that for each business day 16 companies had closed

● Mr W van der Merwe was elected first vice-president of TucsA yesterday and Mr L Petersen second vice-president

● See Page 17.

By Sheryl Raine

Informal black settlements which had mushroomed around the main cities now housed more people than the formally declared black townships, Tucsa was told yesterday

This underlined the urgent need to tackle the housing problem to help reduce tension leading to unrest, Dr R Lee of the Urban Foundation told the 31st annual conference of the Trade Union Council of South Africa (Tucsa)

Among resolutions adopted by Tucsa yesterday were:

- An appeal to Government to extend to all South Africans the same full freehold rights as those enjoyed by certain other racial groups.

- A request that local authorities should not evict residents where the breadwinner was unem-

'More people in squatter camps than in townships'

135 STAR

11/9/85

employed and that suitable arrangements should be made with tenants to allow them to pay off rent arrears once they became employed again.

Dr Lee said frustration at extremely poor living conditions was an important flashpoint for unrest and it was vital that this contributory factor be removed as soon as possible.

He estimated there was a shortage of about 700 000 homes for all races. About 561 000 homes were needed for blacks. Not enough

new houses were being built to eliminate the current backlog let alone meet future needs.

Squatting on the outskirts of formal townships, especially in homeland areas abutting the main cities, had become a fact of life

Already, said Dr Lee, 1,23 million people lived in informal settlements on the outskirts of Durban, another half a million in the Winterveldt bordering the Witwatersrand, 100 000 in Soweto-on-Sea in Port

Elizabeth and more than 100 000 lived in the shanty town of Crossroads in the Western Cape

"The informal settlements which have mushroomed round the major metropolitan areas now house more people than the formal townships

"They emphasise in highly visible reality the grave extent of the current housing crisis," said Dr Lee

What the country needed was a positive urbanisation strategy designed to manage urbanisation rather than control it through coercion

The State should continue to provide mass housing but there should be increased reliance on "self-help" housing, the recognition of "controlled squatting" as the only option for the very poor, and the upgrading of township "matchboxes" and backyard shacks, he said.

Call for revised strike law

135
CAPE TIMES
11/9/85

JOHANNESBURG — A resolution calling on government for laws to limit the right of employers to fire legal strikers was passed unanimously at the Trade Union Council of South Africa (Tucsa) conference in Johannesburg yesterday.

A proposal by the national executive committee that laws be introduced to "prevent" employers dismissing legal strikers was softened to "restrain".

Mr Jan Hurter of the Mines Surface Officials Association said there would be fewer strikes if employers' rights of dismissal were limited in legal strikes.

"This would prevent wildcat strikes and encourage strikers to utilise negotiation procedures which often result in a settlement," he said.

The resolution requested proposals from Tucsa. Some possibilities suggested by Tucsa include that:

- The employment contract is suspended for a time limit or indefinitely during a strike.

- Dismissal of legally striking workers constitutes an unfair labour practice.

- Summary dismissal of legally striking workers be declared illegal.

Speakers who debated the issue of employees on legal strike in terms of the Labour Relations Act being dismissed said they were shocked at what action employers were still entitled to take against legal strikers.

Earlier, the conference heard that the critical housing shortage in South Africa was a factor in the present unrest because it was part of the legitimate and deep-seated grievance of the black communities.

Addressing the conference, Dr R H Lee, the managing director of the Urban Foundation, said resolution of the crisis required widesweeping reforms and a dynamic housing policy.

He said the reasons for these shortages included "a reluctance to build more houses in 'white' cities for blacks, channelling of state housing programmes to homelands and a negative attitude to black urbanization" — Sapa and Own Correspondent.

Tucsa call highlights insolvencies

135
B. Day
12/9/85

THE high rate of insolvencies was highlighted at the Tucsa conference yesterday when a call was made for a special fund to protect workers in such circumstances

The resolution carried by the conference was that a fund be established to which all employers must contribute. The fund would act as insurance against insolvency, guaranteeing workers wages and leave pay owing to them.

Emily Fourie of the Transport Workers Union (TWUSA) said hundreds of companies had gone insolvent this year and that many workers had not been paid wages, leave pay and holiday bonuses.

Although wages and salaries topped the priority list of creditors' claims against the estate, workers could wait years before any of this money was recovered, she said.

Certain industrial councils offered some protection to secure leave pay, sick pay and holiday bonuses, but did not do so on wages and salaries.

She suggested a central insurance fund, similar to the workmen's compensation fund, be established to which only employers contributed.

Tucsa resolutions out of line with pro-Government image

By Mike Siluma

The Trade Union Council of South Africa (Tucsa) conference which ended in Johannesburg yesterday passed some far-reaching political resolutions, many quite out of keeping with its pro-Government image.

The 30-year-old union has been shunned in South Africa and overseas because of its conservatism

HIGHLIGHTED

This has been highlighted during the current overseas trip of Tucsa president Mr Robbie Botha who found most West German trade unions refused to speak to him or to other South African union leaders

This was because the Germans saw the South Africans as being "too moderate", Mr Botha said in a telex to the conference

The resolutions passed this week, which in-

cluded a call for an urgent meeting with the State President to discuss prevailing political conditions, seem to mark a departure from the union's previous moderate stand

Delegates pointed out that the Government had "hidden behind the excuse" that it had to consult people before removing objectionable laws

But the Government should repeal the laws immediately without consultation because that was the way it had imposed them, they said

Tucsa's first vice-president, Mr Willie van der Merwe, who chaired the conference in Mr Botha's absence, said he hoped the passage of the resolutions would improve Tucsa's image

Other resolutions

- Asked the Minister of Law and Order to ensure that police did not act in a manner which could be construed as abuse of

power

- Condemned detention without trial and the banning of people
- Called for legal protection for workers on legal strike

Such calls could hardly be the hallmark of a pro-Government union's conference

So what is the source of the conservative image which has chilled relations between Tucsa and the predominantly black emerging unions in South Africa as well as many of the unions in the West?

A clue seems to lie in the fact that, while emerging unions tend to see the present economic and political system as being beyond redemption, Tucsa believes that workers can be accommodated in the system

Another reason for the negative image has been Tucsa's adoption, either by commission or omission, of standpoints similar to those of the Govern-

ment on issues affecting South Africa

In his presidential address, Mr Botha delivered a scathing attack on pro-disinvestment campaigners

"This year we have had to listen to much stupidity from the disinvestment lobby — cheap moralising from those who have no intentions of sharing the suffering they are so anxious to promote," he said

He also criticised Senator Edward Kennedy for "promoting a policy which, if implemented, will deprive our workers of their hard-won opportunities and set our black people back years in their struggle"

On the question of co-operation with the emerging unions, Mr van der Merwe said that, while Tucsa would welcome such a development, he did not think a merger with emerging unions was possible because of "policy differences"

CLAIRE PICKARD-CAMBRIDGE

THE 1983 Tucsa conference roused open hostilities when the organisation's direction and future relevance was questioned, yesterday's conference ended without a new general secretary to take up the reins

This key position is highly specialised and has potential influence to weld affiliates more closely together. This is a vital requirement because Tucsa has lost several major unions since 1983 and its four new affiliates are small.

Ron Marsden, the only nominee for the post of general secretary — which has been vacant since the death of Arthur Grobbelaar 14 months ago — withdrew his candidature abruptly on Sunday night.

Tucsa's explanation was that the national executive committee had been divided because some members did not want a general secretary with a managerial background. Some delegates say Marsden was pressured to withdraw, but officials said Marsden had chosen to withdraw after he learnt of their doubts.

The need to advertise for a normally sought-after post is unusual and Tucsa's inability to draw a successor from within its ranks is a serious problem. Acting general secretary Ruth Imrie is not prepared to take on the job and it is not yet known whether the post will be re-advertised.

This year's conference was marked by the desire to find common ground with other unions and delegates spoke out strongly against issues like detention without trial, bannings, remov-

(135) B. Day
13/9/85

Tucsa still facing leadership crisis

THIS year's conference of the Trade Union Council of South Africa (Tucsa) was fairly cordial compared to the stormy 1983 conference, but Tucsa is still facing a major leadership crisis

als, influx control and discriminatory laws

More unusual for Tucsa was its strong attack on the police and unanimous support for a resolution saying police did not always act to protect and support the general public.

Many grievances about the police were listed and unionists called for the creation of special channels through which complaints could be laid to deal with such abuses.

Significantly, a spokesman for the Garment Workers' Union of the Western Cape, Desmond Sampson, said actions of the police had turned even moderate people against them.

He was also referring to his union members and it is believed the GWU was also trying to dispel its rightwing image, especially because Tucsa described itself as a centrist organisation last year.

Tucsa's concern about the current political and economic crisis was

stressed and the conference teleaxed the State President to request a meeting to discuss the political situation. Tucsa urged him to commit himself to fundamental change, clarify his intentions and set a timetable for reform.

It also called for laws to restrain the right of employers to dismiss workers on a legal strike. But the resolution was more conciliatory than in 1982 when the conference called for laws to "prevent" dismissal of legal strikers.

However, one dissenter was Freddie Swartz of the Transvaal Leather and Allied Trades Industrial Union, who requested restraints on the right of employers to dismiss workers on any strike, saying his union had just been forced into staging an illegal strike.

Tucsa's concern about playing by the rules was clear and Swartz's suggestion was ruled out because it would negate their proposal.

Economic hardships facing workers were also highlighted with resolutions calling for a national health scheme, the removal of sales tax from all food items, price control on basic foodstuffs and a special unemployment fund.

attention to the foundations of the

Announce reform plan, union chief urges

The president of the Trade Union Council of South Africa (Tucsa) has made an urgent plea to the Government to realise the seriousness of the country's situation and to immediately make known its intentions on reform.

Mr Robbie Botha, who was unanimously re-elected president of Tucsa yesterday at the council's 31st annual conference in Johannesburg, is touring West Germany with other South African trade unionists.

In a telexed message to the conference he said that with the exception of one union, all other German trade unions had refused to see and speak to the South African unionists because "they saw us as being too moderate in our attitude".

Tucsa has had difficulty escaping its conservative image in recent years but there are signs that for the sake of survival, the organisation is anxious to shed this image. About 160 delegates representing 34 of the

council's 45 affiliated unions are attending this week's conference. **STAR**

Mr Botha said in his telex that 12 overseas meetings with various government departments, parliamentarians and other experts on South African affairs had so far taken place.

Without exception the attitude generally was that South Africa could no longer expect sympathetic support and Germany like other Western countries was greatly disappointed and could not understand the South African Government's reluctance to issue a statement of intent indicating in which direction the country's constitution was to be developed.

Mr Botha said that in view of the hardening of European attitudes and inevitable hardships which faced South Africans he and other unionists urged the Government to realise the seriousness of the situation and announce its intentions without delay.

Lift GST on food, ¹³⁵ says Tucsa ^{STAR}

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The Trade Union Council of South Africa (Tucsa) yesterday ended its annual conference with a call on the Government to lift general sales tax on all foodstuffs as this was an "extra tax burden on the poor and the unemployed" 13/9/85

Tucsa also asked the Government to introduce a national health scheme free of discrimination and affordable to all South Africans

The two calls were part of a package of wide-ranging political and "bread-and-butter" resolutions passed at the four-day conference in Johannesburg

Delegates said GST was an iniquitous system which "robbed the poor to make the rich richer."

A resolution was passed demanding the introduction of "a national health service totally free of discrimination"

It must also guarantee to everyone in South Africa efficient medical care at a price which they can afford", the resolution stated

● See Page 11.

Start real reform now, Tucsas (135) tells Government

15/9/85 C. Press

By ZB MOLEFE

THE 31st annual conference of the Trade Union Council of SA opened on a dramatic note in Johannesburg this week

On Monday - the first day of the conference - the 45-union federation received a telex from Tucsas president Robbie Botha who is at present touring West Germany with a group of South African trade unionists

Mr Botha urged Tucsas, which claims a membership of 340 464 to make an urgent

plea to the SA Government to institute real change

And on Wednesday morning, after several hours of heated debate, delegates decided to dispatch an urgent telegram to President PW Botha, urging the Government to speed up reform on three broad fronts

These were to make a sincere commitment to fundamental change in South Africa, state its intentions clearly to open up debate and to set a clear timetable for implementing the reforms

AKGWS 18/9/81

Unions back move on urbanisation

Labour Reporter

A TRADE union committee representing 300 000 workers has approved the President's Council report recommending the abolition of influx control and accepting a major urbanisation programme

The Consultative Committee of Garment, Textile and Leather Workers held its annual conference in Johannesburg this week

Major unions represented are the Garment Workers' Union of the Western Province, National Union of Garment

Workers and National Union of Leather Workers

According to a survey by the Trades Union Council of South Africa, 15 percent of all retrenchments are caused by the Government's decentralisation policies

Mr L Petersen, general secretary of the GWU, said the unions were not opposed to the establishment of industries in Ciskei and Transkei but opposed the lower wages there which made possible unfair competition from cheaper goods

Woman shopper wounded

Staff Reporter

A PAARL woman was wounded by gunfire after a clash between students and teachers who were trying to return to school and police who denied them entrance.

A teacher at Klein Nederburg Secondary School, who claimed he saw the incident, said police angered pupils when they stopped and searched a car driven by four members of the Paarl Students' Association

The woman, who had been shopping, was shot after a crowd gathered near the stationary car, the teacher said

Police ordered the crowd to move away shortly before the shooting took place

A spokesman for the police public relations directorate in Pretoria said a 38-year-old woman was injured by gunfire, but said this occurred after about 20 youths looted a bread delivery truck some distance from Klein Nederburg in Paarl East.

A bullet ricocheted off a wall and hit the woman as she came out of a shop, the spokesman said

The teacher denied that a bread truck had been looted and said it was only after the shooting incident that a liquor truck was burnt by angry pupils

12 bus-drivers held during protest march

Labour Reporter

TWELVE bus-drivers were arrested when police dispersed a march by 200 drivers to their union offices

They were protesting against the lack of protection from stoning

The men left City Tramways' Arrowhead depot this morning and had to walk to the union office in Salt River because there were no buses

They claimed that company officials told police they could not use buses from the Mowbray terminus to Salt River

Police charged the men and dispersed them with sjamboks

'It's ironic that we were marching to protest about lack of protection in the unrest and then were beaten by the police,' said one driver

Their grievances about lack of protection came to a head after driver Mr Yusuf Adams was admitted to hospital yesterday. He was injured in a stone-throwing incident while on duty

Lost consciousness

Mr Adams was driving on the outskirts of Charlesville when a brick smashed through the windscreen of the bus and struck him on the head. The bus went out of control after he lost consciousness

The drivers marched from Arrowgate to Mowbray after refusing to drive into certain areas today because they believed it would be unsafe

A City Tramways spokesman said they had dismissed themselves by this action

At the meeting Mr M Soeker, acting-secretary of the Tramway and Omnibus Workers' Union said all drivers would be reinstated if they went back to work this afternoon

He said no victimisation would be tolerated and he would negotiate for the men to be paid for lost time

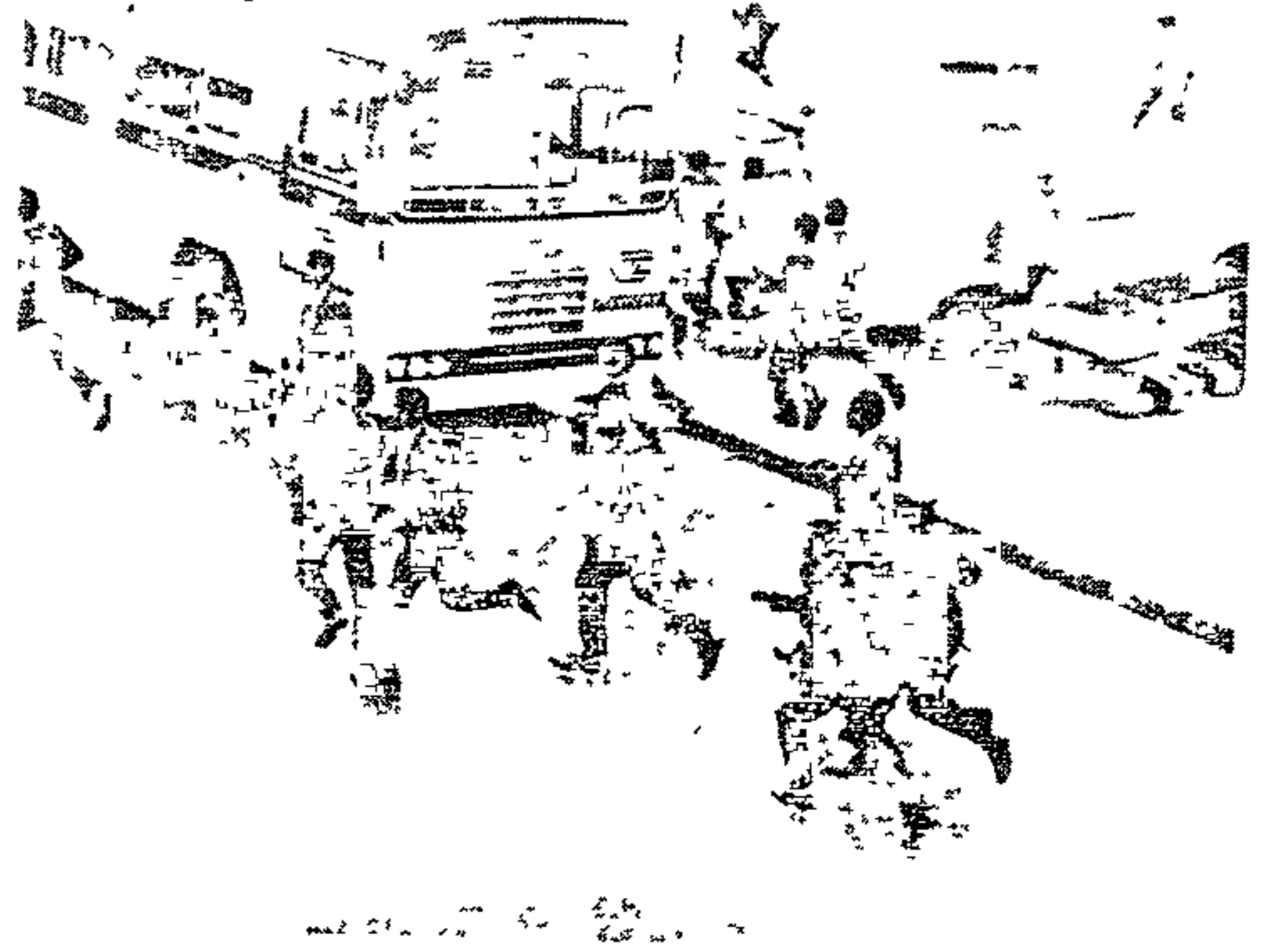
Mr Soeker said he had instructed attorneys to take immediate action to have the arrested men released



Picture HANNES THIART, The Argus

Above: A bus driver makes a point during a meeting with union officials in Mowbray today.

Below: Bus drivers scatter before a police charge at the Mowbray bus terminus.



Picture LEON MULLER, Cape Herald

Two top union men unhappy with elections

135

Leather workers may split from Tucsa

19/07/85 B Day

TWO prominent figures in the Trade Union Council of South Africa (Tucsa) are unhappy about recent council elections, and at least one union is to discuss disaffiliation

Freddie Swartz of the Transvaal Leather and Allied Trades Industrial Union said yesterday he had resigned from committees where he represented Tucsa because some factions had opposed his re-election as deputy vice-president

His union executive will meet in two weeks to discuss disaffiliation. The SA Federation of Leather Trade Unions — representing 32 000 workers — would also discuss its continued affiliation to Tucsa at its conference next June, he said.

Norman Daniels, another former executive committee member who is secretary of the Textile Workers Industrial Union and the

CLAIRE PICKARD-CAMBRIDGE

National Union of Operative Biscuit Makers and Packers of SA, said he was also unhappy with the outcome of the Tucsa elections. Bigger unions had used their votes to ensure the upper hierarchy was not altered to the benefit of Tucsa, he said.

It was possible his unions would discuss their continued affiliation, but he did not believe the election issue warranted disaffiliation. He believed the conference had gone off well, with some forceful resolutions reflecting the concerns of members.

Tucsa, the country's largest trade union co-ordinating body, had about 450 000 members in 1983. It now has about 290 000 members following the disaffiliation of some key unions for reasons that included the direction Tucsa was taking. Swartz yesterday denied in-

volvement in the rumoured formation of a new federation for ex-Tucsa affiliates.

He said Tucsa seemed to be taking a more enlightened view of current events.

"A lot can still be said for Tucsa, but some believe I was not re-voted into Tucsa because I'm perceived as one of the leftwing elements," he said.

CAP- 10285 20/9/85

Tramways: Report 'damaged our image'

Staff Reporters

CITY Tramways management have objected to a report in yesterday's Cape Times about the "self-dismissal" of 130 busdrivers and sjambokking of the drivers by riot police

They objected to the inference that City Tramways security guards had helped police to disperse drivers

It has been established that City Tramways security guards did not participate in the sjambokking

Drivers at the Mowbray terminus on Wednesday pointed out two men in civilian dress to a reporter as being City Tramways security officials. The men consulted frequently with police officers

City Tramways also objected to the statement that bus services to the black and "coloured" townships had come to a "virtual standstill"

Numerous calls

"The drivers concerned represent less than 12 percent of the total complement of drivers (in the greater metropolitan area) and their refusal to work shifts could at worst have affected 10 percent of the 13 500 bus trips operated"

The Cape Times observation was based on reports from staff members and numerous calls from the public. Company director Mr F Potgieter

said buses did not go into riot areas reported by "police and our own inspectors" as unsafe.

"All our buses are being fitted with steel mesh screens at present on the front and side windows, although this will of course take some time to complete"

He said all 130 drivers had returned to work.

A City Tramways memorandum said "The company is deeply concerned for the welfare and safety of its staff who have been working loyally and conscientiously under extremely trying circumstances"

Unionists 'radicalized'

Because the report made no mention of safety measures "the image of the company in the eyes of the public and its own employees has been severely damaged"

The sjambokking of busdrivers had radicalized many people in the Tramway and Omnibus Workers' Union. Mr Jan van Eck the Progressive Federal Party MP for Groote Schuur, said yesterday after a meeting with union officials

He said the union officials repeated allegations that City Tramways officials had asked police to break up busdrivers on their way to the union's offices in Salt River

135 FM
20/9/85

old guard and elements which believe Tucsa has not moved far enough. These manifested themselves in electoral contests for senior positions, where two delegates perceived as being on Tucsa's leftwing — Norman Daniels of the Textile Workers' Industrial Union and Freddie Swartz of the Transvaal Leather and Allied Trades Industrial Union — fared poorly.

And the organisation remains without a general secretary. Management consultant Ron Marsden withdrew his nomination at the last minute.

The conference took a strong position on political issues — some of which it previously shied away from considering. It pronounced strongly against bannings and detentions, influx control, forced removals and segregated education.

It criticised the abuse of powers by the police, made a call to government to speed up the process of fundamental political reform and has asked for a meeting with the State President to further discuss SA's crisis situation.

In her assessment of the conference, acting general secretary Ruth Imrie says: "The conference spoke out strongly on a number of issues of substance in SA."

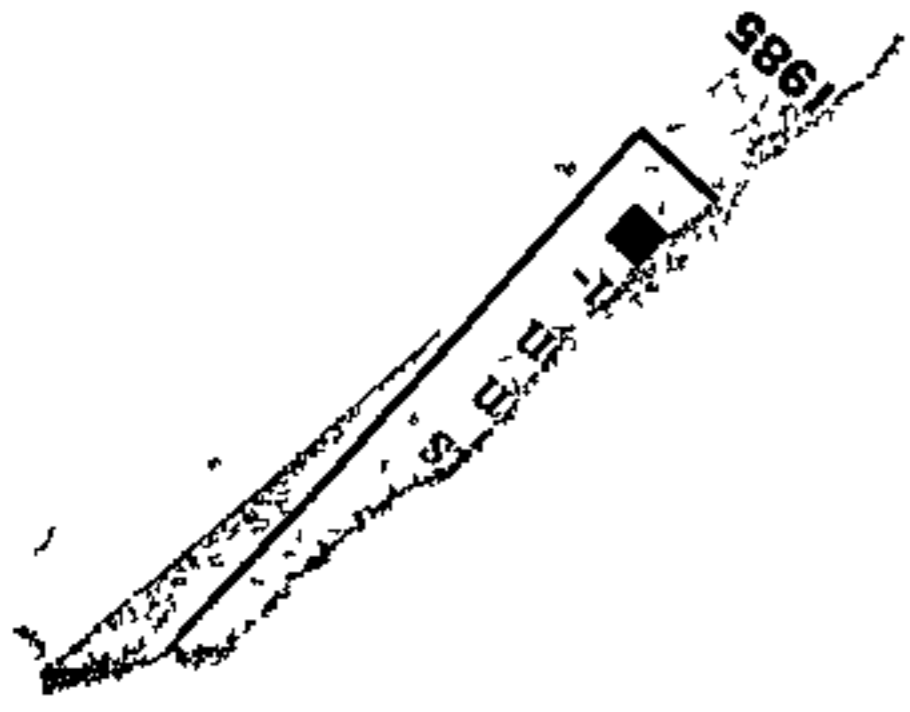
And this view is unanimous. Daniels, who failed in his attempts to be elected to all three vice-presidential positions, agrees that "the resolutions were very germane to the South African situation and reflect conference as being opposed to the apartheid system."

But he expresses disappointment at the composition of top Tucsa leadership. The president, Robbie Botha, and the three vice-presidents are all white and are officials of conservative unions. "It is important for Tucsa's leadership to reflect that most members of affiliates are not privileged whites. The majority are involved in the daily struggle to improve their disadvantaged position both in the workplace and outside."

Swartz expresses a similar view. But neither is prepared to fuel speculation that their electoral defeats will precipitate the disaffiliation of their unions from Tucsa. Says Daniels: "I cannot speak for my union — such decisions are made democratically. But personally, although disappointed by the election results, my feelings toward Tucsa have not changed."

Swartz has relinquished most of his positions in Tucsa following his defeats. He has been a member of a number of national executive committee subcommittees and has represented Tucsa on various state bodies. "We will have to think about our affiliation to Tucsa. But this does not mean we will definitely disaffiliate. There is a lot to be said in Tucsa's favour so we would not take a rash decision."

Imrie points out that there are a number of new faces among the deputy vice-presidents whom she believes will play a dynamic role in Tucsa's future, and she says the organisation emerged from the conference feeling unified.



TUCSA

Leftward shift

Judging by the resolutions passed at the annual conference of the Trade Union Council of SA (Tucsa) in Johannesburg last week, the organisation appears to have shifted mildly leftwards in its attempt to improve its failing image. It certainly did nothing that is likely to harm the delicate efforts it is making to build closer links with emerging unions.

But tensions have developed between the

Top unionists angry over Tucsa poll

Sowetan

24/9/85

135

TWO leading unionists of the Trade Union Council of South Africa (Tucsa) are angry about the council's recent presidential elections and have threatened to resign from the union.

Mr Freddie Swartz, of the Transvaal Leather and Allied Trades Industrial Union, has announced his resignation from committees where he represented Tucsa. He said some factions had opposed his re-election as deputy vice-president.

The union's executive committee is to meet shortly to discuss disaffiliation. The South African Federation of Leather Trade Union, which represents over 32 000 workers, is also to discuss disaffiliation during its next conference.

If the unions disaffiliate from Tucsa it will be the 11th time that unions resign from the federation within two years. It has been hard hit by mass resignations in the past — probably because of its conservative outlook.

However, Tucsa has shifted mildly leftwards in its attempt to improve its waning image, by

By JOSHUA RABOROKO

passing resolutions which strongly condemned the Government's apartheid.

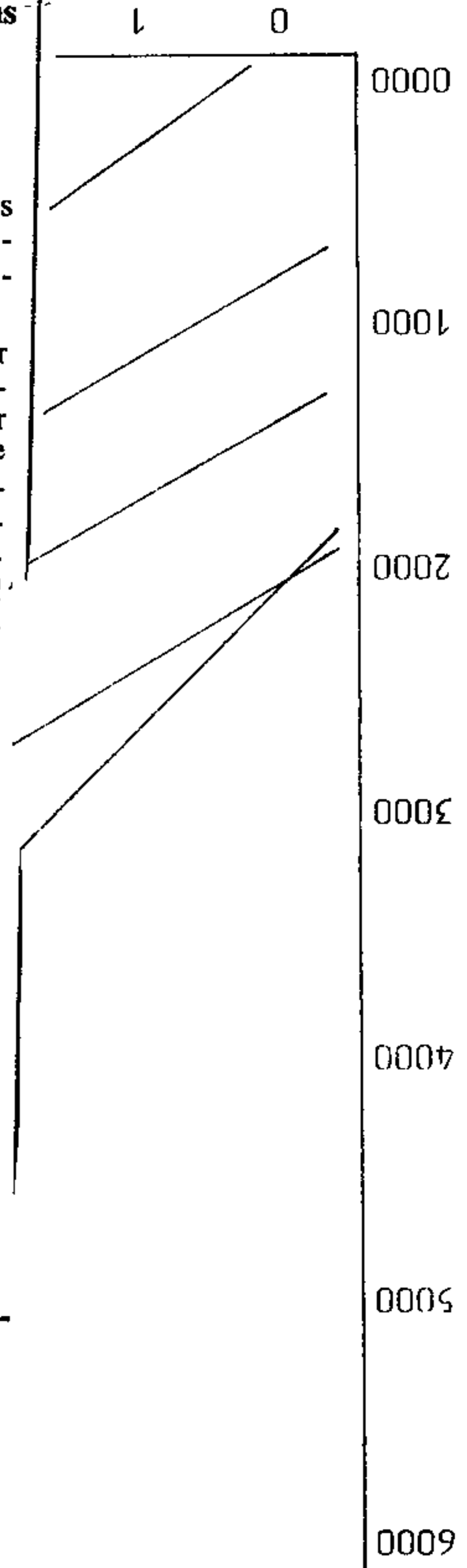
Another unionist, Mr Norman Daniels, former executive member who is secretary of the Textile workers' Industrial Union and the National Union of Operative Biscuit Makers and Packers of SA, has expressed his resentment about the elections.

Votes

Both unionists contend that bigger unions had used their votes to ensure the upper hierarchy was not altered to the benefit of Tucsa.

Tucsa, the country's largest trade union coordinating body, had about 450 000 members in 1983, but this has been greatly affected by the disaffiliation of some of the unions.

- 1. UM&N = Upper
- 2. LM&S = Lower
- 3. LM&S = Lower
- 4. LM&S = Lower
- 5. LM&S = Lower



UM&N(MALE CO) 1

FIGURE 3

Tvl union ¹³⁵
to remain ^{B. Day}
with Tucsa ^{4/10/35}

CLAIRE PICKARD-CAMBRIDGE

THE 4 000-strong Transvaal Leather and Allied Trades Industrial Union will not be disaffiliating from the giant Trade Union Council of South Africa (Tucsa).

This follows a recent meeting in which its possible withdrawal, because of some unhappiness with Tucsa, was discussed.

Union secretary Freddie Swartz said the union had discussed its dissatisfaction with the outcome of the last Tucsa elections and the fact that he had not been re-elected to positions he had stood for. But the union had decided it would be useful to try to redress problems from within Tucsa.

Govt uncaring about workers' plight

Tucsa, stores angry at bread price increases

By Jackie Unwin

STARC

The 300 000-strong Trades Union Council of South Africa (Tucsa) and supermarket chains have expressed anger at yesterday's bread price increase.

And major supermarkets pledged to keep the price of bread at present levels as long as possible.

Tucsa said it was "horrified by and totally opposed to" the increase in bread prices.

It said the increase was "yet another example of the Government's complete inability to understand the plight of ordinary workers"

Checkers' managing director Mr Clive Weil said "We don't believe there should be any bread price increase, particularly in the light of the Government's decision to spend R500 million creating jobs

"There is no sense in planning to spend that amount of money and not subsidise the bread price

"You don't promote subsidies for the sake of subsidies, but there is a real crisis here, with thousands of people literally starving," Mr Weil said

"Why didn't the Government put up the price of white bread and keep brown at the old level?"

He said Checkers would hold its prices at 63 c for white bread and 43 c for brown "as long as possible"

OK Bazaars' director and general manager Mr Ralph Horwitz said his supermarkets would also hold bread prices "until further notice"

He said in present economic circumstances,



The price of brown bread has shot up by 284 percent over the last 10 years and white bread by 337 percent.

In 1975 brown bread sold for 13 c and white bread for 16 c Yesterday it was announced the price of brown bread would be 50 c a loaf as from Monday and 70 c for white. Both have gone up by 5 c.

The last price increases in bread were in June when the Minister of Agricultural Economics and Water Affairs, Mr Greyling Wentzel, said the R200 million subsidy for bread this year was running out

with unemployment at a high level and disposable income being constantly eroded, it was "horrendous" that the price of bread was increased at all

"Five cents' increase was the figure bandied around and expected We would have been horrified if the increase had gone above that, but we would much have preferred to see no increases at all," Mr Horwitz said.

He said absorbing the bread increase would cost his company "something like R100 000 to R120 000 a month".

Pick 'n Pay co-managing director Mr Ray-

mond Ackerman, who served on the bread commission, said "We tried our best to keep the bread increase to nil or a maximum of 5 c There was talk of it going up much higher because of the wheat price and the millers' and bakers' margins.

"At least the millers, bakers and the board have put in some money from their reserve funds to help keep the increases at 5 c and the subsidy has been increased"

Mr Ackerman said his supermarkets would hold the bread price down for "possibly three months"

R4 daily allowance unrealistic, says Tucsa

The Trade Union Council of South Africa (Tucsa) said yesterday it had serious reservations about the adequacy of the "unrealistic" daily allowances announced by the Minister of Manpower, Mr P T C du Plessis.

In a statement, Tucsa said an R4 each working day was unrealistic for an urban family in the light of recent price increases.

"Tucsa has serious reservations about the adequacy of the daily allowances, believing that R4 per working day for just one member of each destitute family in urban areas is unrealistic, especially in the light of this year's spiral of price increases, including the most recent hike in the bread price," the statement said.

8/10/85

Tucsa, however, welcomed the fact that a means of subsistence would be available

"While the measures announced will bring much-needed temporary relief, attention must be given to the enduring problems of structural and cyclical unemployment"

Tucsa was in favour of training and skills-upgrading, but was concerned that workers who were to be trained be provided with jobs

"Tucsa notes with concern that, as a major trade union federation, it was not consulted or briefed on the announcement of the emergency measures and calls for the fullest consultation with all sectors in the development of plans"

Sapa

Instituut gives full support to measures

Mr Donald Masson, the president of the Afrikaanse Handelssinstuut, said yesterday the AHI fully supported private and government programmes to alleviate the suffering of the unemployed

He said the AHI shared the Government's concern over the increasing dimensions of unemployment and personal suffering

"The AHI has great admiration for the work of churches and various organisations to al-

leviate suffering and gladly supports it," he said

In addition, he welcomed the announcement by the Minister of Manpower, Mr P T C du Plessis, of a special job-creation programme

"The AHI, gives its wholehearted support to labour-intensive projects with the aim of creating maximum job opportunities, and is of the opinion that housing schemes, the creation of infrastructures and the promotion of the informal sector must

have priority," he said.

The AHI promised continued support to its members already taking part in government aid schemes for the training and placement of the unemployed

The AHI gave full support to other programmes, like the feeding scheme on the basis of a rand-for-rand subsidy

The State's call for co-operation to launch short-notice projects to accommodate the unemployed enjoyed full AHI support — Sapa

8/10/85

STAR

STAR

Mixed reaction to relief

By JOSHUA
RABOROKO

TRADE unions have expressed serious reservations about the details of a major new multi-million rand campaign announced by the Government to create jobs for the unskilled and unemployed workers, mainly blacks.

They said the benefits to be given for temporary jobs were 'unrealistic', especially because of the escalating price of basic foodstuffs.

The Minister of Manpower Mr Pietie du Plessis, has announced that the Government is to spend R600-million for special programmes similar to those in the 1930s — the days of the Great Depression — to provide employment and relief.

Restricted

Sawetaw
Those employed in these temporary jobs will be paid R3 a day in rural areas and R4 a day in urban areas. Employment will be restricted to people not eligible for unemployment benefits and those whose benefits have been exhausted.

The acting general secretary of the Trade Union Council of South Africa, Mrs Ruth Imrie, said while they welcomed the temporary relief, attention must be seriously focused on the enduring problems of structural and cyclical unemployment.

11/10/85

Cops are harassing

US, say unions

Two major trade union federations have claimed that police harassed them by detaining their members, searching homes of leaders and confiscating important documents since the state of emergency was declared

One of them — the Federation of South African Trade Unions (Fosatu) — has also given details of passport refusals to unionists who were supposed to have travelled overseas on union business

Both Fosatu and the Council of Unions of South Africa (Cusa) told The SOWETAN that they released the information so that the Government's "repressive actions be exposed"

The federations' presidents, Mr Chris Dlamini (Fosatu) and Mr James Mndaweni (Cusa), have had their East Rand homes searched and documents confiscated in what police described as "rou-

By **JOSHUA RABOROKO**

...tine check-ups"

Police have denied detaining Mr Mndaweni and claimed that he was helping them in their investigation 11/10/85

"How can I do such a thing? I will not be deterred from acting on behalf of the workers who democratically elected me to serve their interests," said Mr Mndaweni

Mr Dlamini, whose home was also searched, is living in fear after he got death threats

The unionists still in detention are Mr Mahlomola Skosana (Cusa's co-ordinator), Mr Sam Ntuli (secretary of United Mining Metal and Allied Workers Union), Mr Thembinkosi Bango (shop steward of Food Beverage Workers Union), Mr Sehole Neer, Mr Samson Mtombeni and Mr Mdulela Mahi, all of Motor Assemblies Compo-

nents Workers Union

Police have confirmed their detention

Unionists whose homes were searched this week include Mr George Radebe, Mr Joseph Masuku, Mr Abel Masuku, Mr Victor Majola and Mr Samuel Masuku, of FBWU on the East Rand

Their documents have been confiscated

However, the Police Directorate of Public Relations in Pretoria said they could not comment on routine checks

Fosatu also alleges that "unknown persons" entered their printing unit and stole the originals of the submissions which were due to be presented to the United Nations, telephone books and other documents

The following unionists have had passports refused in recent weeks, according to Fosatu

• Mr Mfiseko — an organiser for the National Union of Textile Workers (NUTW) who was due to speak at the UN and visit Canada in connection with the union's relationship with Bata,

• Mr Phillip Dladla — a shop steward at BTR Sarmcol who was due to go to the UN and to the United Kingdom with regard to the Sarmcol dispute, *Sowetan*

• Mr Thembinkosi Mkalipe — vice-president of Fosatu and the Chemical Workers' Industrial Union (CWTU) who was due to visit Germany, and

• Mr Moses Mayekiso — Transvaal secretary of the Metal and Allied Workers' Union (Mawu), who was due to visit the UK

Blacks not invited

THE Government met with representatives of trade unions this week to discuss details of the State-assisted job creating projects to help thousands of unemployed blacks — but black unions were not invited. ~~335~~

The unions which met the Minister of Manpower, Mr Pietie du Plessis, in Pretoria, are the conservative Trade Union Council of South Africa (Tucsa) and the whites-only South African Confederation of Labour (Sacla)

Those which were not invited include the major black unions, the Federation of South Af-

rican Trade Unions (Fosatu), Council of Unions of South Africa (Cusa), the Azanian Confederation of Trade Unions and several independent black unions. ~~135~~

All the uninvited unions represent the bulk of the workforce in the country. ~~135~~

The meeting was called to discuss details

of the projects as part of the recently announced R600-million economic relief package to counter widespread unemployment in the country.

Official unemployment statistics released by the Government put the figure as having risen from 64 226 in August last year to 122 518 this year. ~~135~~

Sowetan 17/10/85
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Metal union elects East as chairman

17/10/85
135 Sowetan

THE general secretary of the Motor Industry Combined Workers Union (MICWU), Mr Des East, has been elected the chairman of the South African Co-ordinating Council of the International Metalworkers Federation (SACIMF).

The move follows the decision by Mr Ike van der Watt, president of the SA Boilermakers' Society (SABS), to resign from the post, due to conflict between his union and another union, a member of the council — the Fosatu affiliate, Metal and Allied Workers Union (Mawu)

Mr van der Watt's decision to resign from the chairmanship, was prompted by a desire to avoid a conflict of interests in resolving the inter-union dispute

One of the aims of the SA Metalworkers' Council is to assist member unions to settle their differences. The conflict between the unions erupted during a dispute at Feralloys in Machadadorp when Mr van der Watt's union alleged that 35 of its members were forced to join

in a strike against their will

However, Mr East, whose 36 000-strong union is a member of the council said he was prepared to solve problems and disputes among unions within the framework of the international body

Referring to the Industrial Council for the metal industry (Seifsa), he said unions were formulating strategies on what line of action would in future be taken in the likelihood of deadlocks being reached over wages

He supported the current trade union unity

talks aimed at forming a giant federation, although his union was not invited to the talks adding "the unity of workers and their movements is vital in this country"

The SACIMF is an umbrella body for a group of metal industry trade unions representing 200 000 workers in South Africa and is affiliated to the International Metalworkers Federation (IMF)

It is also prepared to bring together SABS and MAWU, after allegations of intimidation of shop stewards at a number of factories

MITA INQUEST

THE inquest into the death of four-year-old Mita Ngobeni, who was shot by the police in her parents' yard in Atteridgeville last month, will be held on November 25.

Brigadier H A du Plessis, chief CID officer for the Northern Transvaal, on Tuesday confirmed the date and said the inquest will be held at the Pretoria Magistrate's Court. The inquest findings,

he added, would be referred to the Attorney-General who would then decide whether to prosecute or not.

Mita Ngobeni, of 18 Masupha Street, Saulsville, had part of her brain blown off after being shot with a rubber bullet by police travelling in a van at about 10.35 am on September 10. She was certified dead on arrival at the Kalafong Hospital



● SCHOEMAN

Tucsa slams Putco bus fare increases

(135)

~~2/2/85~~

~~2/2/85~~

B-Day 1/11/85

THE Trade Union Council (Tucsa) is sending a deputation to Minister of Transport Affairs Hendrik Schoeman to discuss the 17,5% Putco bus fare increases which take effect today

"Black people have no alternative but to live far away from their places of employment because of the apartheid laws

"They did not ask to be relegated to these townships. Therefore, the government should solve the problem," a Tucsa spokesman said yesterday

She described the fare increases

SIPHO NGCOBO

as outrageous and irresponsible. "Tucsa is of the opinion that this increase is irresponsible, given the state of the economy and massive unemployment

"Since black commuters are forced by policies to live far out and far away from their places of work, to ask them to face ever-increasing fares is grossly unfair

"We believe that since the escalating community costs have their origin in the policies which dictate where they live, massive subsi-

disation should be made available," she said

She told *Business Day* Tucsa would liaise with other organisations and community leaders on the issue

Major trade unions, political and student organisations — including the Federation of South African Trade Unions (Fosatu) and Azapo — are unhappy about the increases and have asked Putco not to go ahead with them.

Putco says the increases are the result of a R20m loss, caused mainly by unrest

ALAN PEAT

Travel time, costs for blacks 'excessive'

THE complaint by the Trade Union Council of South Africa (Tucsa) that black commuters' travel time, distance and cost are excessive has been backed by extensive investigations.

The Tucsa complaint was aimed at the 17.5% bus fare increase by Putco, but the responsibility for the whole travel issue was aimed at the government.

In the case of Putco there has been logical motivation for the increase. Costs for bus operators have soared this year.

The last fuel price increase joined

those for tyres, components, replacement vehicles non-vehicular equipment, property, services and the like. Wages and salaries have also been increased in most cases.

And there has been the horrendously expensive cost of the unrest reckoned at R30m to the whole industry by the SA Bus Operators Association.

The impending increase in diesel fuel, planned for mid-November, and the possibility of a decrease, or even the total removal, of the fuel rebate

enjoyed by bus operators, will only compound the cost problem — and lead to the likelihood of further fare increases.

The point that Tucsa raises is that the cause of lengthy black commuter travel time and distance was caused by the government's separation of blacks from the rest of the population.

Therefore the government, said Tucsa, must bear a larger responsibility for covering the cost of travel with increased subsidies.

The travel problem was caused by legislatively entrenched policies like the Group Areas Act.

The work travel problems that blacks face have also been highlighted in two major reports from the National Institute for Transport and Road Research (NITRR).

One, by engineer Sias Oosthuizen and economist Andries Naudé, states that 20% of all black commuters travel for more than 30km, with a travelling time averaging 4.5 hours a day.

In the other report by chief research officer Nesta Morris and assistant Liz Fourie, stress was laid on the fact that "a major feature of black commuting is the long distance travelled by many commuters — particularly in Pretoria, Bloemfontein and Durban". The longest commuting distance in Pretoria, for example, was the 60km to 130km for commuters from rural Bophuthatswana and KwaNdebele.

This gave average travel times of 6hr 41min for KwaNdebele and 7hr

19min for north-east Bophuthatswana. The second group, it was found, spent more time travelling than sleeping. The rising hours were equally extreme with KwaNdebele commuters rising at 03h55 and those from north-east Bophuthatswana at 03h48.

Oosthuizen and Naudé's report gave the average time/distance figures for all black daily commuters. The report said that 30% travel a distance up to 15km, with an average time spent travelling each day of 1hr 50min. Fifty percent travelled 16km-30km and spent an average of three hours travelling.

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Pay rises too low — union

29/11/35 LAWRENCE BEDFORD
MINIMUM pay rates for beginners in the clothing industry in the Transvaal were still "too low", said the National Union of Clothing Workers.

The weekly minimum pay for beginners in the clothing industry has risen by 21% under the new Industrial Council agreement on pay and conditions, ratified yesterday

This would give a person starting in the clothing industry in the Transvaal in January R43,50 a week, said the president of the province's manufacturers' association, Terence Kinnear.

However, a spokesman for the National Union of Clothing Workers said despite progress made in the latest agreement, the union intended doing everything it could to increase pay for entrants to the industry.

135
STAR 3/12/85

Union acts on official's murder

Officials of the National Union of Forestry and Allied Workers have briefed Johannesburg lawyers on the murder of Mr Thando Khoza (30), assistant general secretary of the union.

Mr Khoza was shot in the back in Nsikazi township in kaNgwane a week ago. He died instantly of a wound caused by a heavy-calibre weapon.

Mr R J Theledi, president of the union, and Mr David Khoza, general secretary, said they had asked lawyers acting for the Trade Union Council of South Africa (Tucsa), to which their union is affiliated, to keep a watch on the investigation of the case. The South African Police are investigating.

"There is some evidence to suggest the killer mistook Mr Khoza for someone else," Mr Theledi said.

Mr Khoza will be buried on Saturday near his home at Bushbuckridge.

RTS

BUS DAY 4/12/85

Badge-wearer puts case

A WORKER at Atlantis Diesel Engines in Cape Town, who was fired after refusing to remove a United Democratic Front (UDF) badge from his overall, is fighting for re-instatement in the Industrial Court.

Isaac Phooko, a member of the Engineering Industrial Workers Union has applied for permanent re-instatement in terms of Section 46 of the Labour Relations Act (LRA) on grounds that he was unfairly dismissed.

Phooko was ordered by a supervisor to take off his badge on April 30. The supervisor said he should do so for his own safety because this could cause "friction" in the work-place. Phooko refused and received a written order saying he was abusing company property by putting the badge pin into his overall.

The company introduced a new rule on May 1 outlawing the promotion of any political cause or organisation on company property. He was ordered again to

CLAIRE PICKARD-CAMBRIDGE

remove his badge and was fired on May 3 after further warnings which he refused to comply with.

Phooko has argued in court that disciplinary proceedings began against him before the company had introduced any rule which effectively prohibited him wearing his badge. He also maintains the company did not consult with the union or any of the workers before introducing the new rule.

Phooko applied for temporary re-instatement in terms of section 43 of the LRA in August. But this was not granted because the Industrial Court found then that the dispute had not been properly referred to the Industrial Council.

Sapa reports that Phooko told the court yesterday that the foreman who ordered him to take off the badge was "opposed to organisations like the UDF".

Tucsa breaks silence on new union grouping

Labour Reporter greeted the formation of THE Trade Union Council of South Africa, which has adopted a 'centrist' role in labour relations, yesterday broke its silence over the launch this week of the Congress of South African Trade Unions, as South Africa's newest and most powerful trade union federation.

Cosatu as a trade union co-ordinating body believing that any move to foster and promote the well-being of workers could only be in the best interests of the workers in South Africa.

"Tucsa, as in the past, expresses its sincere desire to co-operate also with Cosatu on any issues of mutual concern which will be in the interests of our memberships," she added.

ment released
Mrs Ruth Im
's acting gener-
ary, said Tucsa

135 8/12/85

By Amrit Manga
TWO banks will increase salaries by up to 12% — substantially higher than the pay rise coming the way of most white-collar workers and the projected national average of between 8% and 10%.

The increase will add about R46-million to Standard Bank's wage bill and cost Barclays more than R52-million

Reasonable

The two banks employ more than 50% of the white-collar work force in the banking sector

The SA Society of Banking Officials (Sasbo) says the banks were persuaded to add millions more to their initial

Bank staff get 12% pay rises

offer It describes the negotiations as most difficult

The merit increments range between 3% and 6%. Some staff will receive another 2% to 3% in promotion increases, bringing their average close to 15%

Though falling short of what Sasbo considered fair, the increases are seen as reasonable

Marginally higher in-

creases were granted to staff in higher managerial categories to compensate for erosion of income through taxation of perks

Highest

Junior staff increases are almost 2% below those of managerial staff as a result. The decision to widen the salary gap between junior and

senior rates was taken after it was argued that smaller differences tended to lower the incentive to gain promotion

This year's adjustments mean banking officials will receive higher increments than most other white-collar workers. The average basic salary in the banking, building society and insurance sectors is the highest among eight listed by Central Statistical Services

Its figures show average monthly salaries for the elite sector in June this year were R1 226. The next highest was R932 paid in the transport, post and telecommunications sector.

Sasbo says more adjustments will have to be made to compensate for the erosion of its members' standard of living if the banks are to avoid losing large numbers of trained officials to other sectors

By Kerry Clarke

Bawu to hold AGM in Natal

WORKERS' DIARY —
By JOSHUA RABOROKO

THE Trade Union Council of South Africa has welcomed the formation of the Congress of South African Trade Unions. Tucsa believes any move to promote the well-being of workers is in the best interests of the workers in South Africa.

Tucsa has also said it wants to co-operate with Cosatu on issues of mutual concern.

Cosatu was formed recently after five years of hard negotiations. It claims to represent more than 500 000 workers throughout the country.

Bawu

- The Black Allied Workers' Union (Bawu) holds its annual general meeting in Durban on Saturday.

- The membership of Council of Unions of South Africa will increase when the Meat Distributors and Allied Workers' Union joins Cusa next year.

The Mdawu was formed recently. It vowed to fight for workers' rights, especially in the black townships.

- The merging of Electrical and Allied Workers' Union and the Electrical and Allied Trade Union has heralded another era for the workers in this industry. Their new offices are at Trade Hall Building, 90 Anderson Street, Johannesburg

Their telephone number is 836-9000

- The Transvaal secretary of the Metal and Allied Workers' Union, Mr Moses Mayekiso, has been refused passport by the Government to travel overseas. No reasons have been given.

- The International Labour Organisation (ILO) says the Codes of Conduct introduced seven years ago for companies operating in South Africa have not improved black workers' lives significantly.

- The Government plans to introduce new regulations to curb asbestos-related diseases. The move has been supported by the Black Allied Mining and Construction Workers' Union.

- The Vaal Trade Union Co-ordinating Committee has denied claims by the Lekoa Town Council and the Oranje-Vaal Development Board that they have agreed that Vaal residents will soon pay outstanding rents. A spokesman for the committee has accused the council and the board of not bargaining in good faith and "we will soon stop talking to them".

- The general secretary of Cosatu, Mr Jay Naidoo, met top officials of the African National Congress in Harare last weekend.

However, Mr Naidoo has dismissed allegations that Cosatu was an ANC front.

We are a front for the workers, but in the present political climate you cannot separate workers demands from politics," he said.

- The Media Workers' Association of South Africa has pledged solidarity with journalists on the Ilanga newspaper in Durban, who have been on a sit-in since Thursday to protest against the newspaper's bias towards Inkatha.

Fosatu

- The Food Canning Workers' Union and the Sweet Food and Allied Workers' Union will merge next year. This is likely to be followed by many unions.

- The Federation of South African Trade Unions (Fosatu) has rejected an invitation to talks with the Minister of Manpower, Mr Pietie du Plessis, and the Minister of Foreign Affairs, Mr Pik Botha, this week.

- This year, for the first time, workers from the three Pilkington/Shatter-prufe plants organised by the Chemical Workers' Industrial Union came together for national negotiations.

Tucsa urged to work for change

THE Trade Union Council of South Africa (Tucsa) has been challenged to play a meaningful role in bringing about social, political, and economic change in South Africa.

This challenge by Mr Theo Heffer, group manpower consultant of Grinaker Holdings, was put to Tucsa's delegates at a seminar on industrial relations held in Johannesburg.

Mr Heffer said Tucsa at times appeared to have more in common with the Government and management than with the rest of the trade union movement in the country.

Tucsa's opposition to merging black unions was not a solution. He argued that Tucsa should rather promote the ideals it shared with these unions, he continued.

135 Protection

He challenged the federation's unions to support recognition agreements rather than to oppose them, as they were not a threat to the industrial council system.

He also asked whether Tucsa unions were helping to change industrial councils to suit South Africa's more open industrial relations system.

13/12/85
He pointed out that Tucsa's constitution committed it to protection of the individuals' rights. Today there were more trade unionists suffering for their cause than ever before and Tucsa had not, he said, done enough to support them.

A variety of labour laws and practices seriously negated the right of workers to free democratic unionism for which Tucsa stood.

Tucsa still had an important role to play in bringing about social, political and economic change in South Africa, but this could only happen if it remained true to its ideals.

He said Tucsa had achieved a lot in the past, South African society was changing and the federation could no longer remain a middle-of-the-road body.

To support the status quo was no less political than to try to change it and no one could divorce politics from economics. This was especially true in South Africa.

It was essential, he added, to talk to emerging unions even if there were disagreements. There was no other way but negotiate.

1985: brew of gloom and labour turbulence

By Mike Siluma and Sheryl Raine

STAR 18/12/85 134



The sight of a small fleet of minibuses painted in the Springbok and All Black colours led Volkswagen workers to strike. IR Data saw the dispute as one of management's toughest rugby games ever.

What can be said about a year in which at least 1 000 workers lost their jobs each week, 40 000 new applicants a month made claims on the Unemployment Insurance Fund, official unemployment figures doubled and the Government launched the country's biggest employment scheme yet?

The agony of 1985 is difficult to put into words.

Words which were used to explain the hardships of the year included — recession, retrenchment, increased GST, inflation, disinvestment, political upheaval and unemployment.

Poverty, anger and frustration described the experiences many of the employed and the vast numbers of unemployed — came to know well. Particularly frustrating were the long delays reported by the jobless in securing unemployment insurance benefits. Calls for the Unemployment Insurance Fund to be restructured are still being made.

BUYING POWER

Although 1985 was what the Garment Workers Union called 'doomy and gloomy', it was yet another year of astonishing developments on the labour front.

Employees whose purchasing power was slashed by the rising cost of living yearned for employer's precious — and in a few sectors such as the mining industry — copious profits. Battles over wage increases raged fiercely.

The Metal and Allied Workers' Union (Mawu) waged the most protracted wage battles against employers in the metal industry, backing its demands for more money and plant-level bargaining with strike action and tough rhetoric. In the process, the union became involved in clashes with the police, with about 40 members being arrested and charged for twice marching through the streets of Johannesburg.

DIFFERENT INCREASES

The National Union of Mineworkers (NUM) proved to its members that the better its representation on the mines, the better the deal in terms of pay. Members of the Chamber of Mines split, offering different increases. Strikes and industrial action touched 10 mines before the strike was indefinitely su-

suspended at the beginning of September.

Another epic wage battle was that between AECI and the SA Chemical Workers' Union. The two locked horns for six months at the company's Chlor Alkali plant near Newcastle, Natal, before reaching settlement in July.

The year also saw many of the emergent unions being dragged into the political arena by events in the townships.

Forty-six trade unionists — possibly more — were reportedly detained under security or emergency laws. Perhaps the most noteworthy event was the death of unionist Mr Andries Raditsela.

NO INQUEST YET

A senior shop steward of the Chemical Workers' Industrial Union, Mr Raditsela died in May shortly after being released from police custody.

His death was described as a blow to the labour movement and on the day of his funeral thousands of workers took the day off in protest. An inquest into his death has still to be held.

Thus and other events led to most emergent unions becoming embroiled in extra shopfloor issues, supporting consumer boycotts in several parts of the country in protest against apartheid and the state of emergency.

But unlike 1984, when unions supported the most successful work stayaway in a long time, unions did not call for any major work boycott.

A stayaway was, however, called in Natal by Mawu and community groups in Maritz-

burg and Howick. Mawu made the call to try to force British subsidiary, BTR Sarmcol, to reinstate about 1 000 workers dismissed in April after a long recognition dispute.

Probably the most bitter labour struggle of the year, this clash claimed no less than five lives and led to the destruction of numerous properties as fights frequently broke out between the fired workers and their replacements.

Of all the employers, Anglo American took the toughest action this year with its spectacular sacking in May of 18 000 black miners at Vaal Reefs after weeks of industrial unrest. The corporation incurred criticism from home and abroad for its action.

A close second was the Premier Group which, in October, turned the tables on the Sweet Food and Allied Workers' Union by locking 500 workers out of its Farmfare premises after disagreement arose over the company's adjustment of working hours.

This is believed to be the first legal lock out in the post-Wiehahn era.

BIG SURPRISE

The anachronism of the year involved fruitless talks between the Chamber of Mines and the white mining unions on how to phase out statutory job reservation by the Government's target date of December 31.

The prize for 'Best Surprise Strike of the Year' goes to the National Automobile and Allied Workers' Union whose 3 000 Volkswagen workers refused to work because the company planned to donate a number of minibuses to the SA Rugby Board for use during the All Blacks rugby tour.

Luckily for Volkswagen, the tour was cancelled before the issue really reached crunch point.

The Industrial Court produced its share of surprises too — some pleasant, others unpleasant.

But it was perhaps in the last month of the year that the most significant event of the labour calendar came to pass — the formation of the Congress of South African Trade Unions (Cosatu).

After almost four years of often bitter negotiations, the emergent union movement finally attained the elusive unification of unionised black workers in such strategic sectors of the economy as mining, catering, food processing and transport.

Regrettably, the more than 100 000-strong Council of Unions of South Africa and the Azanian Confederation of Trade Unions were excluded. However, with 500 000 members, Cosatu has made it clear it will be no pushover.

PROMOTE CHANGE!

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C. Herald
2/12/87

Tucsa challenged

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This challenge by Mr Theo Heffer, group manpower consultant of Grinaker Holdings, was put to Tucsa's delegates at a seminar on industrial relations held in Johannesburg.

Mr Heffer said Tucsa at times appeared to have more in common

with the Government and management than with the rest of the trade union movement in the country.

Tucsa's opposition to emerging black unions was not a solution. He argued that Tucsa should rather promote the ideals it shared with these unions.

He challenged the federation's unions to support recognition agreements rather than to oppose them, as they were not a threat to the industrial council system.

He also asked whether Tucsa unions were helping to change industrial councils to suit South Africa's more open industrial relations system.

He pointed out that Tucsa's constitution committed it to protection of the individuals' rights. Today there were more trade unionists suffering for their cause than ever before and, Tucsa had not, he said, done enough to support them.

INDUSTR. REL - Workers' Org. TUBSA

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Living with Roux

With the appointment of Fred Roux as its acting general secretary, the Trade Union Council of SA (Tucsa) has at last found a candidate to fill its top post, vacant since the death of Arthur Grobbelaar in 1984. But by appointing a man with a management background, Tucsa may well be creating yet more problems for itself.

Roux (51), is the former chief executive of the Transvaal Chamber of Industries (TCI) and has a long history of service with various employer organisations (see *People*). Much of his work has been connected with industri-

al relations. His appointment comes some six months after management consultant Ron Marsden, who was made acting general secretary in August last year, withdrew from Tucsa because of opposition in some circles to his management links.

Despite the Marsden experience, Tucsa has once again turned to employer ranks. Tucsa president Robbie Botha, it is believed, played a key role in Roux's appointment, which has to be confirmed at the council's annual conference later this year. Roux has denied allegations emanating from Tucsa that he was asked to resign from the TCI. "I submitted my resignation," he says.

Roux is perfectly aware that his appointment is controversial. He says, however, that the job of leading a union federation is completely different to the task of union general secretaries. "A general secretary deals with members and shop-floor issues. Tucsa is the servant of its unions on broader policy issues — negotiating with government and the like."

Inside Tucsa, there are strong indications that some view Roux's appointment as the last straw. Speculation abounds that Tucsa could be in for yet another round of disaffiliations — a problem that has plagued it in the past few years. One source estimates that as many as 14 unions could sever ties. Last week, the 2 100-strong Tramway and Omnibus Workers' Union announced its withdrawal. A union source says members decided that "Tucsa had never done anything for them." However, it is not clear whether Roux's appointment influenced their decision.

The loss of more unions would deal a heavy blow to Tucsa. If more decide to disaffiliate, they could perhaps find a home in a new steering committee that has been established to promote unity among unions. It is chaired by Ike van der Watt, general secretary of the SA Boilermakers' Society, a former Tucsa affiliate.

Apparently underlying the move is a feeling that unions not affiliated to any of the major federations have little lobbying clout.

Says Van der Watt "What we are trying to achieve is an unaligned trade union forum which would react on issues affecting labour." There is no question that it could lead to the formation of yet another union federation.

So far one meeting has been held. It was attended by a number of Tucsa leaders, including Botha, and several railways unions. Ironically, many of the Tucsa unions represented are regarded as either conservative or openly rightwing. The railways unions too are regarded as conservative. Van der Watt admits this presents a problem. "Unless we can get more participation, I doubt whether the forum will be successful. All unions will be welcome," he says.

Given the tensions in Tucsa, Roux faces a tough task if he is to unite its unions and expand Tucsa's waning influence. Many will be watching him.

his resignation last week at a meeting of Tucsas National Executive Committee (NEC)

Roux is the second man with a management background to be appointed by Tucsas in the last year to fill its top post, which has been vacant since the death of Arthur Grobbelaar in August 1984. Like management consultant Ron Marsden, Roux threw in the towel before Tucsas affiliates had a chance to consider his appointment at its annual conference.

Marsden resigned because of opposition within Tucsas ranks to having a management man at the helm. Does the same apply to Roux? Tucsas president Robbie Botha is only prepared to say that Roux offered no reasons for his sudden decision and that the NEC accepted the resignation without question. Roux has refused to comment, but this does not obscure the fact that there were many unhappy rumbles in Tucsas when he was appointed.

Tucsas appears to be reluctant to rush into finding another candidate for the general secretary's post. Ruth Imrie, who took over the reins for a considerable period after Grobbelaar's death, now becomes Tucsas administrative manager. Botha will be responsible for all public statements "until such time as we find it necessary to appoint a general secretary." He adds "I don't imagine that it will be in the very near future."

Since May, Tucsas — which has been plagued by disaffiliations in recent years — has lost three more affiliates. The Tramway and Omnibus Workers' Union and the Durban Integrated Municipal Employees Society are both relatively small unions. However, the loss of the 18 000-strong Textile Workers' Industrial Union, which stated it was severing links because of Tucsas "irrelevance" in the fight against apartheid, can only be seen as a serious blow.

Notwithstanding all that has happened, Botha rejects any suggestion that Tucsas is in its death throes. He says the past two years have shown that Tucsas can cope without a general secretary, that it retains its influence on a number of important national decision-making bodies, and claims it has made substantial progress in many areas. He also says that as a result of contacts made by a Tucsas delegation which recently visited several overseas countries, as well as attending the International Labour Organisation conference as observers, there is now a far greater understanding abroad of what Tucsas is trying to achieve.

Tucsas also appears to have made new friends in SA. Last week, Botha and Tucsas first vice-president, Willie van der Merwe, had talks in Ulundi with Simon Conco, general secretary of the Inkatha-backed United Workers' Union of SA (Uwusa). Chief Mangosuthu Buthelezi was also present at the meeting. "We found that we have a lot in common, as we both do not support sanctions and oppose disinvestment," says Botha. No decisions about joint action have been taken — "there was not enough time for that" —

but it seems certain that there will be further meetings between the two organisations. Botha is also due to speak in Durban on July 17 at a seminar organised by Industrial Relations Consulting Services, a labour consultancy closely associated with Uwusa.

Nevertheless, Tucsas clearly cannot carry on for too long without a general secretary. Imrie is highly capable, but she has indicated more than once that she is not available for the post, and Botha has commitments in his union, the Mine Surface Officials' Association. The problem is to find a credible person who is prepared to lead Tucsas in what is obviously going to be a turbulent future.

TUCSA

Roux quits

Fred Roux has resigned as acting general secretary of the Trade Union Council of SA (Tucsas) — some two months after he was appointed. The former chief executive of the Transvaal Chamber of Industries tendered

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FIN MAIL 11/7/86

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THE decision taken last weekend by the Garment Workers' Union of the Western Province (GWUWP) to disaffiliate from the Trade Union Council of SA (Tucsa) represents a severe blow to the organisation

Severe blow for Tucsa in latest disaffiliation

Tucsa has suffered the defection of at least 25 affiliates in the past three years

The 56 000-strong GWUWP was by far Tucsa's largest affiliate, and its disaffiliation takes Tucsa's total membership loss this year to seven unions, representing 127 000 workers. Tucsa's high point was in early 1983, when it represented 495 000 members of 57 unions. Today, 32 affiliates remain with a combined membership of little more than 150 000.

Tucsa's most severe losses this year have occurred in the clothing, textile and leather sectors.

And morale within Tucsa will fall further with the recent announcement of the resignation of administrative manager Ruth Imrie.

Imrie will be replaced by an "organising executive" Don Maitland. Maitland is at present an official of the Mine Surface Officials' Association (MSOA), the union led by Tucsa president Robbie Botha.

Ironically, the source of Tucsa's startling growth between 1978 and 1983 ultimately threatens to become its nemesis.

The late 70s saw the introduction of SA's new labour dispensation, designed in line with the recommendations of the Wiehahn Commission. A number of unions previously to the right of Tucsa found a home in that organisation, having decided to open their ranks to workers other than white.

Among the unions which joined Tucsa in that period were the MSOA and the Artisan Staff Association.

The effect was a shift to the right in what was very much a multiracial, middle-of-the-road organisation. Since 1983, a variety of factors have combined to intensify tensions between some of the relative new-

ALAN FINE

comers and many of the old stalwarts

These include what is seen as an unacceptably low profile on civil rights issues (like a refusal to participate in protests against the death in detention of unionist Neil Aggett in 1982), the rapid growth of the independent black union movement and the township upheavals.

Middle-ground Tucsa losing members fast

By Sheryl Raine

The Trade Union Council of SA (Tucsa), which lost yet another affiliate this week, has shed more than 73 000 individual members since May

Membership is believed to have fallen well below 200 000 for the first time in more than a decade

As a middle-of-the-road organisation, its deteriorating position has been compared to that of the old United Party

"Like the UP it is losing membership and fighting fires on all sides and is so confused that it has not yet figured out that water may be useful," quipped one veteran Tucsa supporter

Another unionist compared Tucsa to a pterodactyl heading for extinction because of its failure to adapt to a new climate of political polarisation

In 1983 Tucsa had more than 455 000 individual members. Officially Tucsa still claims a membership of about 350 000 in 33 affiliated unions. The true total is probably closer to 190 000

Numbers are likely to fall further as more black and coloured members continue their trend of disaffiliation

Tucsa's demise reflects the erosion of the middle ground between left-wing and right-wing union groupings — an erosion process common in the broader

Battle of Ward 4

Randburg's Ward 4 by-election on September 30 will be between the National, Conservative and Progressive Federal parties

The candidates, announced yesterday, are Mr Sarel Vogel (NP), Mr Koos de le Rey (CP) and Mrs Gaye Neille (PFP)

ed her life

pt him and then myself"
etaker Mrs Yvonne Hoetmoer says
ard the men running. After the gun-
ie opened her door to see Mr Fitzsim-
lying dead in a pool of blood. His wife
anding there screaming
Strydom was running away
husband ran back to their flat where
sterical daughter Linda (7) was stand-
le said to her. "I love you" and put
n to his head
other children, Hansie (12) and Lyn-
) were inside.

political context

Lack of initiative on Tucsa's part, plus pressures within the black community, has led to a dwindling membership accompanied by revenue losses

The organisation, which has not been able to appoint a general secretary since the death of Mr Arthur Grobbelaar in 1984, will discuss disaffiliations and future policy at a special national executive committee meeting next week

This week the Transvaal Leather and Allied Trades Industrial Union with its 4 000 members disaffiliated without giving reasons

JUNE 16 ISSUE

Last week the National Union of Garment Workers left with 18 500 members, stating as its reasons

- Tucsa's refusal to recognise May 1 and June 16 as paid holidays,
- Its inconsistent stand on detention without trial,
- Directionless leadership

Also on the list of unions which have disaffiliated since May are the Textile Workers Industrial Union (19 000 members) and the National Union of Leather Workers (24 000)

Other major unions which have left include the SA Boilermakers' Society, the Motor Industry Combined Workers Union and the Engineering Industrial Workers Union

At the time that the boilermakers left, president Mr Ike van der Watt commented "Tucsa has stagnated and is dying a natural death"

A number of views espoused by Tucsa are making it indefensible for many black workers to continue their affiliation

Major emergent union groupings are demanding the immediate dismantling of apartheid and capitalism, refuse to negotiate directly with government, want May 1 and June 16 as public holidays and support some form of sanctions

In contrast, Tucsa includes some conservative unions which are staunch supporters of the National Party

Tucsa supports gradual reform, has taken part in various government commissions of inquiry, opposes sanctions and disinvestment, agrees in principle with a May Day holiday but not on May 1, and does not support calls for a June 16 holiday

Cape Times 16/9/86

WP garment workers quit federation

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Labour Reporter

THE 52 000-strong Garment Workers' Union of the Western Province (GWUWP) has left the embattled Trade Union Council of South Africa (Tucsa)

The decision to disaffiliate was taken at a general meeting of the union at the weekend — days after Tucsa's national executive met in Johannesburg to try to save the federation

The union, which was Tucsa's largest representative in the clothing and textile industry, is the ninth union to abandon the federation this year

Tucsa membership has dwindled from a peak of 455 000 in 1983 to about 220 000, most of whom are white-collar workers and artisans

The assistant general secretary of GWUWP, Mr Cedric Petersen, said yesterday that Tucsa had been troubled by leadership problems since the death of its former general secretary, Mr Arthur Grobbelaar, two years ago

The situation had deteriorated this year, when Tucsa's new leader, Mr Fred Roux, resigned after two months

Although Tucsa had achieved "a great deal" for its members in the past, the GWUWP felt the conservative element within the federation was hampering the GWUWP's attempts to forge links with non-Tucsa unions

"Tucsa has always included a broad spectrum of political opinion, which is a good thing, but we feel now that it does not really identify with the workers we represent," he said

He had attended Tucsa's executive meeting last week, but felt the attempt to reorganize the federation had come "too late"

"We have been doing our own thing for so long and with such success that we felt Tucsa could no longer really offer our members anything," he said

● The Tucsa executive last week appointed Mr Don Maitland, Transvaal organizer of the predominantly white Mine Surface Officials' Association, as its new "organizing executive"

The executive also resolved to design a "positive strategy to consolidate and develop Tucsa"

Divided Tucsa to disband

December deadline for body that paved way for change

By Sheryl Raine

The Trade Union Council of SA (Tucsa) has announced that it will be formally dissolved at a special conference on December 2.

The announcement came after a special meeting of the national executive committee in Johannesburg yesterday. The organisation, which has shed at least 73 000 members since May this year, was founded in Durban on October 4 and 5, 1954. Initially called the SA Trade Union Council (Satuc), it became Tucsa in 1962.

Miracle

Its inception with 61 unions representing 223 741 members of all races, was seen as somewhat of a miracle.

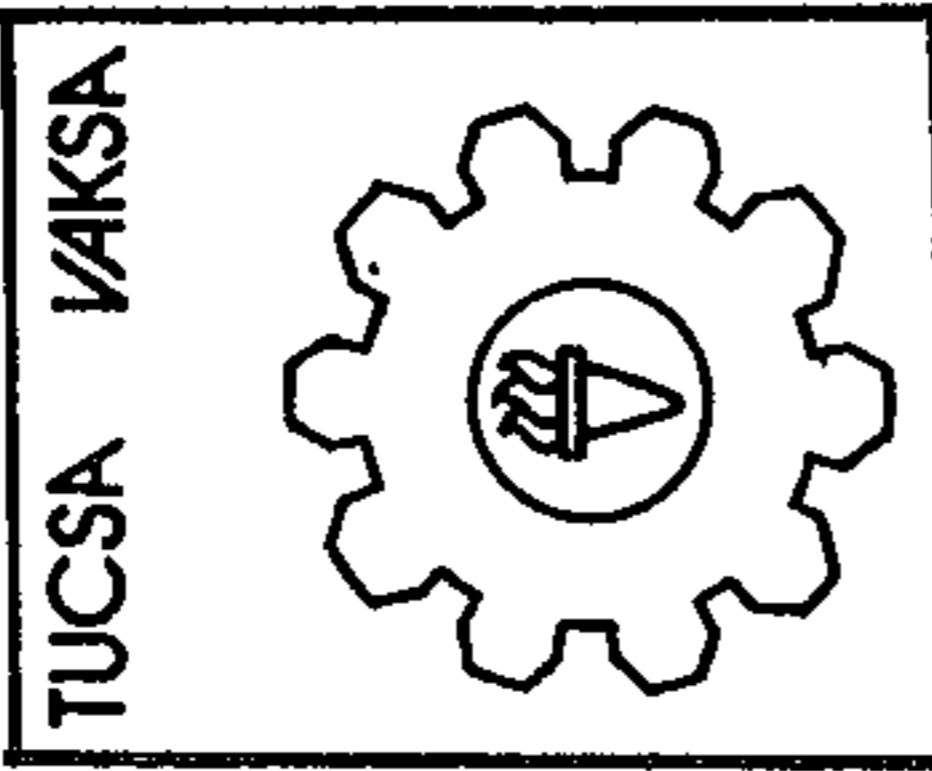
It was a time when the relatively new Nationalist Government was driving to unscramble the races which had joined multiracial unions. It was in a spirit of opposition to Government policy that Satuc was born and earned the labels "liberal" and "left".

In striving to maintain

its principles Tucsa unions came under enormous pressure, losing nearly half the members. The official story of Tucsa, written by longtime organisational mainstay Mrs Ruth Imrie and called "A Wealth of People", noted that "there are not many organisations of scale or importance which reflect genuine and successful cooperation between different race groups, but Tucsa is one of the few exceptions".

The book also notes "That South Africa itself is at last beginning to move away from race discrimination must in part be attributed to the educative role Tucsa has played in helping to condition South African society to the acceptance of the need for change".

Ironically, today Tucsa is derided by the emergent trade union movement for its conserva-



Tucsa's torch will be extinguished on December 2.



Mr Arthur Grobbelaar, formerly general secretary of Tucsa



Mr Robbie Botha, Tucsa's last president.

The organisation refused to recognise May 1 or June 16 as public holidays although it was prepared to acknowledge a Labour Day holiday but not on May 1.

It was criticised for its inconsistent stand on definition without trial.

At a time when major emergent union groupings were demanding the immediate dismantling of apartheid and capitalism, refusing to negotiate directly with the Government and supporting economic sanctions, Tucsa was supporting gradual reform, was taking part in Government commissions of inquiry and opposing sanctions.

Loose end

With its passing, there will be a host of affiliates at a loose end with no natural home to go to on the Left or Right.

The majority are expected to remain independent for the time being and perhaps will join a new organisation called the Labour Forum — a loose-knit body which aims to supply unions with an opportunity to exchange and gather information.

of leadership after the death of general secretary Mr Arthur Grobbelaar in 1984 compounded matters.

A trickle of disaffiliations which began with the SA Boilermakers' Society in 1983, grew into a flood this year. Membership among its remaining 32 affiliates plummeted to around 170 000 from an all-time high in 1983 of between 450 000 and 495 000.

As a middle-of-the-road organisation, some observers likened the fate of Tucsa to that of the United Party. Losing membership to the left and the right, Tucsa could not adapt in a climate of ever-increasing polarisation.

It became indefensible for several black members to remain affiliated to Tucsa. Young black workers, facing enormous community pressure, could no longer subscribe to Tucsa's central position.

cial journal, *Labour Mirror*. In it Tucsa announced a "major shake-up", plans to adopt a positive strategy for consolidation and a strongly-worded editorial vowing that Tucsa would live to "fight another day".

It promised that Tucsa would remain a major force and that it would always have a hard core of unions to carry it through any crisis.

The crisis began with a new labour dispensation in the late 70s. A dearth

could safely defend Confusion and lack of leadership were two common reasons supplied by unions which recently left the Tucsa fold.

An example of how confused Tucsa policy had become in recent months, is illustrated in the following incident.

Yesterday, minutes before Tucsa's announcement to disband, a messenger from Tucsa arrived at *The Star* bearing the September edition of the organisation's official

tism, its one-time support of parallel race unions, its political ambivalence and its close relationship with the Government. Although its unions are multiracial, its leadership is dominated by whites and some affiliates confine membership to whites only.

As the situation deteriorated in the country, Tucsa found itself caught in a political minefield through which it failed to manoeuvre or preserve any middle ground it

TUCSA

The end

When it came, no one was particularly surprised. The demise of the Trade Union Council of SA (Tucsa) had been predicted long before Monday's announcement that the organisation's national executive committee (NEC) had decided to wind up the council's affairs.

The decision will be put to a formal vote at a special conference on December 2. But it is a foregone conclusion that Tucsa affiliates will endorse the NEC's decision.

Tactically, the move came none too soon. Tucsa, once the country's premier non-racial union federation, had in recent years become a shadow of its former self primarily because of the flood of disaffiliations by member unions.

Some 25 unions have severed ties with the organisation in the past three years — 12 in the course of this year alone. This reduced its



Ruth Imrie ... Tucsa failed to befriend black unions

strength from a 1983 high of 57 affiliates with nearly 500 000 members, to a mere 30 unions with less than 150 000. Only three of those left are of any consequence. They are the 17 000-strong Mine Surface Officials' Association, the Artisan Staff Association (23 000) and the South African Typographical Union (40 000 members).

Tucsa has been in a leadership crisis since

the death of Arthur Grobbelaar, its veteran general secretary, in August 1984. Two attempts to fill his shoes failed miserably because of opposition to the candidates' management backgrounds. But this was only part of the reason for Tucsa's fall.

Far more important was the inability of Tucsa leaders to read the socio-political environment accurately and to change with the times. In the turbulence of South African affairs that was its kiss of death.

Tucsa has always boasted — with justification — about the role it played in persuading government to extend to black workers the same trade union rights as those enjoyed by whites. This process reached fruition in 1979 when Pretoria accepted the recommendations of the Wiehahn Commission. But in the years after that Tucsa's edge became blunted. It made enemies of the emerging black trade unions, and increasingly lost prestige in the eyes of both the local and the international labour community.

Even Tucsa's official history, *A Wealth of People*, clearly acknowledges that it was a mistake not to befriend the emerging unions. "If any criticism can be levelled at Grobbelaar it is perhaps that he allowed some of these groups to alienate themselves from Tucsa, whereas he might have harnessed their energies to the benefit of the established labour movement. One consequence is that some foreign groups have tended to pay less attention to Tucsa in recent years in their attempts to identify and support organisations in the Republic which might give them more credibility in the international arena," wrote Ruth Imrie.

Underlying Tucsa's failure to act in its

own best interests was its desire to steer a middle course. In practice this sowed the seeds of discontent because of distinctly different political and workplace priorities among its member unions. Tucsa president Robbie Botha makes no bones about difficulties this caused in recent years. "The different race groups in Tucsa are very polarised. Sometimes the views on political issues like one man, one vote are so far apart that they can only agree if they don't discuss them," he told the *FM*.

Others give a somewhat different interpretation. They see the differences not as primarily racial, but as the inevitable outcome of conflicts of interest between many of the long-standing Tucsa affiliates representing blue collar workers, and those with white collar members, which joined the federation during the Seventies.

Either way, however, Botha summed it all up when he said this week that Tucsa has been unable to put together a purposeful programme which will attract unions back into its ranks. In the highly politicised environment of SA today, it seems, middle-of-the-road organisations have no place. ■

End of the road for SA's oldest union

AR6-5 21/10/86

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THE present, they say, is the future in the process of reconstituting itself as the past

And the events that were going on round it, the processes of which it formed part were soon to become a future that caught up with the Trade Union Council of South Africa (Tucsa)

From a peak of 478 000 members in 57 unions in 1983, membership began to decline as union after union withdrew until the defections became a flood this year. Most of its major members left, its annual conference was postponed and yesterday a terse statement announced that the council's executive committee had decided that steps should be taken to wind up Tucsa

The most immediate problem was probably financial

Declining membership meant a reduction in capitulation fees, and it is generally acknowledged that Tucsa had been operating in the red for some time

But the declining membership was symptomatic of other forces at work in the trade union movement and in society in general

"In many ways events have overtaken Tucsa and so has the thinking in the union movement. It was not able to develop strategic thinking about where it was going and so lacked a sense of direction," said Professor Frank Horwitz, professor of Human Resources at UCT's Graduate School of Business

MOST significant of the events that overtook it were the resurgence of unionism among black workers that started after the Durban strikes in 1973 and the politicisation of society that set

FROM a peak of 478 000 members in 57 unions in 1983, membership began to decline as union after union withdrew until the defections became a flood this year. Most of its major members left, its annual conference was postponed and yesterday a terse statement announced that the council's executive committee had decided that steps should be taken to wind up Tucsa.

by DICK USHER, Labour Reporter

in after the Soweto uprising of June 1976

They were events that Tucsa was hardly equipped to cope with

Tucsa, which had been formed in 1955 out of the break-up of the South African Trade and Labour Council over the question of racial segregation, had already created a formidable legacy of resentment and suspicion through several policy switches on African unionism

It originally excluded African unions from membership, lifted the bar in 1962, imposed it again in 1969 under Government pressure, and then allowed them back in 1976

It had also been further split along racial lines under the Industrial Conciliation Act of 1956. Coloured people and Indians were not allowed to belong to the same union as whites unless there was an all-white executive

With this record behind it, it is hardly surprising that the "emergent" unions showed little interest in Tucsa and little confidence in its ability to defend unionism

"Tucsa tried hard to get the black unions in, but the stigma remained," said Professor Willie Bendix, professor of In-

dustrial Relations at Stellenbosch Business School

Also, the emergent union movement had a very different approach to Tucsa's brand of unionism which it saw as "benefit society" unionism — too cosy with management, too unwilling to challenge Government on issues that affected workers' lives, too hidebound to stretch out beyond a unitary ideology that separated "political" concerns from union matters

As the trade union movement shifted leftwards under the impact of the emergent unions, Tucsa could not keep pace and, according to some observers, actually became more conservative

IN some ways the 1983 peak membership was an artificial one

Many unions were operating in industries with closed shop agreements so that, when the existence of black workers was officially recognised in labour legislation, they had to join Tucsa unions to keep their jobs

The overt paternalism of some Tucsa unions, responding to the emancipation of black unionism by organising "parallel" unions where blacks would learn from their

white mentors was also unacceptable

The rising tide of unionism showed that blacks were quite capable of organising their own unions without any tuition from whites and, as the "emergent" unions began to negotiate advances for workers on many fronts, were definitely better at looking after the interests of black workers

As too on the "political" front

At the 1982 Tucsa conference, a motion calling on the Government to charge or release detainees was defeated by a narrow margin of 198 095 to 193 408. Similar motions had been passed overwhelmingly at previous Tucsa conferences

But the vote was probably symptomatic of what was happening within Tucsa

Professor Markowitz said that progress of unions outside Tucsa had taught much to some affiliates in recent years. They had grown and perhaps found they had gone beyond Tucsa

"There was a diversity of thinking among affiliates that ranged from pretty conservative to some much closer to the emergent unions

"It became pretty difficult to operate with such a wide range of ideologies and some unions left because they could not live with the conservatives," he said

At the same time that Tucsa was racked by these forces, it also lost its long-serving general secretary Mr Arthur Grobbelaar in 1983

"Arthur Grobbelaar personified Tucsa, they were synonymous and when he died there was just no successor," said Professor Bendix

"There was no leadership and Tucsa just drifted"

1985 STA Sun Times 'all 10/10/85'

THE trade union umbrella body that helped to steer some of the major anti-apartheid labour reforms on to the statute books is set to be killed off by political polarisation.

Tucsa, the Trade Union Council of South Africa, calls its national executive together in Johannesburg tomorrow for a make-or-break meeting that could signal the end of the multiracial body's 32-year existence.

Racked and weakened by a combination of political pressure from the new emergent black unions, shrinking membership, steadily emptying coffers and accusations of rudderless leadership, the expected demise of Tucsa will leave a dangerous vacuum, labour experts said this week.

And they warned it could leave the trade union movement wide open for a hijacking by political extremists

Leading Tucsa members said privately there was now little hope of the organisation surviving in its present form

Barring a last-minute bid by council stalwarts to play for more time, the national executive is expected to recommend dissolution tomorrow — which would be formally ratified later by a national conference

Tucsa's President, Mr Robbie Botha, this week declined to speak to the Sunday Times, relaying through a secretary that he had "no comment"

A Press conference, originally called for tomorrow, was hurriedly cancelled on Friday, with no reasons given

But bitter Tucsa veterans this week conceded that "only the funeral rites" for Tucsa remained to be carried out

And they blamed political intransigence to the left and right for terminally crushing the life-blood — and the finances — from the movement

GIANT

Tucsa's agonising decline, spokesmen across the labour spectrum all agree, set in with the death in 1984 of its general secretary, Arthur Grobelaar — an acknowledged giant in the labour field who was able to cut across political and social barriers

His position as general secretary has never been filled — and Tucsa's membership had dwindled from nearly 500 000 in 1983 to a figure "crawling down towards the 100 000 mark", one Tucsa source said this week.

A number of unions collectively representing more than 100 000 members have disaffiliated this year alone — among them the influential National Union of Garment Workers, and more recently the Building Society Officials' Association

A Bosa spokesman, in an editorial in the union's latest newsletter, said this week.

"If we were to be criticised, it would be for remaining a mem-

HOW they're killing Tucsa

SUNDAY TIMES NEWS ANALYSIS by DAVID JACKSON

ber too long Tucsa has been in serious trouble ever since the death of Grobelaar

"We enthusiastically supported this body because because of its role in bringing moderate people of all races together

"In its heyday, Tucsa gave South Africans a glimpse of the inter-racial co-operation that is still possible but in its weakened state, the council is no longer able to provide services in any way commensurate with the cost of affiliation"

Tucsa's heyday, in which it helped usher in the "new deal" in South African labour relations in the 70s in line with the recommendations of the Wiehahn Commission, was before the dawn of the new black consciousness, however — and the emergence of the new strident black trade unions

And as Tucsa sought to play the role of a moderate go-between bridging the gap between the shop floor and the legislators in Pretoria, so it drew into its ranks previously "conservative" white unions which had now opened membership to blacks

EXTREMISTS

This in turn was to sow the seeds of an alienation with black groupings — which has reaped a harvest of open intimidation in recent months from extremists among them And, say some Tucsa insiders, this has made the position of many members untenable

According to Mr Steve Scheepers, general secretary of the Radio, TV, Electronic and Allied Workers' Union — and an eight-time President of Tucsa — the extent of the intimidation

has been largely ignored by the media

Admitting to being "saddened and a very worried man" by Tucsa's impending demise, Mr Scheepers, at present a Tucsa deputy-chairman, told the Sunday Times

"Some of our shop stewards were attacking the established unions and were getting murdered absolutely murdered

"Letters were sent by these radicals to the shop stewards saying 'Look, if you don't resign from the union and stop recruiting members we will kill you' — and they killed them — and people say nothing about it"

RADICALS

"But let Tucsa take a decision, for instance, that there must be compulsory registration and the whole world and the media comes down on Tucsa

"The intimidation has weakened Tucsa financially, because of our unions' lost membership and we pay an affiliation fee per member per month

"Secondly, we had to fight court cases, with these people taking us to the industrial court and so on

"Monies that we sorely need for our benefit funds for our unions that we built up over the years must now go on litigation with these bloody radicals.

"If you haven't got the finances, you can't run an organisation like this on a part-time basis We are not sponsored by overseas organisations like some of the emerging black unions

"In a sense it's a defeat for moderation, but I prefer to call

it a setback We must sit down and think where we go from here

"Particularly with the emerging unions coming up, you have to have an organisation that is conciliatory, that is liberal and which will try to bring these parties together

"Where are you going to find that if Tucsa goes? Where is the body that is going to mediate with Government?"

In another twist to the political pressures that have plagued Tucsa, black unionists — not outwardly militant — have accused the body's top brass of racial bias in its selection of office bearers and of leaning "too far towards the Government"

Says Dr Lucy Mvubelo, general secretary of the National Union of Garment Workers, which has disaffiliated from Tucsa.

"Our unhappiness came to a head last year in Johannesburg when we nominated some non-whites to stand for senior positions and there was no support

RACIAL

"It made us very unhappy that Tucsa, being a multiracial organisation, should have just one racial group at the top

"Also we were unhappy with the president's statement not supporting the idea of May 1 as a paid holiday

"If the majority of the up-and-coming unions are asking for May 1 as a paid holiday, why should our president go against it? We felt let down"

(In fact it emerged this week in discussions with Tucsa leaders that they were deeply divided on the issue and that the decision was not wholly approved)

Dr Mvubelo added "When the unions that supported Government policy came into Tucsa, they wanted to make Tucsa a springboard for the Government

VICTIM

"I know that the real Tucsa has brought about most of the reforms in the labour field, but the new leadership group coming in has become far too conservative and leaning too much towards the Government side"

On the other side of the coin, says Dr Mvubelo, "the new unions are increasingly bringing politics into it

"Partly because of the emerging unions, Tucsa is being overtaken by events The pressure on the black workers is all part of the political polarisation.

"When we were accepting the nominations from the Government for positions like the National Manpower Commission, the UIF and so on, we were labelled as working through the system and working through the Government

"The emergent unions feel they don't want to have anything to do with any Government institution and Tucsa has become a victim of circumstance Even the international organisations abroad were against Tucsa

"I fear the trade union movement is going to be taken over by politics"

Warning of trade unions hijacking by extremists

city It also shows a scornful attitude

Unions will become 'homeless'

By Sheryl Raine

The dissolution of the Trade Union Council of SA (Tucsa), scheduled for December 2, will leave a number of unions with no natural home to go to on the left or right.

Most of the remaining 32 affiliates of Tucsa, representing about 170 000 individual members, and most of the unions which disaffiliated before the announcement to disband came last month, are likely to remain unaffiliated to any of the existing union federations for the time being.

The passing of Tucsa will leave a gap in the ideological spectrum of union federations. Tough choices await middle-of-the-road unions which may feel the need for affiliation to strengthen their position.

On the left the predominantly black workers' struggle for the abolition of apartheid is being waged. On the right the preservation of apartheid and white worker dominance is the battle-cry

In the middle there is now nothing apart from the Inkatha-sponsored United Workers' Union of SA (Uwusa) which has dubious political credentials and few, if any, recognition agreements.

Even though Uwusa's stand against disinvestment and its support for capitalism may sound like music to the ears of moderates, its ability to establish a proper industrial foothold, especially outside Natal, is doubtful.

Declining

On the right there is the declining SA Confederation of Labour (Sacla), which, according to the University of Cape Town's SA Labour Development Research Unit (Saldru), still has about 120 800 members in 10 affiliated unions.

Sacla, the home of all-white unions, has lost membership in the post-Wiehahn era. Since the late '70s more and more unions have become multiracial in order to survive, most job categories have been opened to all and the organising

drives of the largely black emergent unions has swung the focus sharply away from the previously dominant white unions.

Once able to exert major influence on the Government, Sacla is now known as South Africa's most conservative trade union federation and its access to the corridors of power has been considerably curtailed.

While there have been persistent rumours of a new and mighty right-wing labour organisation emerging with links with the Afrikaner Weerstandsbeweging, Herstigste Nasionale Party or Conservative Party, such an organisation has yet to materialise.

Even if it became a reality, its chances of succeeding in establishing strong industry-based unions are doubtful, given the realities of the South African work place in the '80s.

On the left, unions at a loose end have slightly more choice in terms of the number of federations available, but not much choice in the way of ideology.

The Congress of SA Trade Unions (Cosatu), a predominantly black, non-racial federation, has a claimed membership of about 650 000.

Basically socialist, Cosatu supports all forms of international pressure to force the South African Government to change.

Struggles

It is intent on fighting for a "living wage", organising industry-based unions and taking part in community struggles in the townships.

The newly formed Council of SA Unions-Azanian Confederation of Trade Unions (Cusa-Azactu) alliance has Black Consciousness leanings.

The alliance claims a paid-up membership of 248 010 and a signed-up membership of 420 156. It is committed to "a full sanctions programme for as long as the racist capitalist minority regime exists" and believes in worker control and black working class leadership.

It is highly unlikely that former Tucsa affiliates would be

comfortable (or welcome?) in the Cusa-Azactu camp.

Virtually the only options left to former Tucsa-ites are alliances within particular industrial sectors.

In recent weeks loose alliances have been formed between unions in the clothing and textile industry. Seven former Tucsa unions have agreed to co-operate with the Cosatu textile union on specific industrial issues.

Another option, which has yet to materialise, is the idea of the Labour Forum A loose-knit body which would not take any ideological stands, the Forum would provide unions with the opportunity to exchange information and research issues germane to the labour movement generally.

Although several unions from different positions on the political spectrum have expressed interest in the Forum, financial commitment has been slow and its planned birthday in January next year is still not a certainty.

HAIL - (To Cosatu) and FAREWELL (To Tucsa)

ARGUS 1/12/86

~~400~~
135

By DICK USHER, Labour Reporter

WHILE the Congress of South African Trade Unions celebrates its first birthday today, the executive of the Trade Union Council of South Africa prepare for its official dissolution tomorrow

Tucsa emerged in the mid-1950s out of the break up of the South African Trade and Labour Council over the question of racial segregation. Initially it excluded blacks, while the other faction formed the South African Congress of Trade Unions (Sactu) which aligned with the ANC and eventually went into exile.

Several switches later, Tucsa re-admitted blacks in 1976 and its membership started to climb to a peak which reached 478 000 in 57 unions in 1983

But the forces — internal and external — which led to its demise were already in operation

In a sense Tucsa collapsed for the same reasons that the Trade and Labour Council dissolved — an inability to adjust to changing times and the internal tensions they set up

A new wave of "independent" black unionisation had started after the Durban strikes of 1973, a deepening politicisation of the black community had been sparked by the Soweto uprising of 1976 and Tucsa itself appeared to be veering towards the conservative

IN 1976, a delegation of observers from the Federa-

tion of South African Trade Unions (Fosatu) — the first coherent formation of "emergent" unions — had been excluded from Tucsa's annual congress

At the following year's congress, several resolutions were not debated after the newly-affiliated Mine Surface Officials' Association, led by present Tucsa president Robbie Botha, protested that they were "political" and not trade union matters

And when the Wiehahn reforms deracialised labour legislation, with no other avenue of legitimate political expression open to them, black workers flocked into unions which — inevitably moving in tune with their members' needs, who were in turn dancing to the increasing politicisation of their communities — had positions far to the left of Tucsa

At the same time, because of its insistence on avoiding the "political" and the lack of real input from black workers, Tucsa had never come to grips with an essential component of any working class movement — class consciousness

It was essentially a white middle class organisation which paid lip-service to worker needs while being dominated by union officials

Cosatu, in some respects, is beset by a problem similar to that which broke up the Trade and Labour Council and Tucsa as it reaches its first anniversary — the "workerist" vs "populist" divide

IF one regards Sactu as taking the "populist" line, Tucsa would probably have seen itself as "workerist", if the term had existed at the time

And in leaving Tucsa because it was out of tune with the times, many unions were adopting a position influenced by political and social events around them, were taking "political" positions vis a vis Tucsa and therefore "populist" — even though in a form far diluted from the populism in Cosatu

The division, essentially, is on the level of political involvement that Cosatu should have, whether to give priority to shopfloor issues coupled with independent political initiatives or to act in concert with political organisations

PROFESSOR Willie Bendix, of the University of Stellenbosch Business School, in a recent paper on the subject, said "The key issue is not whether the federation should be involved in politics as this debate is long over and consensus has been reached, but what form union politics should take"

He also points out that the debate has been present since the early days of industrialisation

Some observers, almost as if they welcome it, are emphasising this latest example of the divide while ignoring the reality that tensions exist in every relationship and every marriage does not end in divorce

Since its inception Cosatu has made several important gains

Affiliated unions continually expand their organisation and membership

The May Day issue, despite Government unwillingness to do anything, has reached the stage that May 1 next year will be a *de facto* public holiday, such is the level of consensus and organisation

It is a long way from achieving its proclaimed goal of "one industry, one union" in six months, but several amalgamations have taken place and others are in progress

It has begun moves to organise the unemployed. One affiliate, the Food and Allied Workers' Union, has started organisation among farm workers, and this weekend a Cosatu banner was prominently displayed at the rally launching the South African Domestic Workers' Union. The construction industry has also been targeted for a national union

It has met the ANC from which a "no contradiction between progressive organisations" position emerged and unions induced employers to pressure and petition the Government to release unionists detained in the state of emergency

It claims credit for the abolition of the pass laws, although it has a new fight on its hands against the latest form of influx control and in concert with other organisations almost obliterated the Johannesburg centenary celebrations

Tucsa dissolves at special conference

By Sheryl Raine

The Trade Union Council of SA (Tucsa) was formally dissolved at a special conference behind closed doors in Johannesburg today

Tucsa, which has lost at least 73 000 members since May, was founded on October 4 1954 and played a major role in labour relations until the start of several crises in the 1980s

In his last address as president of Tucsa, Mr Robbie Botha said he was "sad, bitter and angry"

He blamed unions affiliated to Tucsa, established unions which had refused to affiliate to the council and the Government, which, he said, had not only failed Tucsa but had sabotaged the organisation

"Tucsa has never failed anyone or anything rather, Tucsa was let down, or failed, or even sabotaged on all sides"

He attacked the unions which left the council recently for saying "Tucsa had failed them"

"They are merely pointing to their own failure as affiliates of this council"

He said the affiliates had failed by keeping silent at conferences if there was something which they felt should have been altered or introduced

"I submit these ex-affiliates stand condemned of sabotaging Tucsa, of sabotaging sane, en-

At its peak in 1983 Tucsa had an estimated membership of between 450 000 and 495 000.

At the end, the organisation had about 170 000 members in 32 affiliated unions which after today, will be unaffiliated to any federation.

The largest remaining union in Tucsa, the Typographical Union of SA, was the first to propose that Tucsa be dissolved

Once at centre stage of labour relations in South Africa, it has largely been overtaken by the emergent union movement comprising predominantly black, unregistered unions with socialist tendencies.

Recently, critics have attacked Tucsa for its conservatism, one-time support for parallel unions, failure to support calls for May 1 and

lightened and multiracial trade unionism in South Africa

"If the ultimate disasters of total polarisation and chaos befall us, then it is those people who stand guilty, not Tucsa"

He said unaffiliated, established unions had failed to help Tucsa create a strong, invincible, multiracial union movement that would have served as a lesson and example of the way things could be in a future South Africa

"Instead, they stood on the sidelines criticising, and by so doing, ensured Tucsa's eventual passing. If I sound bitter and angry, it is because I am so"

Mr Botha's most damning attack was directed at the Department of Manpower for allowing a dualistic system of re-

June 16 as public holidays, co-operation with the Government and opposition to sanctions and disinvestment

Tucsa supporters have mourned the passing of the organisation as a moderate federation consisting of predominantly multiracial unions and a voice of reason at a time of increasing polarisation. They believed Tucsa's death left unions little choice between left and right-wing labour federations

Confusion and lack of leadership were two common reasons supplied by several unions which recently left Tucsa

Tucsa has suffered a lack of leadership and has not had a general secretary since the death of Mr Arthur Grobelaar in 1984.

gistered and unregistered trade unions to exist

Most emergent, black unions were unregistered and not subjected to the same legal restraints and disciplines which checked registered unions

"The dice has become increasingly loaded against the traditionally registered and established trade unions," he said

He compared the situation to "a rugby game where the referee applies the rules to only some of the players, while others made their own rules as they went along"

With few restraints on them, unregistered unions were "fair-made for exploitation by ideological and political extremists", he said

common denominator among members"

The days when common industrial interests, irrespective of race, colour, politics or ideology were important, would soon be forgotten

Mr Botha said he believed

the statutory provisions for regulating labour were being undermined at present. He warned "We are but a short distance away from the chaotic conditions which were identified as the root cause of the 1922 (miners' strike) tragedy"

"In 1922 the struggle was for a better industrial relations dispensation. In the '80s the struggle is to achieve ideological power over the State, and the weapon being used is industrial chaos"

He paid tribute to all in Tucsa who had worked towards bringing about social justice. He hinted that there could be new beginnings when responsible unions felt the need to come together with the interests of South African labour at heart

Repeated efforts by Tucsa to get the labour laws changed to end this dualistic system had failed. Tucsa had tried for over a year to get an interview with the State President, but had been ignored

"I do not say these things merely to voice recriminations. The object is to set the record straight and hopefully save what can still be saved," he said

He warned that some former Tucsa unions would have their membership eroded by competing unions now that the council had dissolved

"The day of the ultimate evil has dawned with various warring general workers unions, where either or both race or ideology will be the highest

Tucsa is anchored in troubled waters

2/6/86 135
BOSDAY.

THE multi-racial Trade Union Council of SA (Tucsa) is in troubled waters after the recent loss of three affiliates and rumours of several other pending defections

In 1983, the council had just under 500 000 members — now it has 252 000 members in about 40 unions.

Internal differences have continued to simmer regarding Tucsa's direction and moderate policy.

Ex-affiliates argue that Tucsa is irrelevant and steers too close to government and employers to meet members' needs

Tucsa president Robbie Botha recently said Tucsa's greatest strength lay in "its recognition by employer bodies and, more important, by government"

Tucsa has direct representation on the National Manpower Commission and other bodies. Botha also said Tucsa had strengthened its methods of parliamentary lobbying in conveying worker attitudes to Parliament.

More than a year ago Tucsa expressed a desire to co-operate more closely with emergent unions, but most of them did not respond to these overtures

A further wedge was driven between

CLAIRE PICKARD-CAMBRIDGE

them when Tucsa did not support union demands for May 1 and June 16 to be paid holidays. Instead it wanted January 2 as a holiday — a move which angered some dissatisfied members.

Tucsa senior vice-president Willie van der Merwe said Tucsa had been trying to find common ground with some independent unions who were beginning to show considerable interest — but he has not named them yet.

Tucsa and the Inkatha-backed United Workers' Union of SA (Uwusa) also plan to have talks on establishing liaison in the labour field. Both oppose disinvestment.

Van Der Merwe admits that Tucsa is experiencing its greatest difficulties to date, but feels matters will improve

He says Tucsa's problems were largely due to the death of its dominant leader Arthur Grobbelaar about two years ago, and its inability to find a permanent successor since

He hopes Tucsa's acting general secretary Fred Roux will be able to improve contact with affiliates and generate more solidarity on policy.

GOVT. GAZ.
DEPARTMENT OF MANPOWER

No. R. 1686

15 August 1986

LABOUR RELATIONS ACT, 1956

**FURNITURE MANUFACTURING INDUSTRY,
ORANGE FREE STATE — AMENDMENT OF MAIN
AGREEMENT**

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1987, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union, and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1987, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY OF THE ORANGE FREE STATE

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Vereniging van Meubelfabrikante en Stoffeerdere, O.V.S
(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

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Tucsa slams high inflation rate

GERALD REILLY

THE Trade Union Council of SA yesterday condemned the authorities' inability to control inflation.

The criticism came after an announcement this week that inflation hit a record 18,4% last month.

Tucsa stressed the progressive impoverishment of workers in a situation where pay adjustments fell far short of compensating for the price spiral. It added that it was "horrified" at the statistics.

"The figures represent a catastrophic decline in living standards, and workers can no longer have any confidence in the financial management of the country," Tucsa said.

Artisan Staff Association general secretary Jan van der Merwe said the record inflation level would strengthen the railway unions' struggle for adequate pay rises. SA Society of Bank Officials assistant general-secretary Graeme Rowan called for urgent action to slow down the inflation rate.

135

Print industry keeps closed shop

Labour Reporter

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

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

Although the council has been granting exemptions to Africans so they can leave Satu and join the PWAU without losing their jobs, it has refused to grant exemptions for white, Indian and coloured workers

The PWAU, an affiliate of the Congress of South African Trade Unions (Cosatu), says Satu is an "apartheid" union which divides the union into branches according to

members' race

White members are in the A branch, coloured and Indian workers in the B and Africans in the C branch

The PWAU appealed to the council to abandon the closed-shop system and allow workers to join the union of their choice. This appeal was rejected and though they can join the PWAU, they have to retain membership of Satu to keep their jobs

According to a statement from the PWAU, the union has written to the employers' association asking how they justify "racist decisions", whether they are aware of the decisions and whether they intend to campaign to reverse those decisions

The union has been told its request will be discussed at a meeting on February 11

Tucsa says 'no' to govt move

13/2/86 (135)

THE love affair between the Trade Union Council of South Africa and the government may be headed for the rocks.

In a memorandum to the Department of Manpower, the council has reacted strongly to the government's proposals to deregulate certain aspects of industry so as to promote the development of small businesses

The issues the council is protesting include problems associated with extending industrial council agreements to non-parties and the granting of exemptions from agreements

The council, which has a large membership of skilled and white-collar workers gained strength during the Wiehahn era when many of its policies were adopted by the government

This new turn seems to have broken the long honeymoon, according to union officials Tucsa has also come out strongly against the de-

tention of trade union leaders, influx control laws and the whole apartheid structure. It has also called for the release of political leaders

In the memorandum, Tucsa warns that if small businesses employing fewer than 30 people are exempted from industrial council agreements it will effectively destroy the system

Benefits

It says "Social security benefits would be lost and it would be difficult for other labour legislation to be enforced

"Health and safety standards would deteriorate and South Africa would take a giant step backwards to medieval conditions and labour exploitation"

Many of the government's suggestions show

SOKIETAN

it's desire to protect employers rather than workers according to Tucsa. This is a further step "in the attack upon the industrial council system and whatever minimum wages there are in the Republic"

"It would appear there is a feeling that if only by circumventing minimum standards can a business survive, then those standards must be waived

"If an employer can not survive other than by exploitation of the workforce and the payment of wages below the industrial council minimum, then perhaps other methods to ensure his survival should be sought," the memorandum adds

The department of Manpower is waiting for more responses from other major trade unions

ARGUS 25/2/66
Schoeman
to meet
rail unions

The Argus Correspondent

PRETORIA — The Minister of Transport Affairs, Mr Hendrik Schoeman, and the Federation of Railway Unions are to meet to discuss the growing outcry over salaries.

This was confirmed today by a spokesman for Mr Schoeman's office who said the date and place of the meeting will probably be decided within the next two weeks.

According to railwaymen there is growing grassroots support for a strike by workers who feel insulted by the 10 per cent increase. This has been aggravated by proposals tabled in Parliament yesterday for increases of 42 percent to 106 percent for parliamentarians

Mr Malcolm Domingo, head of the coloured Public Servants' League, said he hoped parliamentarians would reconsider the 10 percent increase granted to public servants last week.

MINERS' UNION

The Press officer for one of South Africa's biggest trade unions, the National Union of Mineworkers, Mr Marcel Golding, said today the proposed increases were typical of a government which was not ruled by the consent of the majority.

Although workers would feel outraged, they would not be surprised. "Rulers always see to themselves first," he said.

The president of the Afrikaanse Handelsinstituut, Mr Donald Masson, said the AHI was in favour of reasonable, competitive salaries for parliamentarians and believed the recommendations had been based on sound, scientific studies

Cape Times 15/3/86

Union gets order on Athlone lingerie firm

135

Supreme Court Reporter

A UNION brought an application in the Supreme Court yesterday to have a firm for which its members worked, placed under provisional liquidation.

The Garment Workers Union of the Western Cape succeeded in its application, and a provisional order returnable on April 9 was granted against Nightingale Lingerie Manufacturers (Pty) Ltd, formerly of Dawid Road, Athlone, Industria One.

On October 1 last year a fire damaged the firm's premises to such an extent that trading ceased, according to papers before the court. Damage to stock and equipment alone was about R1,2-million.

Union official Mr Desmond Sampson said in an affidavit that a director of the company, Mr J Brian, had approached the union for "financial assistance in regard to the payment of wages".

The GWU advanced R7 334,04 to the company on October 18, and another R5 000 on October 25.

In mid-December the company again approached the union, but this time the union refused.

Nightingale's creditors were owed about R800 000, according to an affidavit by Mr Abe Swersky.

Ms Suzanne Spray, a director of Nightingale, said she was paying for litigation between the company and its insurers and its bank after the policy on the stock and equipment had been repudiated on the grounds of non-payment of a premium.

Mr Justice M R de Kock presided. Mr D Horn, instructed by Herbsteins, appeared for the union. Mr J Sher, instructed by Abe Swersky and Associates, appeared for the company.

Union
to quit

Tucsa
Staff Reporter

ONE of the oldest unions in Cape Town, the Tramways and Omnibus Workers' Union (TOWU), has decided to disaffiliate from the Trade Union Council of South Africa, of which it was a founder member.

The general secretary of TOWU, Mr Mogamat Soeker, said the decision had been unanimously agreed on at the annual general meeting on March 25, and formalized at the weekend.

He said the 2 000-member closed-shop union remained unaffiliated at the moment, and workers would decide whether to affiliate to another union grouping.

He said the reason for the disaffiliation was "a feeling by workers that Tucsa had done nothing for the members".

Another source, who attended both meetings, said workers believed that Tucsa was undemocratic because report-backs from meetings did not take place

135

Ex-TCI man to head Tucsa

FORMER Transvaal Chamber of Industries (TCI) chief executive Fred Roux has been appointed acting general secretary of the 300 000-strong Trade Union Council of SA (Tucsa) from next Monday.

The appointment is seen as controversial by some because Roux has a management background and Tucsa has been trying to rid itself of the "pro-management" image with which the emergent unions have labelled it.

Roux was recruited for Tucsa by an executive selection bureau after a fruitless search for a successor to Arthur Grobbelaar, who died two years ago.

Ruth Imrie has been acting gen-

CLAIRE PICKARD-CAMBRIDGE

eral secretary since Grobbelaar's death, but declined to take up the reins permanently.

Roux's appointment will only be confirmed if he is elected by delegates at Tucsa's annual conference in Cape Town in September.

Not all Tucsa affiliates were satisfied with the nomination of management consultant Ron Marsden last year because of his management connections Marsden subsequently withdrew his candidacy.

Roux is also a former administration director for the Federated Chamber of Industries (FCI) and has worked as an information ad-

viser for the Council for Scientific and Industrial Research (CSIR).

Tucsa vice-president Willie van der Merwe said Roux's strengths were his negotiating and administrative skills and his knowledge of industrial relations.

Asked whether conference might balk at Roux's management links, Van der Merwe said it was "normal" for conference to accept a unanimous recommendation by executive committee members. But, he said, he could not pre-empt conference's decision.

Asked why Tucsa had struggled to find a helmsman, Van der Merwe said the job was seen as a "hot seat" in a turbulent climate.

But six usy

11/10/66 22/4/66

Bus union to quit Tucsa

Labour Reporter

THE Cape Town-based Tramway and Omnibus Workers' Union will definitely withdraw from the Trade Union Council of South Africa (Tucsa)

The move was first passed by a general meeting of the 2 000-member union in March, but 300 members petitioned for another meeting to reconsider.

Mr M Soeker, chairman of the union, said that the decision to disaffiliate was confirmed at a union meeting in Salt River yesterday

He said many of the members who had petitioned for a second meeting had failed to attend

Disaffected members of Towu will meet this week to discuss possible closer liaison with one of the independent unions

135

Union pulls out of Tucsa

30/4/80 (35)
One of the oldest unions in Cape Town, the Tramways and Omnibus Workers' Union (Towu) has decided to disaffiliate from the Trade Union Council of South Africa (Tucsa).

Towu was a founder member of Tucsa.

The general secretary of Towu, Mr Mogamat Soeker, said the decision to disaffiliate was taken unanimously at the annual meeting on March 25, and formalised at the weekend.

Mr Soeker said the 2 000-member, closed-shop union was now unaffiliated, and workers would decide later whether or not to affiliate to another union grouping.

He said workers had felt that Tucsa had done nothing for the members

STAKE 115 86 135

Workers break away from Tucsa

DURBAN — The 5 000-strong Durban Municipal Employees' Society (DMES) has broken away from the Trade Union Congress of South Africa over "Government links"

Chairman Mr Nad Murugen said they were disenchanted with Tucsa because the links were too strong and not in the interests of trade unionism

He said the vote to disaffiliate was unanimous. — Own Correspondent

FRED ROUX

2/5/86

135

Crossing the floor

There is a simple, if brutally frank, description of trade unionists who surrender their principles and defect to management's side. It's "sell-out." However, there is no equivalent term for someone who moves the other way — from management to trade unionism. And for good reason. It is not often that management men convert to the workers' cause.

Fred Roux is out to prove he is the exception. Newly-appointed acting general secretary of the 300 000-strong Trade Union Council of SA (Tucsa), he has made a dramatic mid-career switch after spending nearly two decades serving employer organisations.

It's a decision which poses formidable challenges (see *Current affairs*), the most difficult, yet important, will be credibility and how to establish it. Roux's appointment has to be ratified at Tucsa's annual conference later this year. No matter what his credentials for the job — and he has them — his main drawback is his management background.

Some Tucsa affiliates have already indicated they do not want a management man at their helm. witness the withdrawal last year of management consultant Ron Marsden, who had been appointed general secretary. Roux is likely to face similar criticism and there are rumours that his appointment could cause several unions to disaffiliate.

Then there is the question of Tucsa's diminishing status. Even before the death of former general secretary Arthur Grobbelaar in August 1984, Tucsa had been side-staged in the labour arena by emergent unions. Since then it has floundered to find sufficient unity of purpose among its affiliates.

But at 51 Roux is not naive. He knows his appointment is controversial and he knows of

Tucsa's difficulties. Yet these seem to be a spur. "After spending long years in employer organisations, I can't see major changes happening there. But on the labour side, a battle for supremacy is taking place among the unions. The real challenge lies in being involved and helping to give direction to Tucsa's future," says Roux.

"The members of Tucsa's affiliates range from people who vote for the Herstigte Nasionale Party to supporters of the African National Congress. Tucsa is there to serve them. I'm not looking to change anything at the moment. First I want to consult the affiliates to find out what they want from Tucsa. The most difficult task will be getting divergent unions to work together."

Knowledge of South African industrial relations is Roux's major strength. Born in Bloemhof in the western Transvaal, where his father was town engineer, he grew up on a Stellenbosch wine farm. Initially he planned to follow in his father's footsteps, but was forced to give up engineering studies at Stellenbosch University when finances ran out. His next five years were spent working in a Benoni factory ("I've done my bit in a factory, like any good trade unionist," he says.) Then it was back to Stellenbosch, where he helped in his father's general dealer's store.

A stint as committee clerk in the Stellenbosch municipality gave Roux his first taste of committee life. Since then he's been a committee person and has worked for several chambers of industry, concentrating mainly on labour issues. His time at the Federated Chamber of Industries was "really interesting."

Working closely with Hennie Reynders, later chairman of the National Manpower Commission, and the then Anglo American

industrial relations adviser, Chris du Toit, Roux had a hand in drawing up some of the most important employer documents of intent of the Seventies. Indeed, he believes that the FCI's Industrial Peace Document, drafted after the 1976 riots, led to the appointment of the Wiehahn Commission.

Roux has made a bold move. Whether his appointment will be accepted, and whether it proves wise for him personally — and Tucsa as a whole — remains to be seen. ■



Roux... management man in union hot-seat

CLAIRE PICKARD-CAMBRIDGE

EIGHT metal unions are to hold talks to establish a giant union to represent their workers

The decision was taken at a conference of the council of the International Metalworkers' Federation (IMF) in Johannesburg earlier this week

The Motor Industry Combined Workers' Union (Micwu), the National Automobile & Allied Workers' Union (Naawu) and the Metal & Allied Workers' Union (Mawu) report good progress in the merger talks

However, the formation of the giant union will be a complicated task, which is an important, but longer-term aim

The question of disinvestment proved more controversial

The council voted in support of international pressure aimed at

BUSDAY 2/5/86

Metal unions talk on merging forces

eliminating apartheid Unions agreed to obtain a mandate from members to formulate a clear policy on disinvestment before the end of 1986

The question of political policy is an issue which has not yet been thoroughly debated within the council

However, a motion was carried which included not affiliating to any political organisation Unions nevertheless resolved to take up political struggle — if it was in the interests of workers — through their membership and through alliances with progressive community and political or-

ganisations

Mawu's David Madupela said unions faced the danger of being used by political organisations and being left to bear the consequences of certain actions

"We have seen Zambian and Zimbabwean political organisations obtain what they want, but then suppress the unions who helped them to power," he said

Other resolutions were

- To fight to establish a living minimum wage in the metal industry
- To work for effective co-operation by affiliates in collective bargaining

Halley's comet

974 Mr W V RAW asked the Minister of Transport Affairs

Whether any special flights were arranged by the South African Airways for the purpose of viewing Halley's comet, if so, (a) how many, (b) what aircraft were used for this purpose, (c) what was the average (i) duration of these flights and (ii) number of passengers per flight and (d) what was the average (i) fare per passenger and (ii) cost to the South African Airways per flight?

The MINISTER OF TRANSPORT AFFAIRS

Yes

(a) 57

(b) Boeings 737

(c) (i) 2 hours

(ii) 76

(d) (i) R150

(ii) R8 006

Obsolete wooden coaches

975 Mr W V RAW asked the Minister of Transport Affairs

(1) Whether any obsolete wooden coaches have been scrapped by the South African Transport Services, if so, (a) how many and (b) over what specified period,

(2) (a) what types of (i) imported and (ii) local timber were used in the manufacture of these coaches and (b) what was the approximate value per cubic foot or metre in each case;

(3) whether the timber from the scrapped coaches has been sold, if so, at what price, if not, (a) why not and (b) what steps were taken in respect of this timber?

HOA

The MINISTER OF TRANSPORT AFFAIRS

(1) Yes

(a) 311

(b) 1 January 1984 to 31 December 1985

(2) (a) (i) Teak, Mahogany, Iroko, Doussie and Oregon Pine

(ii) Multi-ply wood

(b) Owing to the large variety of passenger coaches purchased, built and modified over many years, with varying quantities and types of timber, it is not practicable to determine the value

(3) Yes Due to the poor condition of the timber as a result of screw holes, cracks etc, it was in the past sold together with other scrapped timber as firewood to Transport Services personnel. However, due to the high dismantling cost, scrapped coaches are now sold on application, by public auction or against open tender, provided the amount offered is not less than the reserve price

(a) and (b) Fall away

Germiston: average shift-time

978 Mr W V RAW asked the Minister of Transport Affairs

With reference to his reply to Question No 717 on 7 April 1986, (a) what is the average shift-time of drivers based in Germiston and operating goods trains to and from Sentrstrand on the Durban, Kroonstad, Klerksdorp and Witbank lines, respectively, calculated from the time of signing on to the time of signing off, and

(b) what percentage of this time represents (i) overtime, (ii) time spent on signing on and off, (iii) time spent on travelling to and from Sentrstrand and (iv) time actually spent on driving these trains?

The MINISTER OF TRANSPORT AFFAIRS

| | Durban (stationed at Volksrust) | Kroonstad | Klerksdorp | Witbank |
|------------------------|------------------------------------|--------------------|--------------------|--------------------|
| (a) 9 hours 27 minutes | | 8 hours 35 minutes | 8 hours 30 minutes | 8 hours 10 minutes |
| (b) (i) 17,9 per cent | | 6,7 per cent | 5,8 per cent | 2,04 per cent |
| (ii) 5,1 per cent | | 5,8 per cent | 9,7 per cent | 3,1 per cent |
| (iii) *11,1 per cent | | 9,7 per cent | 77,8 per cent | 14,8 per cent |
| (iv) 65,9 per cent | | 77,8 per cent | 78,8 per cent | 80,06 per cent |

*Personnel report for duty at Germiston and are conveyed to Sentrstrand from where they work through to Kroonstad, Klerksdorp and Witbank. Germiston personnel do not work trains as far as Volksrust but interchange en route with Volksrust personnel. On their return journey Germiston personnel, in most instances, work trains which are destined for destinations other than Sentrstrand from where they return with electric locomotives to the Germiston depot. These crews are, therefore, seldom conveyed back to Germiston.

Artisans/apprentices

979 Mr D J N MALCOMBE asked the Minister of Transport Affairs

(1) How many (a) white, (b) coloured, (c) Black and (d) Indian (i) artisans and (ii) apprentices were employed by the South African Transport Services as at the latest specified date for which information is available,

(2) whether these artisans have trade unions, if so, (a) how many and (b) what are the names of these unions,

(3) whether any of these unions have restricted membership in terms of race or any other classification, if so, (a) which unions and (b) what restrictions do they apply?

As at 15 March 1986

(b) (i) 34

(ii) 20

As at 15 March 1986

(c) (i) 19

(ii) 6

As at 15 March 1986

(d) (i) 10

(ii) 8

As at 15 March 1986.

The MINISTER OF TRANSPORT AFFAIRS

(1) (a) (i) 11 595

(ii) 5 010

(a) One

(b) Artisan Staff Association.

(3) No (a) and (b) Fall away

HOA

w/e ARGUS 31/5/66

135
135

David takes on Goliath

LABOUR
AFFAIRS
DICK
USHER



IT'S a bit like David and Goliath

The tiny Clothing Workers' Union (Clowu) this week made its first step towards challenging the closed shop arrangement in the Cape clothing industry when it had its first discussions with a company management about a recognition agreement

The union called it a breakthrough in its battle against the entrenched power of the Garment Workers' Union (GWU)

For about two years Clowu has been like a gnat buzzing around the GWU's head, issuing pamphlets attacking the GWU and its officials, organising at factory gates and trying to convince workers it can be a viable replacement for the established union

Its problems are many Clowu, a United Democratic Front (UDF) affiliate, had its offices destroyed in last year's fire in Corporation House, several of its leading members have spent periods in detention, its politics and approach to unionism are uninviting to employers with long-established relationships with the GWU and there is the closed shop agreement which requires all workers to join the GWU.

But the union is convinced that the tide of history is with it and that, eventually, it will replace the GWU

Some observers say that Clowu's fight is vital to the "emergent" union movement in the Cape

GWU, an affiliate of the Trade Union Council of South Africa (Tucsa), has about 58 000 members and is by far the biggest union in the Western Cape. With significant financial strength and a large office building in Salt River it has powerful resources far exceeding those of Clowu

But as a "moderate" union it is also subject to all the currents swirling through trade unionism and politics in South Africa which make life difficult for centrist organisations

Tucsa, in which the GWU is a powerful force, has faced a slow but steady drain of unions leaving in recent years, mostly from the left, and its image has not been boosted by the recent appointment of Mr Fred Roux as general secretary to fill the gap left when the long-serving Mr Arthur Grobbelaar died about two years ago

Many were baffled by the choice of a former chief executive of an employer body, the Federated Chamber of Industries, to head a workers' organisation

The latest union to leave Tucsa was the Textile Workers' Industrial Union which, announcing its departure, said the council was irrelevant in its members' fight against apartheid

Time running out for SA, TUCSA told

By Michael Morris,
The Star Bureau

LONDON — International pressure on South Africa has boosted the cause of reform — but increased sanctions and disinvestment will cripple the country's workforce, a delegation from the Trade Union Council has said in Britain.

The message they will be taking home is that time is running out for South Africa.

In unofficial meetings, TUCSA president Mr Robbie Botha and deputy vice-presidents Mr Joe Daniel, Mr Martin Deyssel and Mr Mac Mia have met a wide

range of British trade union officials as well as political figures, including former Prime Minister Mr Edward Heath and pro-South African Tory MP, Mr John Carlisle.

Their week-long stay in Britain will be followed by two weeks in Geneva where the TUCSA officials hope to give their views to the International Labour Organisation — they will attend its sessions as unofficial observers — and to representatives of world governments.

From his London hotel, Mr Robbie Botha told *The Star*:

"With a multi-racial paid-up membership of 390 000 workers, we are the most representative trade union group in South Africa — and we have a story to tell.

"We feel that world pressure on the country has served a purpose and that the Government is committed to urgent change. But, with unemployment among our members already running high, further sanctions will make that worse.

"People to whom we have spoken agree you can go so far — and that you should call a halt

when you see are getting results. They recognise that you can overplay your hand."

The message the TUCSA delegation will take back to South Africa is equally clear.

Mr Botha said: "Time is running out for South Africa. The West is waiting anxiously to hear what President P W Botha has to say at the forthcoming National Party conference.

"We believe that the few friends we still have in the world are not prepared to give us any more time, because they themselves are being placed in a disadvantageous position."

IN BRIEF

DD 29/5/86

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Textile union to break from Tusca

Dispatch Reporter
EAST LONDON — The Textile Workers' Industrial Union of South Africa (TWIU) has decided to disaffiliate from the Trade Union Council of South Africa (Tusca)

The decision was taken at a conference of the union's national executive committee in Cape Town at the weekend

In a statement released by the TWIU yesterday, the union's general-secretary, Mr Norman Daniels, said Tusca was irrelevant "in

our members' fight against apartheid"

"Whilst reiterating that the TWIU has no political affiliations, delegates nevertheless felt that matters affecting the lives of its members could not be ignored, particularly when it is accepted that political decisions and actions directly affect the economy of the country," the statement said

It said the conference had resolved that apartheid could in no way be reformed but must be scrapped in its entirety and all people must be

given the same rights, privileges and responsibilities.

The presence of the police and army in the townships and schools was regarded as intolerable and seen as aggravating the problems members were facing and the right of their children to be educated in peace without harassment and violence against them by the police and the army

"This conference calls upon the government to remove this presence forthwith and condemns the senseless killing of people and the burning of homes and possessions by whoever is responsible therefore

"It particularly condemns the violence and destruction perpetrated against the almost 30 000 residents of Crossroads who have been rendered homeless and where 33 people have lost their lives," the statement continued

"This union pledges to strive towards May 1 and June 16 being declared paid public holidays for all textile workers," the statement added

BW DAY.

Y, Thursday, May 29 1986

3

Breakaway union deals Tucsa ¹³⁵ another severe blow

CLAIRE PICKARD-CAMBRIDGE,

THE Trade Union Council of SA (Tucsa), which has lost about 200 000 members since 1983, was dealt another blow yesterday with the disaffiliation of the 19 000-member Textile Workers' Industrial Union (TWIU)

The TWIU, which is the third union to break away from Tucsa in the past month, said it believed Tucsa was no longer relevant in today's labour struggle.

The Durban Integrated Municipal Employees Society and the Tramway and Omnibus Workers' Union were the other two unions to leave this month after growing disenchantment with Tucsa policies

TWIU general secretary Norman Daniels said the union had been unhappy with Tucsa for some time "It is very conservative, steers close to Government and is not relevant in terms of the needs of our members"

The multi-racial council now has about 250 000 remaining members and rumours are afoot that more Tucsa unions are considering disaffiliation

It is not yet known whether the TWIU will consider affiliating to any other federation. A statement following its recent conference re-affirmed the union's desire to fight apartheid and other forms of discrimination

□ Two Cosatu (Congress of SA Trade Unions) unions have merged to form the 26 000 Transport and General Workers' Union (TGWU)

N/M/13/5/86

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~~2500~~

'Ability, not age should govern retirement'

Finance Reporter

WITH THE increased life expectancy of man, ability and not age, should be a mandatory criterion for retirement, the 36th annual conference of the Association of Pension and Provident Funds of South Africa was told in Durban yesterday

Mr R Botha, president of the Trade Union Council of South Africa, said that people reaching the normal retirement age of 65 should be encouraged, or even trained, to stay productive now that man's life expectancy had increased to 80 and women even longer

He said in a skills-starved society, like South Africa, it was important people remained productive longer instead of being jettisoned and increasing their chances of becoming a burden on society

Mr Botha, said he represents some 300 000 workers — 'the voice of the largest section of organised labour in South Africa' — and called for the urgent establishment of a national non-discriminatory pension scheme administered at the outset by free-enterprise and the State

The pension issue, Mr

Botha said, had been a subject Tucsa had been devoted to for the last 30 years, and while some excellent pension funds now existed involving unions, many workers, after a long working life, were still virtually penurious

'Responsible trade unionists now urgently want a national pension scheme, which they can contribute to all their working lives and exists solely for the benefit of the employees

'They want pension or provident fund benefits to have as their basic purpose providing for the workers' old age, and not be payable as a substitute for the loss of earning capacity'

Mr Botha pointed out that unless Government sought other means to alleviate the estimated 40 to 60 percent growth in the number of people over 60 in a relatively few years, chaos would result

He suggested three options

● To alert workers to the problems awaiting them well in advance of retirement through education courses, which many employers are already using

● A re-evaluation of sal-

ary and wage structures to make a return to old savings habits possible, and,

● Drastic revisions of present retirement policies

Asked about the attitude of emerging trade unions to pension provision and preservation, Mr Arthur Mathonsi, vice president of Tucsa, said while Tucsa did not approve, he had found during informal talks that some unions believed it was the duty of the employer to provide pensions

12/5/85
BUS DAY

Union membership is drastically down

135

□ MVUBELO

LUCY MVUBELO, 66-year-old fighter who has been a unionist for 33 years, sits in an office under a sign that reads "Yes, a brighter tomorrow is coming"

Her home has been petrol-bombed more than once, her despair with her own people is apparent and the picture she paints is one of doom and gloom

"In 1984 the picture was quite bright, clothing was flourishing — there were disquieting signs but we thought that with the industry's usual resilience it would pick up. But it went from bad to worse. In 1984 there was a membership of 20 000 workers. In 1985

ANNABELLE GORDON

it went down to 18 000. Today it stands at about 12 000," says Mvubelo, who is general secretary of the National Union of Clothing Workers, SA.

"We are going under. The future does not look at all bright. It has been officially made known to us that more factories will close. So many factories have gone — underwear, menswear, ladies fashion. In the Western Cape, 79 factories closed in 1985.

"There were several menswear factories in Johannesburg which exported, now there are only two or three left, and one wonders how stable they are. How many more will go?"

"Another aspect of industry's problems was the concessions given by government to clothing employers, many of whom went to border areas like Ladysmith or to the homelands. There are no unions there yet, but with the formation of the new union in Natal, I am optimistic this will change. Those employers will now have to think twice about wages and training and labour. It is a political issue, these concessions. We are waiting for the politics to recede and those concessions to be withdrawn.

"Unlike Buthelezi and Mangope, some homeland leaders do not want unions. But it will come. Enlightened leaders realise they can only set high standards and improve

standards by giving decent wages and conditions

"I support the free enterprise system but in black areas it is not working. Black workers do not respect black bosses. It will take another century before we respect each other.

"The Small Business Development Corporation does help with machinery, but not with rent or wages. We believed in training from early on, so let us now seize the opportunity to learn how to run a small business.

"Sadly, we may have to close our training school. What do we need to train for now?"

"There are day to day problems. Our employers have to buy material from overseas and with sanctions and boycotts it will take months to reach us.

"You know, SA goods are very, very good, good enough for export. I never had to wear an imported garment," she gestures to her own clothing.

"I despair of my people when they cut their own throats with consumer boycotts. When I was in East London last week, the town was grey and dull, the locals are going to Umtata and Butterworth to buy what they need. What nonsense. We will kill ourselves with cheap politics.

"Today, in my industry where the majority are women — breadwinners — how are they to manage?"

STAR

Wednesday, May 21 1986

7

Pay rises ¹³⁵ for builders

Own Correspondent

CAPE TOWN — Building industry wage negotiations have ended in 10 percent increases for labourers and artisans

Unions asked for 29 percent to offset effects of inflation

Artisans will get 40c more an hour and labourers 16c

Mr Eddie Kapp, secretary of the South African Woodworkers' Union, said the increases — which will not become effective until published in the *Government Gazette* — were not satisfactory

1623
159

344 205
659
159
495

4
159
159

GWU
Cape Times 3/6/86
stays *135*
in Tucsa

Labour Reporter

THE Garment Workers' Union of South Africa has decided to remain affiliated to the Trade Union Council of South Africa, despite rumours that some its members were dissatisfied with the Tucsa leadership.

The GWU assistant general secretary, Mr Cedric Petersen, said yesterday the union had decided to remain in Tucsa "for the foreseeable future", at its annual general meeting at the weekend.

He admitted there were "some leadership problems" since the GWU's general secretary, Mr Arthur Grobelaar, died two years ago.

A new acting general secretary, Mr Fred Roux, had been elected in April.

The GWU is by far the largest Tucsa union in the textile and clothing industry.

The Textile Workers' Industrial Union disaffiliated from Tucsa last week because of the council's "irrelevance in the fight against apartheid".

3 clothing union workers suspended

Labour Reporter

THREE members of the Clothing Workers' Union (Clowu) have been put on paid suspension from Cape Underwear Manufacturers Ltd after addressing employees during a tea break yesterday morning.

According to management's legal adviser, Mr Johan Baard, the three were refused permission to address the workers,

CAPE TIMES
but ignored management's orders and were suspended

The workers, Ms Gawa Hartley, Ms Mariam Smith and Ms Desiree Balie, will face a disciplinary hearing this morning and will remain under suspension until tomorrow when management is expected to reach a decision on their future.

Clowu, which claims majority membership at Cape Under-

4/6/86
wear, is currently engaged in recognition talks with management

Yesterday's prohibited tea-time meeting was a report-back on last week's negotiations between Clowu representatives and management, the union said

Clowu yesterday called the suspension of their members

"a cowardly attempt to divert attention from the recognition discussions" and demanded their "immediate reinstatement"

All wage earners at the factory are currently represented by the Garment Workers' Union of the Western Province (GWUWP), which has a closed-shop agreement with the company

CLAIRE PICKARD-CAMBRIDGE

THE number of breakaways from the Trade Union Council of SA (Tucsa) has risen to four during the past month with the disaffiliation of the 700-member Chemical and Allied Workers' Union

Union secretary Jack Heeger said Tucsa was too conservative and had also angered his union by failing to take a stand on worker demands for May Day as a paid holiday

Heeger said another Tucsa union, the SA Canvas and Ropeworkers Union, was also considering disaffiliation

Tucsa loses yet another union

However, Tucsa's biggest affiliate, the 58 000-strong Garment Workers' Union of the Western Cape, said it would remain within Tucsa. It also criticised unions such as the Textile Workers' Industrial Union for its recent disaffiliation. Tucsa's membership is now about 250 000

Tighter sanctions forecast

"The pressure is far more intense in the US," she said

In a separate development, the Department of Trade and Industries (DTI) has denied speculation that government was thinking of reciprocal registration of Swedish companies involved in the anti-apartheid lobby

According to trade sources in Johannesburg, Japan was "highly likely" to react to any US sanctions initiative, because it was keen not to exacerbate its oft-strained relations with its most important Western trading partner, reports ALAN RUDDOCK

Despite long-standing and severe sanctions against SA — direct invest-

ment and bank loans have been banned since 1968 — Japan still felt obliged to react sharply to US President Ronald Reagan's executive order last year and imposed a much-publicised, but largely innocuous package of limited sanctions against SA, including a recommendation that Krugerrands not be imported

SA Foreign Trade Organisations international division manager David Graham believes any new move by Japan would tend less towards the punitive and more towards stressing its already hard-line stance against SA

Government ban on all meetings

of the three Houses an amendment may be moved for the Bill to be referred or recommended to the appropriate stand-

From Page 1

From Page 1

135 BUS DAY

5/6/86

5/6/86 BUS DAY

5/6/86 BUS DAY

TUCSA LOSS MEANS GAIN FOR COSATU

By SIBUSISO MNGADI

THE 3rd Congress of SA Trade Unions is set to receive a major boost to its already large membership with the affiliation of two major trade unions — among them a disenchant-ed Trade Union Council of SA break away

After several talks on unity, five domestic workers' organisations from all over SA have finally agreed to form one union — the SA Domestic Workers' Union

This resolution was taken at a meeting held at the Lutheran Centre in Johannesburg, where October 24 was set as D-day for the new union's launch

The organisations which are due to disband to make way for Sadwu are South African Domestic Workers' Association, the Cape Town based Domestic Workers' Association, National Domestic Workers' Union, East London Domestic Workers' Union and Port Elizabeth Domestic Workers' Union

Sadwu national organiser Mary Mkhwanazi said the decision to unite came at a time when it was needed more than ever before

"We felt unity will make the domestic's voice stronger and struggling side by side with our sister organisations within Cosatu will help bring the Government to a negotiating table

"Our main priority is to fight for domestic workers to have laws regulating their minimum wages and working conditions

"And so the resolution to affiliate to Cosatu came as no surprise as already some of us have been closely linked to certain of its af-

filiates," said Mkhwanazi

She said Sadwu will be launched at a mass rally in Johannesburg. At first they had chosen Durban but after experiencing fighting there during the National Education Crisis Committee Conference they decided to change venue

Mkhwanazi said some of their members who attended are still having nightmares about the impi raid which left two of their members dead

In major policy shift, the 6 000-strong Durban Integrated Municipal Employees' Society is to investigate the possibility of affiliating to Cosatu. This follows a decision taken at its annual general meeting to pull out of Tucsa

Dimes honorary organising secretary Dharam Kisson Singh said "At our AGM it was pointed out that Tucsa no longer represented the views of the majority of workers and failed to identify with the aspirations of the black people"

"It was also pointed out that Tucsa was moving in the opposition direction to the general mood of the majority of workers who sought a new deal. It had failed to respond to the challenges facing the country and identified too closely with the State and establishment," said Singh

Singh said it has been suggested by some members that Dimes affiliate to Cosatu, but as notice of this was not given to the meeting, no decision could be taken

But the general view was that Dimes should affiliate to Cosatu. This will be discussed at a later stage

20/6/75 BUSINESS DAY 135

Satu, Saan settle dispute

THE dispute between the SA Typographical Union (Satu) and South African Associated Newspapers Ltd has been settled.

Satu said yesterday union members who were not offered employment at the Argus Company in Cape Town or Johannesburg would be paid retrenchment benefits in line with the company's policy.

Business Day Reporter

Satu said agreement followed "lengthy and amicable discussions between officials of the union and management concerning the retrenchment of union members as a result of the rationalisation and sharing of services between Saan and the Argus Company".

Cape Times 28/6/86

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Saan dispute settled

| | |
|--|--|
| <p>Own Correspondent JOHANNESBURG — The dispute between the SA Typographical Union (Satu) and South African Associated Newspapers Ltd has been settled Satu said in a state- ment yesterday that</p> | <p>members of the union who were not offered employment at the Ar- gus Company in Cape Town or Johannesburg would be paid retrench- ment benefits in line with the policy of the company</p> |
|--|--|

17/6/66 27/6/66
132
135
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Ballot to challenge closed shop

By DICK USHER
Labour Reporter

A BALLOT at Cape Underwear will today decide whether workers there will be represented by the Clothing Workers' Union (Clowu) or the Garment Workers' Union (GWU)

The ballot is the first challenge in many years to the closed-shop agreement in the garment industry by which all workers become GWU members

Clowu, which has been in existence about two years, claims majority membership at the factory

The ballot has been delayed several weeks because of disputes

Clowu officials have said they will be available to scrutinise the ballot, but the GWU has said it will not take part. The management has invited GWU shop stewards to act as scrutineers.

Two members of an international firm of auditors will supervise the ballot

Cape Times

17/8/6

135

Little support for unions

Labour Reporter

THE Clothing Workers' Union (Clowu) has failed in its bid for official recognition at Cape Underwear Manufacturers Ltd, despite scoring the majority of votes in last week's union ballot.

Only 13,7 percent of the 558 workers at the factory cast votes in the ballot which was held to establish whether Clowu had enough support to threaten the closed shop agreement which its rival, the Garment Workers' Union of the Western Province (GWUWP), enjoys.

Clowu gained 44 votes in the ballot compared with 33 for GWUWP.

The industrial relations executive for Cape Underwear, Mr Johan Baard, said both unions had obviously misread the situation at the factory.

Despite high-profile campaigning by both Clowu and GWUWP, neither had succeeded in demonstrating any significant support among the workers.

GWUWP would, however, retain its position as the officially recognized union because, due to the closed-shop agreement, it had 100 percent membership at the factory.

● Most of Clowu's full-time office staff disappeared from their Woodstock office last week. The Seardel Group, owners of Cape Underwear, has tried to establish their whereabouts.

10/1/78
135
Tucsa requests
talks with govt

CLAIRE PICKARD-CAMBRIDGE

THE multiracial Trade Union Council of SA (Tucsa) is seeking interviews with government to protest at the emergency restrictions on unions and to call for release of union leaders.

Tucsa president Robbie Botha said Tucsa was hoping to meet Law and Order Minister Louis le Grange and Manpower Minister Pietie du Plessis.

Tucsa strongly protest against the State's meddling in trade union affairs, the restriction of union activity and the detention of trade unionists, he said.

"Tucsa believes normality will not return to our society by means of force and the misapplication of the law, but only by negotiation. Tucsa urges that meaningful negotiation between all recognised leaders start immediately," Botha said.

Botha said Tucsa foresaw further violence with the State using increasingly arbitrary powers, if meaningful negotiation did not take place.

CAL Terts 10/7/60 (207) (P.35) (100)

Tucsa rejects govt actions

JOHANNESBURG. — The Trade Union Council of South Africa (Tucsa) expressed its "total rejection" of the "arbitrary action" taken by the authorities against many South African trade unions, Tucsa's president, Mr R H Botha, said yesterday.

In a statement issued in Johannesburg, Mr Botha said: "These unjust restrictions should be lifted immediately, and unions should be allowed to resume their normal activities in the interests of their members as they best see fit"

All trade unionists detained should be released Tucsa believed that normality would not return to our society by means of present methods being adopted by the government, but only by negotiation, and Tucsa urged that meaningful negotiation between all recognized leaders start immediately

"Apartheid must end now In pursuit of these demands Tucsa is seeking interviews with the ministers of Law and Order and of Manpower," the statement said — Sapa

AR 6ms 14/7/80

Union challenges validity of ballot

By DICK USHER, Labour Reporter

THE recognition issue at Cape Underwear between two rival unions refuses to lie down and die.

The Clothing Workers' Union (Clowu) claimed it had majority membership and should be recognised as the bargaining unit instead of the Garment Workers' Union (GWU)

To decide the issue a ballot was held on June 27 in which 77 workers out of a workforce of 558 voted — 44 for Clowu and 33 for the GWU

Clowu has written to the management claiming irregularities in the ballot, challenging its validity and demanding a fresh vote

The GWU has a closed-shop agreement challenged by Clowu

Union 'won't help send baby to jail'

THE SA Black Municipal and Allied Workers' Union (Sabmawu) yesterday again rejected a police offer to reunite an ailing six-month-old baby with its mother — in jail.

"As a prison is a place for criminals, we are morally bound not to assist in sending the child to jail," a Sabmawu spokesman said yesterday, ref-

erring to the plight of the infant whose health is said to have deteriorated since his mother's detention on July 3

He said the union had reaffirmed its stand on the matter during a national executive council meeting at the weekend. Also, the union had embarked on a publicity campaign — whose theme is "Help

Us Save The Child"

The mother is a member of Sabmawu

Said the Sabmawu spokesman "As committed Christians we are morally bound by our religion and follow the words of our Lord who says 'Suffer the children who come unto me, for theirs is the king-

dom of God'

"If the prison was the church, then the union would have gladly taken the baby to the house of the Lord. We want to make it clear to the authorities that the union was responsible for the baby's wellbeing from the day its mother was detained," he said.

Sawetun 14/7/86

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Pay-rise bugging row ^{THE TIMES} ^{10/11} is closed' ⁽³⁵⁾ ⁽²⁰⁾

JOHANNESBURG. — An investigation into the alleged bugging of a meeting of a South African Transport Services workers' union has been completed.

The bugging was alleged to have taken place during stormy wage negotiations earlier this year.

The president of the Artisan Staff Association, Mr Jimmy Zurich, said he was told by the Minister of Transport Affairs, Mr Hendrik Schoeman, that

the Railways Police had denied knowledge of the incident.

Mr Zurich said: "The minister said neither he nor the manager of SATS, Dr Bart Grove, would ever sanction such action. As far as our union is concerned, the matter is closed."

The bugging controversy arose in February when the Federal Council of SATS trade unions was demanding a 25 percent pay increase for railway workers — Sapa

ARbans 17/7/86

Universities 'not State servants'

After 5.17/7/86
 Tucsa instilled 'cynical stance in workers'

By GAYE DAVIS
 Education Reporter

SOUTH AFRICAN universities, although subsidised, were never meant to be servants of the State, says Professor Jakes Gerwel, rector-designate of the University of the Western Cape

By DICK USHER
 Labour Reporter

TRADE Union Council of South Africa (Tucsa) unions had imbued coloured workers with a "grotesque" understanding of unionism, said a speaker at the University of Cape Town's *Roots and Realities* conference today

Mr Johan Maree, a sociologist and labour researcher, said Tucsa unions had through many decades instilled in workers a cynical attitude by which they viewed unions merely as benefit societies without developing any notion of shopfloor struggle

He was delivering a paper on union democracy and the General Workers' Union (GWU)

The GWU, which developed from an advice bureau in the early 1970s into a general union with almost solely African membership, succeeded in establishing sound democratic workplace organisation wherever it took root, he said

From the outset it had sought to lay foundations on which meaningful worker participation could take place.

PLAY OFF

Early strategies of organising statutory works committees had excluded coloured workers. This inhibited the GWU's ability to turn itself into a powerful working-class organisation and enabled management to play one group off against another

Also, in two industries where the GWU established a strong presence, coloured workers were artisans in supervisory positions which removed them from the African workers

Industries with large concentrations of unskilled coloured workers were either already organised by a "progressive" union or were captive to Tucsa unions through a closed shop

Professor Gerwel was speaking during the Centre for African Studies' conference, *Western Cape Roots and Realities*, last night

The State fulfilled its function to taxpayers by subsidising university education, while the university autonomously exercised its functions of training, research and community service for the "common good"

When there was a clash between State and university over the definition of "common good" it was for the university to decide on its response to the consequences of that clash

"Although not essentially a place of activist involvement, a university could be forced by historical circumstances into such a position," he said

Evidence of this was the way black educational institutions had become places of student activism during a decade of resistance which started with the



Prof Jakes Gerwel

Soweto uprisings in 1976

Inferiority

UWC students were the bearers of the idea of a new and changed society

Migrant labour still condemned Western Cape blacks to inferiority, social anthropologist Dr Mamphela Ramphele told the conference

Hostels housing migrant workers in Cape Town's black townships should have disappeared with the July 1 scrapping of influx control laws — but the cumulative effects of years of deprivation meant the men were condemned to stay, she said

Cape Times 18/7/86 (130) 130

'A fair skin the passport to job'

Political Reporter

A "FAIR SKIN" was a passport to a job in the printing industry, a former factory worker told the "Western Cape Roots and Realities" conference at the University of Cape Town yesterday.

In her paper, "Women at Work, Machines or Human Beings?", Ms Pat Fahrenfort, a factory worker turned academic, told of her experience on the factory floor and the working life of women in the printing industry.

Comparing the plight of women after recent interviews with a sample of four women and her own experience in 1966, Ms Fahrenfort said nothing had substantially changed in the quality of life for the women behind the machines.

Because the majority of skilled printers were white it was difficult for persons of other race groups to stage a break-

through in this sector of industry in the 60s. The situation had only slightly eased since.

"Workers were invariably selected by officials on the basis of their fair skins. A fair skin during this period was one of the key facilitators for gaining white identification papers. It was quite a common phenomenon for 'coloured' women to form relationships with white men, some of which led to emigration and then marriage."

Ms Fahrenfort said a common feature at one of the places she worked at was that most of the married women talked freely of their extra-marital relationships.

Workers in the printing industry remained loyal to their employers in spite of the extremely difficult working conditions. One of the reasons for this was that there was little if any union activity which promoted worker interests.

Mediator sought for city bus union

Labour Reporter

ARLW 6/11/60 (132)

THE Industrial Registrar has been asked to appoint an independent mediator to take over the executive functions of the Tramways and Omnibus Workers' Union

This would include holding meetings to consider long-delayed amendments to the constitution and elections for a new executive committee for the 2 000-member union to resolve the conflict within its ranks

A reply is expected this week to the proposals made by a dissident group within the union which is alleging maladministration and that the union executive is not acting in members' interests

They follow a general meeting on Sunday which was closed after only one of two sessions required by the constitution had been held

The meeting was called in terms of a Supreme Court ruling last month to consider proposed amendments to the constitution which, the dissident group claims, had been consistently evaded by the executive.

HALL LOCKED

After the first session on Sunday morning workers said they returned for the afternoon session to find the hall locked. They were told this had been done on the instruction of acting-general secretary Mr M Soeker

A second general meeting is due to be held on August 17 to elect union officials and office-bearers

The registrar has also been asked to cancel the extension of the executive committee's term of office and appoint a new interim executive committee drawn equally from both sides to run the union until elections can be held

Mr Soeker said he would "tell the whole story" at a Press conference today

CAPE TOWN 18/10/66

TOWU 'Rebel clique' accused

Staff Reporter

THE embattled executive of the Tramways and Omnibus Workers' Union (TOWU) yesterday accused a "rebel clique" of trying to smash the present union leadership and lead the membership into "another union".

Months of simmering discontent in the union appear to be heading for a major showdown between the rank and file of TOWU — where the "rebels" appear to have widespread support — and the present executive. TOWU represents some 2 100 busdrivers and other workers at City Tramways.

The rank-and-file membership have already forced the executive to disaffiliate TOWU from the conservative Trade Union Council of South Africa (TuCSA) and have obtained a Supreme Court order forcing the executive to hold an annual general meeting.

At a press conference yesterday Mr Mogamat Soeker, general secretary, Mr J H Mostert, acting-chairman, Mr N H Hanslo, treasurer, Mr P J Abrahams, shop steward, and the executive's attorney, Mr Hermann Nieuwoudt, said they were considering a secret ballot among members to determine who should lead the union.

Mr Soeker said pamphlets put out by the "rebels" bore the slogan "an injury to one is an injury to all" and "we all know that is a Cosatu (Congress of South African Trade Unions) slogan".

Copy to Mrs 8/3/86 170-255
135
dictated by Godfrey Heynes

Ruling sought on rights of apprentices

Assistant Financial Editor

PRINTPAK CAPE — a company in the Nampak group — agreed with the SA Typographical Union (SATU) yesterday to ask the National Industrial Council for the Printing and Newspaper Industry for a ruling on whether the services of apprentices in the industry automatically terminate at the end of their apprenticeship

Printpak also agreed to pay R3 375 to an apprentice it had discharged, John La Vita

And it undertook not to terminate the services of any other apprentice before October 31

The Industrial Council is due to meet on the issue in late October

Its decision may affect the future of more than 200 apprentices in the Nampak group and more than 1 000 in the industry as a whole

The payment and the agreement result from an application to the Industrial Court by SATU and La Vita alleging that the termination of La Vita's services at the end of his apprenticeship without any dismissal or retrenchment procedure constituted an unfair labour practice

SATU general secretary Martin Deysel said in Cape Town "I am delighted that the whole issue is finally to be placed beyond doubt by the proper body representative of the whole industry"

FOR A COPY OF THE INDICES

26/8/86 SOWETAN (135)

Union quits Tucsa

THE National Union of Garment Workers (SA) has decided to withdraw from the Trade Union Council of South Africa.

The decision was taken at the annual national council conference of the union in Johannesburg on Sunday, according to a statement issued by the union yesterday. The

NUGW was the first black union to join Tucsa.

The conference also called for the immediate release of Nelson Mandela and other political prisoners.

Debate

The resolution to disaffiliate came from the Doornfontein/Jeppe branch of the union, and was accepted unanimously after debate.

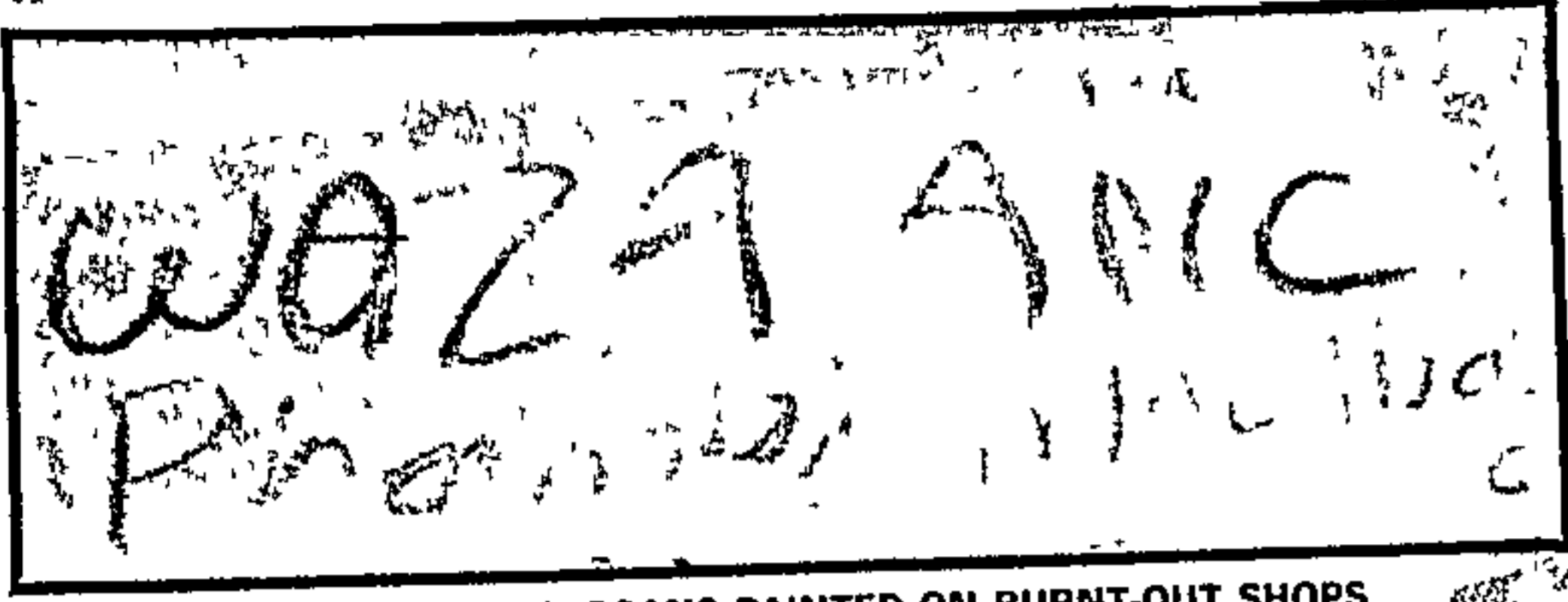
The reason given was dissatisfaction with the Tucsa leadership.

Branch secretary Tom Mashinini said Tucsa had failed to find an acceptable leader since the death of Arthur Grobbelaar.

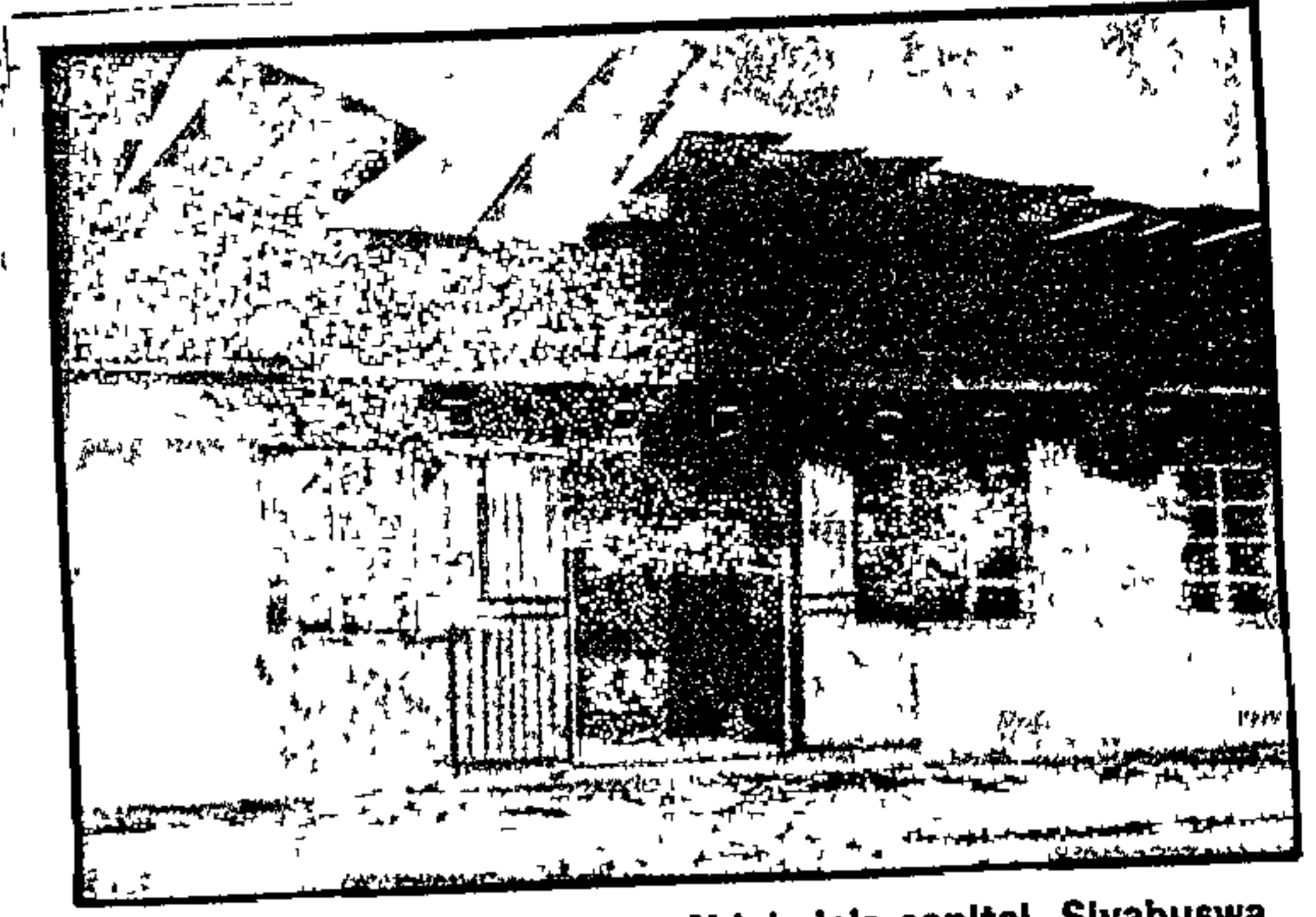
Tucsa's leadership was criticised as being directionless and its public statements condemned as unrepresentative of members. Specific reference was made to Tucsa's stand against the May Day commemoration this year, of the lack of support for June 16 as a paid holiday, and of Tucsa's inconsistent stand on detention without trial.

It is expected that the National Union of Garment Workers, which incorporates the Garment Workers Union of SA, a founder member of Tucsa, will remain unaffiliated to any federation in the foreseeable future. — Sapa

The bloody price of freedom



CLOSE-UP OF SLOGANS PAINTED ON BURNT-OUT SHOPS



A burnt-out building in KwaNdebele's capital, Siyabuswa

aneous revolt against the excesses of the vigilantes, fanned by opposition to a politically prescribed and unwanted independence.

Manoeuvre

Traditionalists — ironically for Black Africa — now siding against independence see it as a cynical manoeuvre to wrest rightful power from their "Ikosi" (king) and replace him with a president (probably the present Chief Minister, Simon Skosana) in a republic.

According to a royal kraal source, a delegation from the UDF recently called to offer financial support and invited the royalists to affiliate to the movement.

"But we rejected it," said the source. "We told them this was an internal matter and we would solve it in our own way."

Also rejecting allegations of ANC involvement in the anti-independence groundswell is Prince James Mahlangu, son of the Paramount Chief and chairman of the KwaNdebele tribal authority.

According to royal sources, lawyers are trying to trace the whereabouts of "hundreds" of young people allegedly detained and taken away from the homeland.

counselling, they are declaring war on my people. To me it looks as if they are fighting me through my people for refusing independence."

In his comfortably furnished office in the guarded administration block, Minister of Information F K Mahlangu confirmed that the Cabinet had met the chiefs to discuss how to defuse the unrest.

Disbanded

He said the Government had agreed in principle to the Chiefs' request to abolish the Imbokotho, which he admitted may have made

"some mistakes". In fact, it was already being disbanded, he said. And Mr Mahlangu hinted that some members of the Government who previously supported independence may now have changed their minds "because of pressure".

One previously pro-independence Cabinet member, Prince Cornelius Mahlangu, the Minister of Health and a son of the Paramount Chief is one who is now reported to have changed his stance.

Mr Mahlangu, who only last week said the December 11 target date for independence was still on, said "If the independence issue is the

cause of the unrest — and that is debatable — I personally would agree to the postponement of independence if it meant saving souls. But I cannot speak for my colleagues."

Just who organises the cadres that have attacked and burnt shops and businesses owned by members of the Cabinet and legislature is unclear.

The assassination of Minister Ntuli bore the hallmark of a professional killing. But nobody is linking the street violence directly to the Chief of the traditionalists.

Royal sources in turn blame the turmoil on a sponsor.

ly worded ultimatum to the territory's political leaders from KwaNdebele's traditional chiefs — led by their "Ngwenyama" (Lion), Paramount Chief Mabokho Mahlangu.

Chief Mabokho (he would be king in a constitutional monarchy) warned bluntly that the violence — from whatever source — would not cease until the Imbokotho movement was disbanded and plans for independence called off.

Debate

KwaNdebele's Assembly will debate the independence options this week with a formidable range of opinion stacked against it — given credence above all by the opposition of the Paramount Chief, who commands the allegiance of the traditional majority.

In a rare interview in the royal kraal, near Siyabuswa, the Paramount Chief, flanked by his council of elders and royal advisers, clearly set out his opposition to independence. Speaking through an interpreter, the now frail and greying Ngwenyama, waving his fly-whisk for emphasis, told us "There can be no independence without seeing a constitution first."

"I have told them (the Ministers) on a number of occasions to bring it to me to show

me by what authority they propose to bring in this independence, but they have failed to do so."

"They should have consulted the people first and not forced them to take what they don't want. The whole nation rejects this independence."

Chief Mabokho blamed the

Imbokotho vigilantes for "harassing and killing my people."

Stabbing the air with his whisk, he emphasised "The only condition for a return to normality will be the complete outlawing of the Imbokotho and scrapping the idea of independence."

"If they do not listen to my

TROUBLE-TORN KwaNdebele s this weekend agonising over whether to opt for an "independence" that will be born in bloodshed and terror — or slip back into the anonymity of the Northern Transvaal bushveld.

The homeland's legislative assembly meets in special session on Tuesday to decide whether to push ahead with the December 11 target date set by Pretoria for its independence.

Or put it off in the hope it will bring back peace to the scarred and pitted streets of its dusty capital, Siyabuswa.

Over all looms the spectre of the neck-lace and the petrol bomb. An estimated 100 people have died since opposition to the independence plan erupted in open violence last May.

Scores more are reported to have been detained under the emergency regulations. And the homeland's political leaders are haunted by fear of the assassin's strike.

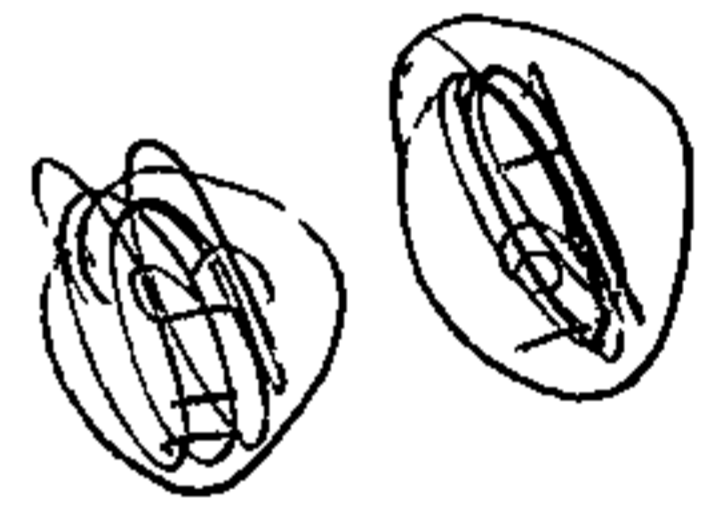
Flocks of goats nibble for titbits around the debris of burnt-out shops the walls of which are daubed with slogans, like "Woza ANC" and "Forward Comrades".

Guarded

And just a few hundred metres away, in a heavily guarded administration block a KwaNdebele Minister talked candidly of the fear that stalks by day and night — a fear that was vividly illustrated two weeks ago when the territory's pro-independence "strong man", Interior Minister Piet Ntuli, was killed in a car bomb explosion.

This week, four cows were ceremoniously slaughtered as some of the locals prepared to celebrate the demise of the man who led the hated Imbokotho vigilante force — allegedly set up to discourage opponents of independence.

The issue has come to a head within the past few days in what amounts to a strong-



Sunday Times

Tucsa in decline 135

So few delegates were planning to attend the 32nd annual conference of the Trade Union Council of SA (Tucsa) next month that the ailing federation has postponed the gathering. To make matters worse for the fast-fading federation, two more of its unions have decided to disaffiliate.

The conference — scheduled to take place in Cape Town from September 8 to 11 — is the one occasion of the year when Tucsa's affiliate unions meet to decide on policy issues. Its postponement is unprecedented in Tucsa's history.

Says Tucsa president Robbie Botha: "The number of delegates is down. When we inquired, our affiliates said they could not afford to send their full complement of delegates. We felt this would adversely affect the debates and so have deferred the conference to early next year."

Now the 22 000-strong National Union of Leather Workers (NULW) and the small Johannesburg Municipal Combined Em-

ployees Union, which has 800 members, have given notice of their intention to disaffiliate.

These unions join a host of unions that have severed ties with Tucsa in the last few years, reducing its membership from 340 464 in July 1984 to 275 000. A spokesman for NULW declined to give reasons for the union's disaffiliation.

There are signs that more unions could follow suit. Talk in Tucsa circles is that the 24 000-strong National Union of Clothing Workers and the Natal Liquor and Catering Trades Employees Union (4 000 members) are on the brink of disaffiliating.

The disaffiliations, and Tucsa's inability to find a suitable general secretary since the death of Arthur Grobbelaar in 1984, suggest chronic problems. Botha, however, remains optimistic. "The political situation has had an adverse effect on the economy, which is naturally also affecting the traditional trade union movement." As for the disaffiliations, he says: "I think it was inevitable that this situation would be reached. But ultimately there will be a nucleus of unions left in Tucsa from which we will have build up again as has been done so often in the past. The political situation is polarising the union movement and many of our people have been threatened. But I'm convinced that once the political situation improves the pressure on unions will decrease."

Despite Botha's brave words, some observers remain convinced that Tucsa is in its death throes. ■

SA garment workers pull out of Tucsa

135

ENG 407

26/8/86

JOHANNESBURG — The National Union of Garment Workers has decided to withdraw from the Trade Union Council

The decision was taken at the annual national council conference of the union in Johannesburg on Sunday, according to a statement issued by the union in Johannesburg yesterday. The NUGW was the first black union to join Tucsa.

The conference also called for the immediate release of Nelson Mandela and other political prisoners.

The resolution to disaffiliate came from the Doornfontein/Jeppe Branch of the union, and was accepted unanimously after debate.

The reason given was dissatisfaction with Tucsa leadership.

The branch secretary, Mr Tom Mashini, said Tucsa had failed to find an acceptable leader since the death of Arthur Grobbelaar.

Tucsa's leadership was criticised as being with-

out direction, and its public statements were condemned as unrepresentative of members. Specific reference was made to Tucsa's stand against the May Day commemoration this year, of the lack of support for June 16, and of Tucsa's inconsistent stand on detention without trial.

It was acknowledged that Tucsa had done a great deal for the workers of South Africa over the years, but the NUGW felt the composition of Tucsa had changed.

It is expected that the NUGW, which incorporates the Garment Workers Union of SA, a founder member of Tucsa, will remain unaffiliated to any federation in the foreseeable future.

The NUGW general secretary, Mrs Lucy Mvubelo, has been deputy vice-president of Tucsa since 1976 and has served on its national executive.

The decision to withdraw from Tucsa must be formally ratified by the union's national executive committee — Sapa

6/6 ARK
9/8/86
135

Battle for Towu control



THERE'S a sweet little war underway for control of the Tramway and Omnibus Workers' Union (Towu)

It's been going on for some months now, with occasional muzzle-flashes visible to the casual observer in Press reports about isolated skirmishes

Although the battles between the "rebels" and the "establishment" in the courts and general meetings appear to be mainly about constitutional matters, it all goes a lot deeper than that

Towu, as acting general secretary Mr Moga-mat Soeker said several times at a Press conference this week, has been in existence for 74 years. The big question is whether it's going to continue that way much longer

The dissident group has forced Towu's disaffiliation from the Trade Union Council of South Africa (Tucsa), in which Mr Soeker was a member of the transportation committee

The disaffiliation issue is quite symbolic in the overall situation

An aggressive new spirit of unionism is abroad in the land. Although there are at least two strands — workerist and populist — clearly discernible (see last week's column), the "new" unionism has a very firm base in its concern for workers' rights and also in the fact that unions are the only structures through which black workers, denied political participation, can find expression of their aspirations

Tucsa, on the other hand, has an understanding of unionism which former General Workers Union secretary Mr David Lewis called "grotesque". The latest issue of *Industrial Relations Data*, by consultants Andrew Levy, said "any industrial relations league of table of lost causes would surely find Tucsa close to the top"

Later it said "The Tucsa drama is arguably one of the most visible examples of the unpleasant fact that the middle ground in South African labour relations (and politics) is becoming sparsely populated and that Tucsa in particular is probably going to be safest in a trade union hospice"

Many of the new unions have built their strength on unwavering commitment to shopfloor issues and the creation of structures through which membership has democratic control of the union

Tucsa unions, on the other hand, are often accused of being too accommodating of management, of being run by their bureaucracies too distanced from their membership and of maladministration

Mr Soeker is probably quite right when he claims, at this stage, that the majority of members are with the current union administration

But "with" in this sense is an imprecise term. It often means that people have so little enthusiasm for the organisation that they really couldn't care one way or the other

27/8/86
BU DAY

Tucsa in trouble ⁽³⁵⁾ as unions peel away

CLAIRE PICKARD-CAMBRIDGE

A WAVE of disaffiliations has left the Trade Union Council of SA (Tucsa) in serious difficulties.

Those who have left feel the body is out of touch with worker needs.

Tucsa's membership, which stood at 500 000 in 1983, has been whittled away to under 240 000. It has lost six affiliates since May, including the 20 000-strong National Union of Garment Workers (NUGW).

NUGW administrator Atholl Margolis said the union had recently clashed with Tucsa over its passive stance on Labour Day and June 16.

Tucsa's failure to meet worker needs had affected the NUGW as far back as 1982, when the union's resolution calling for the release of detainees and protesting at the death of unionist Neil Aggett had been defeated by the body.

Tucsa president Robbie Botha said the disaffiliations were unfortunate, particularly when labour unity was greatly needed. Tucsa planned to make certain decisions at a special national executive committee meeting on September 11.

Unions which have recently disaffiliated from Tucsa include the National Union of Leather Workers, the Johannesburg Municipal Combined Employees Union, the Textile Workers' Industrial Union, the Tramway and Omnibus Workers' Union and the Durban Integrated Municipal Employees Society.

Tucsa has not only experienced a substantial drop in revenue, but has little immediate hope of finding a general secretary to replace veteran unionist Arthur Grobbelaar, who died in 1984.

Botha said despite the lack of a general secretary, Tucsa had maintained its efforts to make representation at local and international level on behalf of labour.

CAPE TOWN 1/9/66

Another trade union quits troubled Tucsa

Labour Reporter (135) leadership"

ANOTHER trade union has left the Trade Union Council of South Africa (Tucsa), bringing the total number of disaffiliations from the federation this year to eight.

The National Union of Clothing Workers SA (NUCWSA), with an estimated membership of almost 25 000, decided to withdraw from Tucsa at its national council conference in Johannesburg last week.

NUCWSA, the first black union to join Tucsa, said in a press statement after the conference that it was "dissatisfied with Tucsa

Tucsa's general secretary, Mr Fred Roux, resigned recently after only two months in the position. No successor has been appointed.

Tucsa's position in the textile and clothing industry will be challenged at the next general meeting of the Garment Workers' Union of the Western Province (GWUWP)

GWUWP, which has more than 58 000 members and is Tucsa's largest representative in this industry, is under considerable pressure from workers to leave the federation.

Another
blow to
Tucsa

The Transvaal Leather and Allied Trades Industrial Union is the latest union to withdraw from the troubled Trade Union Council of SA (Tucsa).

Tucsa has suffered several blows in the past month with the resignation of a number of unions from the federation. The 18 500-strong National Union of Garment Workers withdrew last month, reducing Tucsa's membership to about 255 000.

Now, the leather workers union with 4 000 members has reduced that membership to around 251 000.

The general secretary of the leather workers union, Mr Freddie Swartz, said the decision to resign was taken on Saturday at the union's general meeting.

No reason for the move was given and the union will not affiliate to any other labour group at present.

The Transvaal Leather and Allied Trades Industrial Union had been an affiliate of Tucsa since Tucsa's inception in the early 1950s.

Leather union
deals Tucsa
another blow

HAMISH McINDOE

TRANSVAAL Leather and Allied Trades Industrial Union is to leave the Trade Union Council of SA

This was announced yesterday by Freddie Swartz, general-secretary of the 4 000-member leatherworkers' union. The decision was taken at Saturday's annual general meeting.

No reason for the union's split with Tucsa was given.

Tucsa has suffered a spate of disaffiliations, mainly from black and coloured unions, which has reduced membership from 360 464 in July 1984 to about 275 000.

Many affiliates have expressed dissatisfaction with what they regard as Tucsa's conservative stance over major issues facing the country.

Bus Day
3/9/86
135

Group Areas Act must go, says Tucsa

CAPE TOWN — The Group Areas Act should be scrapped to allow a greater mobility of labour, the vice-president of the Trade Union Council of South Africa (Tucsa), Mr Willie van der Merwe, said yesterday.

Addressing the committee for economic affairs of the President's Council, Mr Van der Merwe said Tucsa believed in the free enter-

prise system but unless this act was abolished, the free-enterprise system in South Africa would never be completely free

He said accommodation of blacks as an equal partner in the decision-making process was an absolute prerequisite for the creation of an economy that would solve the employment problem in a sustained way — Sapa

5/9/86
20 VETERAN

Veteran unionist dies

135

VETERAN trade unionist, Mr Douglas George McBain-Charles (67) has died.

He died at Coronationville Hospital, Johannesburg, on Tuesday

A leading community figure, Mr McBain-Charles was a member of the national executive committee of the Trade Union Council of S.A., and sat in various committees of the federation and the Unemployment Insurance Board

The trade unionist is survived by his wife, Moira, and nine children

No funeral details were available yesterday.

Another 51 000 may quit dwindling Tucsa

By DICK USHER
Labour Reporter

THE Garment Workers' Union of the Western Province, the largest union remaining in the Trade Union Council of South Africa (Tucsa), is almost certain to withdraw after its annual meeting next week.

The union's executive committee decided about two weeks ago to withdraw and the decision will be put to the membership at the September 13 meeting.

The assistant general secretary of the union, Mr Cedric Peterson, said there were various reasons for the decision, the main one being the need to concentrate on local rather than national issues.

The loss of the 51 000-member GWU will be a severe blow to the declining federation, which has seen membership fall from a peak of about 455 000 in 1983 to about 275 000.

This year several major unions have withdrawn from Tucsa, including the Cape-

based Textile Workers' Industrial Union (22 000 members), the National Union of Garment Workers (18 000), the National Union of Leatherworkers (24 000) and some smaller ones.

After the disaffiliation of these unions Tucsa membership is mostly white-collar and artisan unions.

Observers say Tucsa is in financial difficulties and many unions are facing problems paying membership dues.

The council was recently forced to cancel its annual conference in Cape Town because some unions were unable to send full delegations.

Legal action

● The GWU is to take legal action against the City Council for members' losses in the second Heideveld flood.

Meetings with affected members and senior counsel have been held and the union and the Heideveld/Manenberg Crisis Committee will start a survey next week to establish losses.

Mr Peterson said action would be taken over the differ-

ence between the losses and what members received from crisis funds.

The union's legal adviser, Mr Desmond Sampson, said action would be on the grounds that the council did not take sufficient precautions to prevent a recurrence after the first flood in July.

Mr Petersen said the union had helped 80 members with food vouchers and blankets since the flood last month.

Rumbles among union giants

RECENT shifts and disaffiliations by a number of local trade unions are changing the face of the South African labour movement

Major realignments are already taking place, with the steady decline of the former labour giant, the Trade Union Council of South Africa (Tucsa), and the proposed merger next month of the Azanian Confederation of Trade Unions (Azactu) and the Council of Unions of South Africa (Cusa)

The planned new federation has publicly claimed it will have the support of 500 000 members, the equivalent of the largest existing federation in the country, the Congress of South African Trade Unions (Cosatu)

However, labour researchers at the University of Cape Town have estimated that together Cusa and Azactu combined have more like 250 000 members. Last year Cusa lost its largest affiliate, the 100 000-strong National Union of Mineworkers, to Cosatu

The proposed new body is expected to endorse a policy of nonracialism, together with black trade union leadership. The proposed new federation has gone on record as saying it does not see itself as an alternative to Cosatu. Relations between the two labour giants will "remain sound", according to Azactu co-ordinator P Nefolovhodwe

It seems likely the new federation, like Cosatu, will blur the divide between political and factory floor issues. "We have never seen a difference between life in the factories and life in the ghettos," Nefolovhodwe said

Tucsa's reluctance to tackle political issues publicly has lost it significant support in recent years. The growing politicisation of South African trade unionism has, according to acting Tucsa president Robbie Botha, had some part to play in the federation's steady decline.

The largest trade union federation

Shifting alliances, declining memberships and new mergers are changing the power structures of South African labour, reports MOIRA LEVY

in the country until Cosatu was launched in December 1985, Tucsa has experienced a serious decline in recent years. Membership has more than halved since its heyday in 1983 when Tucsa had 57 affiliated unions representing a total of 478 420 workers. In the past year, eight trade unions have withdrawn from Tucsa, in August, its membership had dropped to about 275 000

The subject of the federation's decline in membership and support was expected to be discussed at an emergency meeting of Tucsa's national executive, scheduled this week to plan policy after the cancellation of Tucsa's annual conference

According to Botha, the conference was cancelled at the last minute because affiliate unions could not afford to send full delegations, but observers believe the move is indicative of the federation's growing financial and organisational difficulties

Tucsa is losing members from both ends of the political spectrum. Rightwing unions have disaffiliated because they fear the federation is no longer protecting white collar workers. Other unions are disenchanted with what they see as the federation's failure to state its opposition to government policy clearly

Botha is indignant about criticism of Tucsa's multiracial, as opposed to nonracial, policy. "Some say we are not fighting the policy of apartheid. Others say we are ineffective, notwithstanding all that Tucsa has done over the past few years for labour, both nationally and internationally"

To some extent, he agrees Tucsa's declining fortunes are the product of

growing politicisation in the labour movement and impatience with the federation's commitment to factory floor issues

"There is growing polarisation in the political sphere between the extreme Right and the extreme Left. I have heard whisperings of black unionists who feel Tucsa is controlled by whites, although I don't know how they can say that. They do participate in elections once a year"

Botha believes Tucsa will weather the crisis. "We have survived many crises in the past. Tucsa is intent on surviving. We will pick up the pieces where they fall"

In the latest blow, the more than 50 000-strong Garment Workers Union of the Western Province (GWUWP) announced that at its general meeting this weekend it would almost certainly vote to withdraw from Tucsa

General secretary Cedric Petersen said the question of GWUWP disaffiliation has been on the cards since May. The decision was temporarily shelved to give acting secretary Fred Roux a chance to revive the federation. Roux's unexplained and sudden resignation after only two months "reopened the discussion", Petersen said

Blaming Tucsa's decline on lack of leadership, Petersen praised the efforts of acting office bearers, Botha and Ruth Imrie. "Hats off to them, they have done a miracle keeping the pieces together — but the federation needs permanent staff in leadership positions," he said

Like most of the unions that have left Tucsa, the GWUWP will not join another federation. "The workers we represent live on the poverty line. I think we need to look at the immediate problems that affect them. It is far more valuable and relevant to work with local community organisations at grassroots level instead of sitting around a confederation table debating national issues"

**ORGANISER
WANTED**



**UNIVERSITY OF CAPE TOWN
ADMISSION IN 1987**

The closing date for applications for admission to

W/E ARGUS 13/9/80

Garment union backs May Day holiday move

BY DICK USHER
Labour Reporter

THE powerful Garment Workers' Union of the Western Province has joined the move for an annual May Day holiday

A spokesman said the union had included a proposal for an industry-wide day off in the negotiations for a new Industrial Council agreement

A national May 1 stayaway this year had a markedly lower response in the Western Cape than elsewhere — about 15 percent against 80 percent na-

tionally. Commentators said the Cape stayaway would have been higher had it not been for the GWU and the Industrial Council ruling against workers being given the day off

The spokesman said the union had found strong worker support for a May Day holiday and had included it in their proposals

An executive proposal that the union disaffiliate from the Trade Union Council of South Africa is expected to be ratified at the union's annual meeting today

w/c ARGUS 13/9/86

135



LABOUR
AFFAIRS
DICK
USHER

New federations order of the day

ONE federation fades and another is born

As the run of unions leaving the Trade Union Council of South Africa continues — with this weekend's annual meeting of the Garment Workers Union likely to ratify that union's withdrawal — another federation of "emergent" unions has been created, an alliance between the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu)

Claiming a total membership of about 500 000, the two last year withdrew from the unity talks that led to the formation of the Congress of South African Trade Unions (Cosatu) over the issue of "anti-racism" against the Cosatu stand of "non-racialism"

The anti-racist position is basically a black consciousness one promoting black leadership, but is not anti-white

Cusa was formed in 1980 and joined unions which had previously met as a loose co-ordinating committee

The giant National Union of Mineworkers, now a Cosatu affiliate,

was formed as a result of a decision by Cusa in 1982 to establish a union in the mining industry

Azactu arose from a series of discussions started in February 1984 and its formation was announced in August of that year

Although the unions are all formally independent of the Azanian Peoples Organisation (Azapo), some of them emerged from labour clinics set up by Azapo in the late 1970s

Some form of alliance between the two had been anticipated since late last year

At a meeting in November they found common ground on

- Black leadership,
- Acceptance of white involvement at grassroots level,
- Non-affiliation to political organisations,
- Financial accountability to members within unions,
- Independent action of unions within a federation,
- Methods of international financial assistance, and
- Continued community involvement

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4/9/86

Tucsa stresses black participation in SA

THE accommodation of blacks as an equal partners in the decision-making process was a prerequisite for the creation of an economy that would solve the employment problem.

This was said by the Trade Union Council of SA (Tucsa) vice-chairman, Willie van der Merwe, yesterday.

Addressing the President's Council on the creation of employment, Van der Merwe said the measures announced over the past few months had cost millions of rands and were "cosmetic".

"They do not address the core of the growing unemployment problem which is mainly structural," he said.

"What is required is a federal system with elements of the Swiss cantons that would provide for the involvement of the total South African population in the development of the country."

He also called for the Group Areas Act to be scrapped to allow greater mobility of labour.

Van der Merwe said Tucsa believed in the free enterprise system, but that unless the Act was abolished, the system would never be completely free.

He stressed that Tucsa could never subscribe to a socialist system because it would lead to the downfall of the worker. — Sapa.

Union quits Tucsa

THE 51 000-member Garment Workers' Union of the Western Province, a founder member of the Trade Union Council of South Africa, yesterday decided to withdraw from the federation.

Garment Workers' assistant general secretary, Mr Cedric Peterson, said after yesterday's general meeting that the withdrawal was necessary to allow the union to function effectively without being tied to the broad policies of a

federation
"We have been in Tucsa a long time, but it is more important for us to look at local issues directly affecting our membership," he said.

Meanwhile, the executive committee of the troubled organisation has appointed Mr Don Martland, an executive member of the Mine Surface Officials Association, as organising executive.

Tucsa to dissolve

THE Trade Union Council of South Africa has announced its intention to dissolve.

A statement by Tucsa said a special meeting of the Tucsa national executive committee in Johannesburg decided steps should be taken to wind up the affairs of the council

"Since any decision to dissolve Tucsa has to be made by a conference of the council, it was therefore decided that Tucsa would hold a special conference on December 2

"The only item on the Agenda for this conference will be a motion adopted at Tuesday's meeting of the national executive committee to dissolve the council," the statement said

Save for 2 3/10/88

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Clothing workers to negotiate wages

Labour Reporter

WAGE negotiations affecting 51 000 workers in the clothing industry in the Western Cape will begin early next month

The new wage and service benefits agreement will be negotiated between the Garment Workers' Union of the Western Province (GWUWP) and two employer bodies — the Cape Clothing Manufacturers' Association and Cape Knitting Industry Association

A new element in this year's talks will be the union's demand for a paid holiday on May Day.

The assistant general secre-

tary of GWUWP, Mr Cedric Petersen, said the union had submitted its proposals to management and was awaiting a response

The secretary of both employer bodies, Mr Colin McCarthy, said the parties would set a date for the first round of talks at an industrial council meeting on Thursday next week.

The new agreement will come into effect on December 13

The annual wage negotiations have been delayed by a month this year because the general secretary of GWUWP, Mr Louis Petersen, has been ill

Shrinking Tucsa loses 10th union as BSOA quits

Dispatch Correspondent
JOHANNESBURG

The floundering Trade Union Council of South Africa (Tucsa) has lost its tenth member-union so far this year with the disaffiliation of the Building Society Officials' Association (BSOA)

The BSOA, a white-collar union representing more than 16 000 building society employees of all races, said in a statement yesterday that "increasing pressure" from members had led to the disaffiliation

The trade union federation has been beset with leadership and credibility problems since the death of its

general secretary, Mr Arthur Grobbelaar, two years ago

Weak leadership, and Tucsa's failure to take a strong stand on the detention of unionists and broader political issues, have been cited as the main reasons for disaffiliation by most of its former members

The BSOA said it had followed Tucsa's "regression" with "increasing concern"

"Due to the fact that Tucsa is in a state of flux — and that we are being placed under increasing pressure from our members, a decision was made to disaffiliate as from October 1, 1986," the statement said

135 D10 9/10/86

Federation's future uncertain

Tucsa's meeting with Press could be to signal end

17/10/88 BUESDAY
135

A PRESS conference called by the Trade Union Council of SA (Tucsa) for next Monday may well be its last.

The conference is scheduled to follow a special meeting of Tucsa's national executive committee (NEC) to consider the 32-year-old organisation's future.

Tucsa has lost nearly half its affiliates and more than 70% of its total membership since its 1983 heyday as a 495 000-strong labour federation, and speculation has been rife that its days are numbered.

Tucsa president Robbie Botha has refused to talk to the media this week. But another source says a decision to disband is certain. In terms of Tucsa's constitution, only a national conference can formally dissolve the organisation

But, says the source, this would be a formality should the NEC make such a recommendation

If Tucsa disbanded, the question is whether its former affiliates would seek to form a new federation, or join an already existing one. It would seem pointless to form another organisation in the Tucsa mould, and none of those unions that previously disaffiliated have joined another grouping.

One possibility would be partici-

ALAN FINE

ipation in a "Labour Forum", an idea initiated by the SA Boilermakers' Society — the union that began the flood of disaffiliations in 1983

The Labour Forum would not be a union federation but a loose-knit body through which unions could exchange information, co-operate and conduct research on specific issues.

Another development — which may in future include those unions in at Tucsa's death — would be the formation of alliances within particular industrial sectors. Such moves are occurring in the clothing and textile industry involving seven former Tucsa unions and the textile union affiliated to the Congress of SA Trade Unions.

Initially, at least, they are aimed at co-operation on industrial issues.

None of these options would be likely to develop into a political pressure group. It seems all that is left to occupy the ground between the right-wing, declining SA Confederation of Labour and the mainly-black left-wing groupings is the new, and untested Inkatha-linked United Workers' Union of SA.

Executive to meet on Tucsas future

Own Correspondent

JOHANNESBURG. — A press conference called by the Trade Union Council of SA (Tucsas) for next Monday may well be its last

The conference is scheduled to follow a special meeting of Tucsas's national executive committee (NEC) to consider the 32-year-old organization's future.

Since its 1983 heyday as a 495 000-strong labour federation, Tucsas has lost nearly half its affiliates and more than 70 percent of its total membership, and speculation has been rife that its days are numbered

Tucsas president Mr Robbie Botha has declined to talk to the press this week

But another source says a decision to disband is a racing certainty

In terms of Tucsas's constitution, only a national conference can formally dissolve the organization. But, says the source, this will be a mere formality should the NEC make such a recommendation

A question that would arise if Tucsas disbanded is whether its former affiliates would seek to form a new federation, or join an existing one

It would seem pointless to form another organization in the Tucsas mould, and none of those unions which disaffiliated have joined another grouping

One possibility, though, would be participation in a "Labour Forum," an idea initiated by the SA Boilermakers' Society — the union which began the flood of disaffiliations in 1983

The Labour Forum would not be a union federation, but rather a loose-knit body through which unions could exchange information and co-operate and conduct research on specific issues

Another development — which may in future include those unions in at Tucsas's death — would be the formation of alliances within particular industrial sectors

Such moves are presently occurring in the clothing and textile industry involving seven former Tucsas unions and the textile union affiliated to the Congress of SA Trade Unions. Initially, at least, they are aimed at co-operation on industrial issues

None of these options would be likely to develop into a political pressure group

CAF Tuis
21/10/86

135

Tucsa loses members, decides to dissolve

Own Correspondent

JOHANNESBURG. — Yesterday saw the end of an era in South African trade unionism with the announcement that the Trade Union Council of SA (Tucsa) is to dissolve.

The decision, taken by a special meeting of the organization's national executive, is due to be ratified at a special conference on December 2.

The move follows Tucsa's drastic loss of membership in the past three years. Total affiliated membership has fallen to around 120 000 from its 1983 highpoint of nearly half-a-million. Most of the unions that resigned said they felt Tucsa was no longer capable of adequately responding to the changing times.

A source at the meeting says that any hopes of salvaging the organization were finally ended when a representative of its largest remaining affiliate, the 40 000-strong SA Typographical Union, announced that his union had decided that Tucsa should be dissolved.

The Tucsa president, Mr Robbie Botha, yesterday attributed the organization's demise to the politicization of the shopfloor.

Mr Botha argues that Tucsa's greatest attribute became its greatest weakness.

"Tucsa has been unique in SA as the only truly non-racial union federation. But the different racial

groups began to develop new ideas on what trade unions should be. And Tucsa was forced into silence on major issues out of fear of crossing one or other section of its membership. Its base was so spread out that it couldn't speak out," said Mr Botha.

"The shopfloor has become a key battleground for SA's future. Tucsa — the elder statesman of unionism in SA — has been shouldered aside by emerging unions who do not necessarily play by the rules we believe in," he said.

Asked to elaborate, Botha explained that Tucsa unions were registered in terms of the Labour Relations Act and were therefore obliged to abide by its provisions. "But the many unregistered emerging unions do not face the same constraints. Willingness by unions to take wildcat strike action put them at an advantage over us. When a man is angry he wants action now. And those unions could provide it," Mr Botha said.

He blamed the government for this, because it has allowed a dualistic system to operate. Tucsa had often stated that unregistered unions should not be permitted to operate, he said.

Ultimately the organization's dwindling membership, and the absence of sufficiently strong loyal base upon which to build anew, meant that it was no longer able to put together a purposeful programme, he said.

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... SOUTH AFRICA ...

End of an era as Tucsa goes down

21/10/86 BWD/MS

135

YESTERDAY saw the end of an era with the announcement that the Trade Union Council of SA (Tucsa) was to dissolve. The decision, taken at a special meeting of the national executive, is to be ratified at a conference on December 2.

Tucsa has been hit by a drastic loss of membership in the past three years. Total affiliated membership has fallen to about 120 000 from its 1983 high of nearly 500 000. Most of the unions that resigned felt Tucsa was no longer capable of responding adequately to changing times.

A source at the meeting said any hopes of salvaging the organisation were torpedoed when a representative of its largest

ALAN FINE

remaining affiliate — the 40 000-strong Typographical Union — announced his union had decided that Tucsa should be dissolved.

Tucsa president Robbie Botha attributed the demise to the politicisation of the shop floor. He said Tucsa's greatest attribute had become its greatest weakness. "Tucsa has been unique in SA as the only truly non-racial union federation. But the different racial groups began to develop new ideas on what trade unions should

be. And Tucsa was forced into silence on major issues out of fear of crossing one or other section of its membership. Its base was so spread out that it couldn't speak out. The shop floor has become a key battleground for SA's future. Tucsa — the elder statesman of unionism in SA — has been shouldered aside by emerging unions who do not necessarily play by the rules we believe in," he said.

Ultimately, Tucsa's dwindling membership, and the absence of a sufficiently strong loyal base upon which to build anew, meant that it was no longer able to put together a purposeful programme, he said.

Tucsa to be dissolved, liquidator appointed

JOHANNESBURG—The Trades Union Council of South Africa (Tucsa) confirmed yesterday that it was to be dissolved 'forthwith' and appointed a liquidator

Rumours that Tucsa was to disband have been circulating for some time and yesterday's meeting of the organisation confirmed the speculation.

Meeting in conference, Tucsa appointed its auditor, Mr W L Carroll, of W L

Carroll and Co, as liquidator

The council's national executive committee had resolved earlier that Tucsa should be dissolved

Yesterday's meeting decided that

Three trustees should be appointed to help the liquidator and advise him on the council's affairs. The trustees are to come from the council's three largest remaining unions — the Artisan Staff Association, the

Mine Surface Officials' Association and the S A Typographical Union

The council's library should be kept intact, with a committee of trustees responsible for finding a permanent home for it. It will be accessible to trade unions and the public. The committee, which will be legally constituted, is to have three members — Mr L C M Scheepers (chairman), Miss A Rose and Miss E Nkwanyana — (Sapa)

STAFF
3/1/85
135

SA Trade Union Council dissolved

By Sheryl Raine

The proposal to dissolve the Trade Union Council of SA (Tucsa) was unanimously accepted yesterday

Three trustees have been appointed to assist the liquidator, two from the three largest remaining affiliates — the Artisan Staff Association, the Mine Surface Officials Association and the SA Typographical Union.

Tucsa's library will be kept intact for use.

Tucsa long-time office bearer Mrs Ruth Imrie said 46 delegates from 21 affiliated unions had unanimously accepted a national executive committee proposal that Tucsa be dissolved.

CAPE TOWN 3/12/80 135

Tucsa was 'sabotaged by all'

Own Correspondent

JOHANNESBURG — The Trade Union Council of SA (Tucsa) is no more

A conference held at a Johannesburg hotel yesterday unanimously rubberstamped a recommendation made by the organization's national executive several weeks ago to dissolve the 22-year-old body

The decision took effect "forthwith"

In his presidential address, Mr Robbie Botha yesterday launched a bitter and blistering attack on the government, the emerging black unions and

the 25 unions which have disaffiliated from Tucsa in the last three years, blaming them all for Tucsa's demise

"Tucsa has never failed anyone or anything Tucsa was let down, or failed, or even sabotaged on all sides," he told 46 delegates from 21 unions

Unregistered unions, "tailor-made for exploitation by ideological extremists", effectively helped demolish Tucsa, he said

The unions that disaffiliated had failed and sabotaged Tucsa, he said Yesterday's conference appointed a liquidator who will be assisted by three trustees from Tucsa's three largest remaining affiliates.

President goes down fighting

BUS DAY
135
3/12/86

End of the line for Tucsa

THE Trade Union Council of SA (Tucsa) is no more.

A conference at a Johannesburg hotel yesterday unanimously rubber-stamped a recommendation made by the organisation's national executive several weeks ago that the 22-year-old organisation be dissolved.

The decision took effect "forthwith".

In his presidential address, Robbie Botha launched a blistering attack on government, the emerging black unions and the 25 unions that have disaffiliated from Tucsa in the past three years, blaming them all for Tucsa's demise.

To the bitter end, he defended the organisation. "Tucsa has never failed anyone or anything — not SA, not the workers of SA or its own affiliates. Rather, Tucsa was let down, or failed, or even sabotaged on all sides," he

ALAN FINE

told 46 delegates from 21 unions.

Botha blamed government for allowing the existence of unregistered unions, which are permitted to operate without the constraints that Tucsa unions had. Unregistered unions, which are "tailor-made for exploitation by ideological and political extremists", effectively helped demolish Tucsa, he said.

And the unions that disaffiliated had failed and sabotaged Tucsa. They also failed themselves "by keeping silent at conferences if there was something they felt should be altered, put right or introduced", he added.

Yesterday's conference appointed a liquidator, who will be assisted by three trustees, and a committee to find a home for Tucsa's extensive library.

● See Comment, Page 4

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INDUSTRIAL REL. - WORKERS' ORG. TUCSA

1987

CAP TITLES 18/2/87 (211) 139
Mine dispute goes to IC

JOHANNESBURG. — The Industrial Court is to be asked to settle a dispute between the Chamber of Mines and the whites-only Mineworkers' Union (MWU) over the training of coloured winding engine drivers, according to a chamber spokesman. Yesterday a conciliation board meeting failed to resolve the dispute.

5/16/1977 78/2/107 135 128

Turnmoil in city-based Towu likely to be resolved

INFIGHTING in the Tramways and Omnibus Workers' Union (Towu) appears to be moving towards some sort of resolution, although there are still many issues to be dealt with

The Cape Town-based union, which has about 2 000 members, has been in a state of almost constant turmoil for about a year since a dissident

group started raising claims of maladministration and not acting in members' interests against the executive

There has been a series of special general meetings, legal manoeuvrings by both sides, appeals to the Industrial Registrar to intervene and a Supreme Court action

The interim chairman and the acting secretary

have been replaced and there is still the possibility of at least one Industrial Court action

One sorry aspect of the whole affair is that much of the present infighting stems from the activities (or inactivities) of a previous long-serving general secretary, Mr Dirk Benade

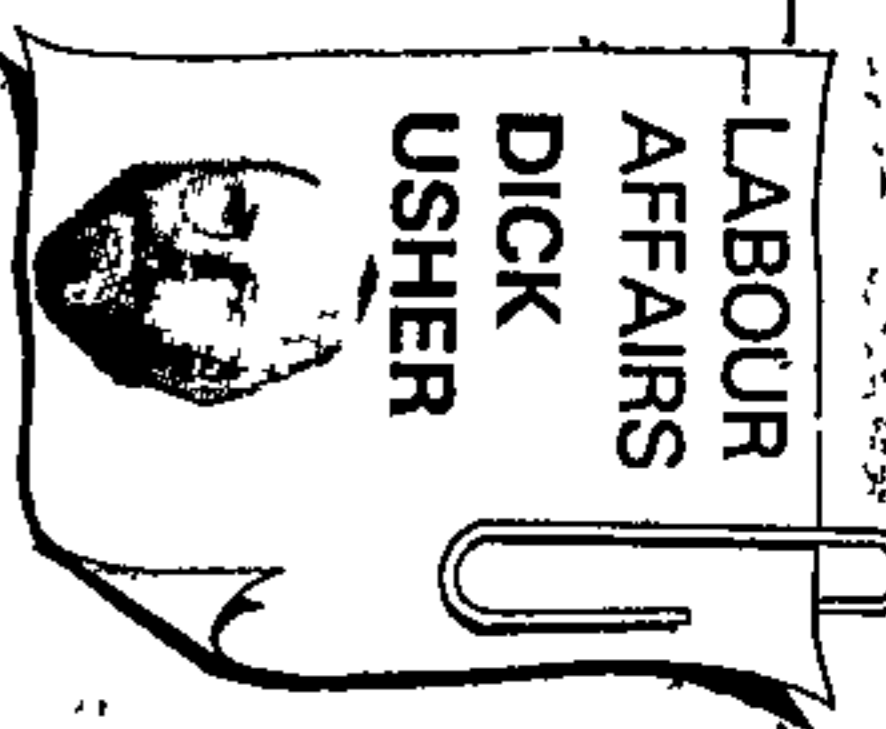
Every union is supposed to have a constitu-

tion, but after his death it was discovered that many amendments passed by general meetings had been filed in a bottom drawer. It could hardly be said that Towu had a constitution.

This unsatisfactory state of affairs led to severe problems when attempts were made last year to pass further amendments deracialis-

ing the constitution and opening up the general secretary's post to people other than *bona fide* union members.

It also illustrates the dangers, endemic in many of the unions that made up the Trade Union Council of South Africa, of "bureaucratic" — members surrendering democratic control of their union and allowing too



much power to fall into the hands of union officials

Unions to launch federation

ABOUT 10 trade unions, representing 183 000 workers, which met this week to discuss formation of a trade union federation, hope the new body will be established on June 2.

Most of the 10 are former affiliates of the now dissolved Trades Union Council of SA (Tucsa)

The new organisation is to be called the National Association of

ALAN FINE

Trade Unions (Natu).

The larger unions involved include the SA Typographical Union, the Artisan Staff Association, the Mine Surface Officials Association and the SA Association of Municipal Employees.

Natu is to be non-racial and non-political

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 MSA 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".

15/1

1724

Workers
CAPS 7/15/57
plan a
135
new union

Own Correspondent

JOHANNESBURG —
About 10 trades unions
representing 183 000
worker hope to form a
new trade union feder-
ation next month

Most of the 10 are for-
mer affiliates of the
Trade Union Council of
SA which dissolved last
year

Acting chairman of the
group, Mr Martin Deysel,
said unions represent-
ing another 20 000 work-
ers had sent apologies
and were expected to be
present at the inaugural
conference

The larger unions in-
clude the SA Typo-
graphical Union, the
Artisan Staff Associa-
tion, the Mine Surface
Officials Association
and the SA Association
of Municipal Employees
— Sapa

YSH. 1

secretary of the Artisan Staff Association. He tells the *FM* the state of labour relations is currently too volatile to enter into merger agreements. "We decided to put the inaugural meeting on ice until the trade union movement has settled down," he says. Among the unions involved are the 40 000-strong SA Typographical Union and the 20 000-strong Mine Surface Officials Association.

But Van der Merwe says a new federation is still in the offing. The unions involved are not affiliated to any body, and he sees such co-operation as a necessary strategy for survival in an atmosphere where unions are uniting increasingly to create greater punch for their political and economical objectives.

Meanwhile, the launching of Numsa with the subsequent election of treason-trialist Moses Mayekiso as general secretary is regarded by some as a sign of greater militancy and politicisation within labour unions. With its 130 000 members, it is second in size to only the National Union of Mineworkers (Num). Both are affiliates of the Congress of SA Trade Unions (Cosatu) and Numsa is expected to add weight to Cosatu's "living wage" campaign.

The new union grouping could already indirectly influence wage negotiations between the Steel and Engineering Industries Federation of SA (Seifsa) and the Metal and Allied Workers Union (Mawu) which is expected to support Numsa's policies.

Numsa is made up of the 65 000-strong Mawu, the National Automobile and Allied Workers' Union, the Motor Industry Combined Workers' Union (Micwu), the General and Allied Workers Union, the Motor Assembly and Component Workers' Union of SA, the United Metal and Motor Workers' Union of SA and the Transport and General Workers' Union. Only Micwu was not affil-

ated to Cosatu before the launch.

As part of its political policy Numsa has adopted the Freedom Charter and has decided to draft a "political programme" for workers. By doing this, the union supports Cosatu general secretary Jay Naidoo's belief that "in SA you cannot be a trade union that truly represents your members without being involved in politics."

Numsa has undertaken further to "develop among the organised working class and their allies an understanding of the need for the leadership and control of the struggle by organised industrial workers."

The union's economic resolutions include calls for a minimum wage of R4,50 an hour, a 40-hour week, six months paid maternity leave and the abolition of migrant labour with an interim improvement in hostel conditions.

But Numsa vice-president David Madupela says the union will not yet be directly involved in negotiations between Mawu and Seifsa as the union "still has a lot of technicalities to sort out."

Next year, however, wage negotiations will take place in Numsa's name. And if it achieves its goal — maximum unity among workers in the metal industry — it may well become a redoubtable opponent for managements to reckon with. ■

LABOUR FEDERATIONS *2/6/81*

One up, one down

Fig 13
A new "super union," the National Union of Metalworkers of SA (Numsa), was recently launched in the motor and steel industry. But attempts last week to launch another federation — a non-political, non-racial substitute for the dissolved middle-of-the-road Trade Union Council of SA — failed.

The initiative for the new National Association of Trade Unions (Natu) grouping has come from Willie van der Merwe, general

Ballot settles dispute of rival unions

ARGUS 22/10/87

Labour Reporter

A LENGTHY dispute between two unions over which should represent workers at an Atlantis textile factory has been settled by ballot.

The ballot at Rotex Fabrics between the National Union of Textile Workers (NUTW) and the Garment Workers' Union of the Western Province was held under the scrutiny of attorneys representing both sides and was won by the NUTW by 109 votes to 43.

The ballot followed an action in the Industrial Court recently in which the NUTW, which had a recognition agreement at the plant, claimed that factory management had favoured the GWU — the largest union in the Western Cape — to ensure that it replaced the NUTW.

Mr Ebrahim Patel, an NUTW spokesman, said it was a significant victory for the union.

"Workers want strong assertive unions able to take up the fight for a living wage."

In its action the NUTW said its replacement by the GWU had been an unfair labour practice and asked the court to restore the situation that had previously applied.

NUTW had been recognised at the plant since it won a ballot in mid-1986 to test the competing claims of the two unions.

FROM TUCSSA TO COSATU

WHEN Cedric Petersen joined the Garment Workers Union (Western Province) on May Day 1971, he did not realise the significance of the day.

Today, he is on the verge of leading the union into the Congress of South African Trade Unions (Cosatu) and is proud the GWU's policy manifesto is very similar to the Freedom Charter.

Petersen, 42, like his union, has been forced to change with the times.

The GWU, with Petersen as assistant general secretary, used to be one of the main forces in the now defunct, conservative Trade Union Council of South Africa.

At the GWU's merger with the Natal-based Garment Workers Industrial Union (GWIU) in Durban this weekend, affiliation to Cosatu will be one of the main items on the agenda.

But the passage into Cosatu will not be easy. The GWU has come under criticism from the Amalgamated Clothing and Textile Workers Union (Actwusa), Cosatu's affiliate in the clothing and textile sector. Actwusa said the GWU was "a Miss World show unable or unwilling to address the crucial issues of Cosatu's Living Wage Campaign". Petersen feels the criticism is unfair.

"If the criticism was levelled five years ago, it could have been justified. We have changed because we have always been sensitive to the needs of workers.

"This is shown by the range of benefits we have for our members. "We were the first union to start our own legal department three years



Cedric Petersen and legal adviser Desmond Sampson

ago. We were also among the first to draw up retrenchment procedures.

"In the last three or four years, so much has happened on the political and labour scene, and we have had to become more sensitive.

"Cosatu was formed during this period. That is why we will discuss it. We will also look at other important issues, like detention without trial

"Our congress will be a major event and resolutions will not be passed lightly. All matters will be thoroughly discussed.

"All our speakers will be experts on relevant topics, like the rights of

you cannot define or fulfil.

"People call us a benefit union, but they are jealous of the services we offer workers."

The GWU has been criticised for building up their membership through closed shop agreements at most Western Cape clothing factories. Is this criticism justified?

"We have never used the closed shop agreement on workers. It was introduced by employers because there is a lot of movement in the clothing industry. By having a closed shop agreement, we can ensure that workers do not lose their benefits.

"We have used the closed shop agreement against employers," he says.

One of the union's major activities every year is its annual Spring Queen competition, which has also been criticised by other unions.

"The Spring Queen fits in with our philosophy that a union should see workers as a whole. It is the one event in the year when the union members get together. It shows that the union is not just concerned with serious business.

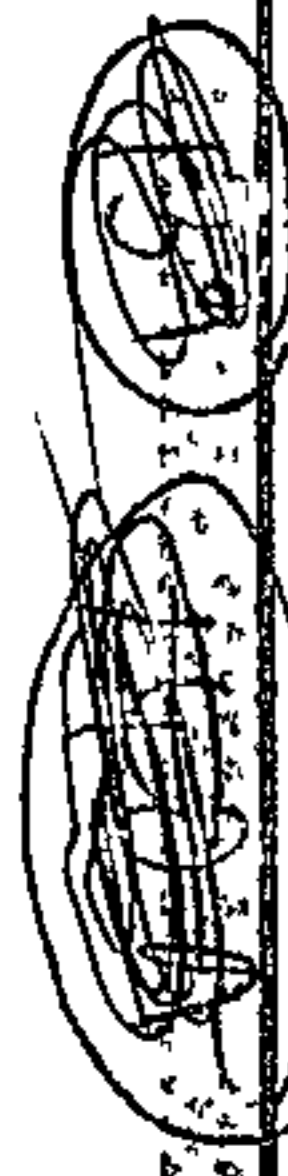
"Many people see workers only as workers. Workers spend eight hours at the factory, but the rest at home.

"The worker has a family and family problems. This is why we have services like an education trust for the children of workers."

Petersen says his union is still keen on merging with Actwusa.

"I agree that our styles are different, but that does not make us fearful of a merger. Our doors are open. Out of a new union, a new style of operation can be born. We have always chosen negotiation rather than confrontation."

39/12/87 SWM (135)



Write page

What Next

JA well we must be living in revolutionary times!

Do you remember the French Revolution when the workers asked for bread and old Marie Antoinette said "Let them eat cake, eh?"

Imagine hey, you get a chocolate cake and you get a chocolate cake in return. Now that may sound quite lobbler, but if your children are only used to French loaves they'll probably get sick on rich chocolate cake and then you'll have diarrhoea and docile bills to contend with (and I don't know which is worse).

So the workers ask for bread and you give them cake — what better way to co-opt workers than to let them get sick on cream doughnuts. They'll be so busy running to the loo that they won't have the time or energy to or gainers strikes and other horrible things keeps the unions at bay!

Voltraad

And when the workers get really voltraad and say "We don't just want bread and you can keep your milk fat, we want the whole bakery." What do you do then? You give them a share in the bakery! A small share of course. In fact so small it could even buy the hole in the centre of a ring doughnut!

So that's why I scheme we must be living in revolutionary times. Cos the workers are asking for a living wage and now the bosses are offering them a share in the company instead. I think the plan is to keep the workers so worried about the next stock exchange crash that they won't even think about striking.

Wealth

Any with alienation — give the workers a share in their exploitation. It's like the workers saying "we want a bit of the gold that we mine" and then the bosses offering them a rock in stead. That's the bosses' interpretation of "all shall share in the country's wealth" — yes, all can share, it's just that a few will have a much bigger share than most.

Strike

Every time they go on strike, a tyre is deducted. And building companies can maybe give their workers free spades as a contribution to building their own houses. Call a spade a spade! Call free shares co-optation!

Tea parties

Now what about the education crisis — how can that be solved by co-optation? Maybe let each pupil own a desk, then they wouldn't use it as firewood to smothering them during boycotts. And the education departments can host monthly tea parties for teachers where they can discuss "issues of mutual concern" like should the same colour chalk be used for mathematics and English.

classified white. We tried to make sure the Council followed an anti-government line. Our voice on the Council gave out people a lot of hope and inspiration.

Daniels said his union was not fighting with the Garment Workers Union (Western Province), their former allies in Tucca.

"We have been fighting for a living wage for our members, but the GWU's low wage scales are being used against us when we ask for in-

creases. Our members are not prepared to accept a drop in living standards.

"We recognise unity but the GWU must improve their image and return now that may sound quite lobbler, but if your children are only used to French loaves they'll probably get sick on rich chocolate cake and then you'll have diarrhoea and doc-

ile bills to contend with (and I don't know which is worse).

So the workers ask for bread and you give them cake — what better way to co-opt workers than to let them get sick on cream doughnuts. They'll be so busy running to the loo that they won't have the time or energy to or gainers strikes and other horrible things keeps the unions at bay!

And when the workers get really voltraad and say "We don't just want bread and you can keep your milk fat, we want the whole bakery." What do you do then? You give them a share in the bakery! A small share of course. In fact so small it could even buy the hole in the centre of a ring doughnut!

So that's why I scheme we must be living in revolutionary times. Cos the workers are asking for a living wage and now the bosses are offering them a share in the company instead. I think the plan is to keep the workers so worried about the next stock exchange crash that they won't even think about striking.

Any with alienation — give the workers a share in their exploitation. It's like the workers saying "we want a bit of the gold that we mine" and then the bosses offering them a rock in stead. That's the bosses' interpretation of "all shall share in the country's wealth" — yes, all can share, it's just that a few will have a much bigger share than most.

So with Anglo selling the pace in the "How to co-opt your workers race", who will follow? Maybe electrical companies will give their workers free deep freezers as an incentive to work harder and maybe earn a bit more so that they can actually buy something to keep in it. Or the motor car companies can give their workers four tyre tyres for when they can afford to buy a car.

People call us a petty union but you cannot define or fulfil agreement against employers, he says.

One of the union's major activities every year is its annual Springs Queen competition, which has also been criticised by other unions.

The Springs Queen fits in with our philosophy that a union should see workers as a whole. It is the one event in the year when the union members get together. It shows that the union is not just concerned with the union's business.

Many people see workers only as workers. We are one of the first unions to have our own man.

Did the militant Clothing Workers Union play a role in changing the Freedom Charter?

Cosatu was formed during this period. That is why we will discuss it. We will also look at other important issues, like detention without trial.

"Our congress will be a major event and resolutions will not be passed lightly. All matters will be thoroughly discussed.

"All our speakers will be experts on relevant topics like the rights of women. We will also be labelling our union's manifestos.

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From Tucca to Cosatu



Norman Daniels

I had been on the national executive of the City Council in 1963, to represent the area which included District Six and the industrial area. I had been on the national executive of the City Council in 1963, to represent the area which included District Six and the industrial area. I had been on the national executive of the City Council in 1963, to represent the area which included District Six and the industrial area.



Cedric Petersen and legal adviser Desmond Sampson

People call us a petty union but you cannot define or fulfil agreement against employers, he says. One of the union's major activities every year is its annual Springs Queen competition, which has also been criticised by other unions. The Springs Queen fits in with our philosophy that a union should see workers as a whole. It is the one event in the year when the union members get together. It shows that the union is not just concerned with the union's business.

NORMAN DANIELS and his union, the Textile Workers Industrial Union (TWIU), have gone full circle. The TWIU was one of the founder members of the outlawed South African Congress of Trade Unions (Sactu) in the 1950s, played a major role in the now defunct, conservative Trade Union Council of South Africa (Tucca) until 1985, and recently joined the Congress of South African Trade Unions (Cosatu) as part of the Amalgamated Clothing and Textile Workers Union (Actwusa).

He played an active role in Sactu in 1972. Daniels was a member of the Progressive Party for four years from 1965, and served some time on its national executive committee, until the Political Interference Act made it illegal for political parties to have members of different races.

He was general secretary of the Trade Unions (Cosatu).

Actwusa is Cosatu's official affiliate in the clothing and textile sector, while the GWU is set to apply for affiliation.

Main protagonists in the Western Cape are well-known trade unionists, Norman Daniels of Actwusa, and the GWU's Cedric Petersen. RYLAND FISHER spoke to both of them.

"My first job was at a tobacco company. They told me if I was white, I could become a machine operator. If I was not white, I would be given a broom. I took the broom.

The place was unorganised when I started. By the time I left we had organised the workers into a union.

I joined the TWIU in 1953. Our union was formed in 1955 and was part of Sactu. I worked with people like Oscar Mpepha and Liz Abrahams until Sactu could not continue because its entire executive were either in jail, in hiding or in exile.

"We were the biggest union in the country, in hiding or in exile."

When Cedric Petersen joined the Garment Workers Union (Western Province) on May Day 1971, he did not realise the significance of the day.

Today, he is on the verge of leading the union into the Congress of South African Trade Unions (Cosatu) and is proud the GWU's policy manifesto is very similar to the Freedom Charter.

Petersen, 42, like his union, has been forced to change with the times.

The GWU, with Petersen as assistant general secretary, used to be one of the main forces in the now defunct, conservative Trade Union Council of South Africa.

At the GWU's merger with the Industrial-based Garment Workers Union (IGWU) in Durban this weekend, affiliation to Cosatu will be one of the main items on the agenda.

But the passage into Cosatu will not be easy. The GWU has come under criticism from the Amalgamated Clothing and Textile Workers Union (Actwusa), Cosatu's affiliate in the clothing and textile sector. Actwusa said the GWU was "a Miss World show parade or an event and resolutions will not be passed lightly. All matters will be thoroughly discussed."

"All our speakers will be experts on relevant topics like the rights of women. We will also be labelling our union's manifestos."

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INDUSTRIAL REL. - WORKERS' ORGANISATION - TUCSA

1988 - 1993

CME Files 29/1/88

Top WP garment union man dies

UNION 735

Labour Reporter

THE general secretary of the Garment Workers' Union of the Western Province, Mr Louis Petersen, died suddenly yesterday following surgery at the Vincent Pallotti Hospital, Pinelands.

secretary of the union for over 30 years He began his union activities at 14, when he was appointed shop steward. He worked his way up to become a member of the executive, eventually serving as chairman for some years, and was one of the pioneers of the garment union He was elected general secretary in 1955.

Mr Petersen, 72, of Wynberg, was general

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SIDEWALK
 FRI 29 & SAT 30 JAN

PICK UP BARGAINS GALORE
 AND SOAK UP THE MAGIC
 OF PETTICOAT LANE



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ARGUS
29/1/88
135

Veteran garment union leader dies

Labour Reporter

MR Louis Petersen, long-serving general secretary of the Garment Workers' Union, has died

Mr Petersen, involved in the trade union movement since he started work at 14, was elected general secretary of the union in 1955.

He was a powerful voice in the Trade Union Council of South Africa, of which he became a vice-president, and was finally given life membership.

A pioneer in unionism in the garment industry, he was elected a shop steward at 14 and served as an executive member and chairman of the union before becoming general secretary.

APARTHEID

During the early 1960s he was elected to represent South African workers at the International Labour Organisation conference, where he spoke out strongly against apartheid.

Mr Petersen also represented South Africa at meetings of the International Federation of Garment, Textile and Leather Workers' Unions and was an executive member of the federation for four years.

In the Western Cape he sat on the Industrial Council for the garment industry and at one time or another served on all the council's committees.

He planned to retire as general secretary at the end of February, having recently seen his union amalgamate with the Garment Workers' Industrial Union (Natal) to form the Garment and Allied Workers' Union, the third largest worker organisation in South Africa

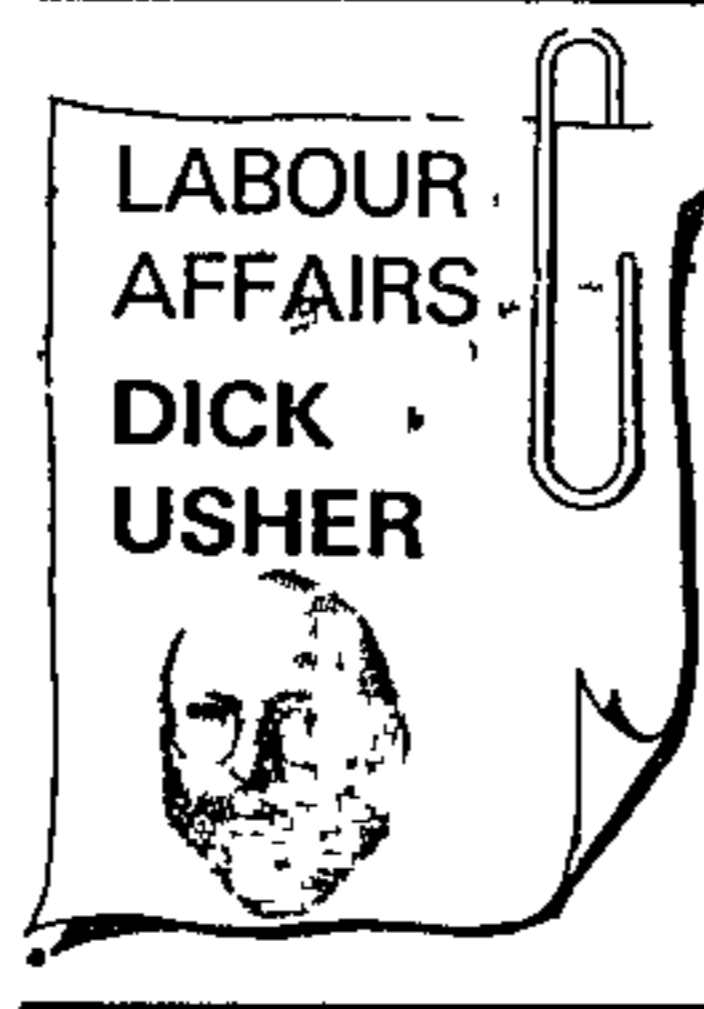
He is survived by his wife and three married children.

Gawu sets national bargaining as priority

GARMENT and Allied Workers' Union (Gawu) has set national bargaining for the industry as a priority for 1989

As a corollary, it will also be working towards a national industrial council

A further aim will be to correct the situation in the Eastern Cape where Gawu said, "for the first time in history" workers won substantial increases on the "poverty wage levels in the industry" but they still lag behind conditions in the major industrial centres



This was one of the union's achievements for 1988 in a trend which "significantly reversed the negative trends that have plagued the garment, textile and leather industries for decades"

Gawu has shown a much higher profile since its formation as

a national union and taken a line significantly different from the days when it was a high-profile member of the Trade Union Council of South Africa (Tucsa), as shown by the level of industrial action taken over several issues during the year.

These included a three-week strike at Rex Trueform, support for the June protests against the labour legislation and its living wage campaign

The union said these were "a clear indication of our members' commitment to break from a 60-year tradition of subservience and reactionary trade unionism and to take their rightful place in the progressive trade union movement"

Strikes in Natal and the Cape produced interim wage increases, 22 percent on the minimum to R76 a week in the Cape, and 12 percent to R64 in Natal

Further increases

Further increases from industrial council negotiations brought the Cape minimum to R97,40, making a 57 percent increase for the year, and the Natal minimum to R80, a near 40 percent overall increase

The Cape settlement is claimed to be the highest ever negotiated in the history of the industry and one of the top 10 in South Africa over the past year

It has to be remembered that these were negotiated from a base which was very low compared with other unionised industries

At the same time, it's not likely that Gawu will hold back next year, also a major change from the bi-annual negotiations.

For a start, sources in the industry indicated that wages are about 16 percent of the total cost of a garment, with fabric accounting for up to 60 percent, excluding the CMT operators where wages can run up to 80 percent of the total cost

There will also be a push to standardise holidays in the industry where in Natal workers have May Day and in the Cape June 16 as paid holidays

Gawu also said it would renew demands at the 1989 negotiations for a 40-hour week and an extra five days' annual leave



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/Tues 4/13/90

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 good bye 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



**Union office
picketed in city**

135
Cape Town 10/9/90
ABOUT 30 members of the SA Typographical Union picketed the union's Cape Town office on Saturday, in protest at the expulsion of a branch office-bearer and Satu's "racist" revised constitution.

Mr Farrell Hunter, a former Satu trustee and aspirant branch secretary, was expelled for "misconduct" following a union disciplinary inquiry last month — Sapa

'Moderates' want a new federation

w/lat 30/11 - 6/12/90

135

A PROPOSED "middle of the road" union federation is widely seen as a defensive move by threatened ex-affiliates of the defunct Trade Union Council of SA (Tucsa).

Many of the key actors are "mixed" or largely "coloured" ex-Tucsa unions locked in membership battles with Cosatu and Nactu rivals, notably in the leather and printing sectors

Last week a conference of 53 unaffiliated unions in Johannesburg, with a claimed combined membership of 750 000, decided there was a need for a new federation and chose a steering committee to draft a constitution. The launch, says committee secretary Freddie Swartz, could take place by March.

Observers see a political dimension to the initiative — in the run-up to constitutional talks, it may be one of several bids for the political middle ground.

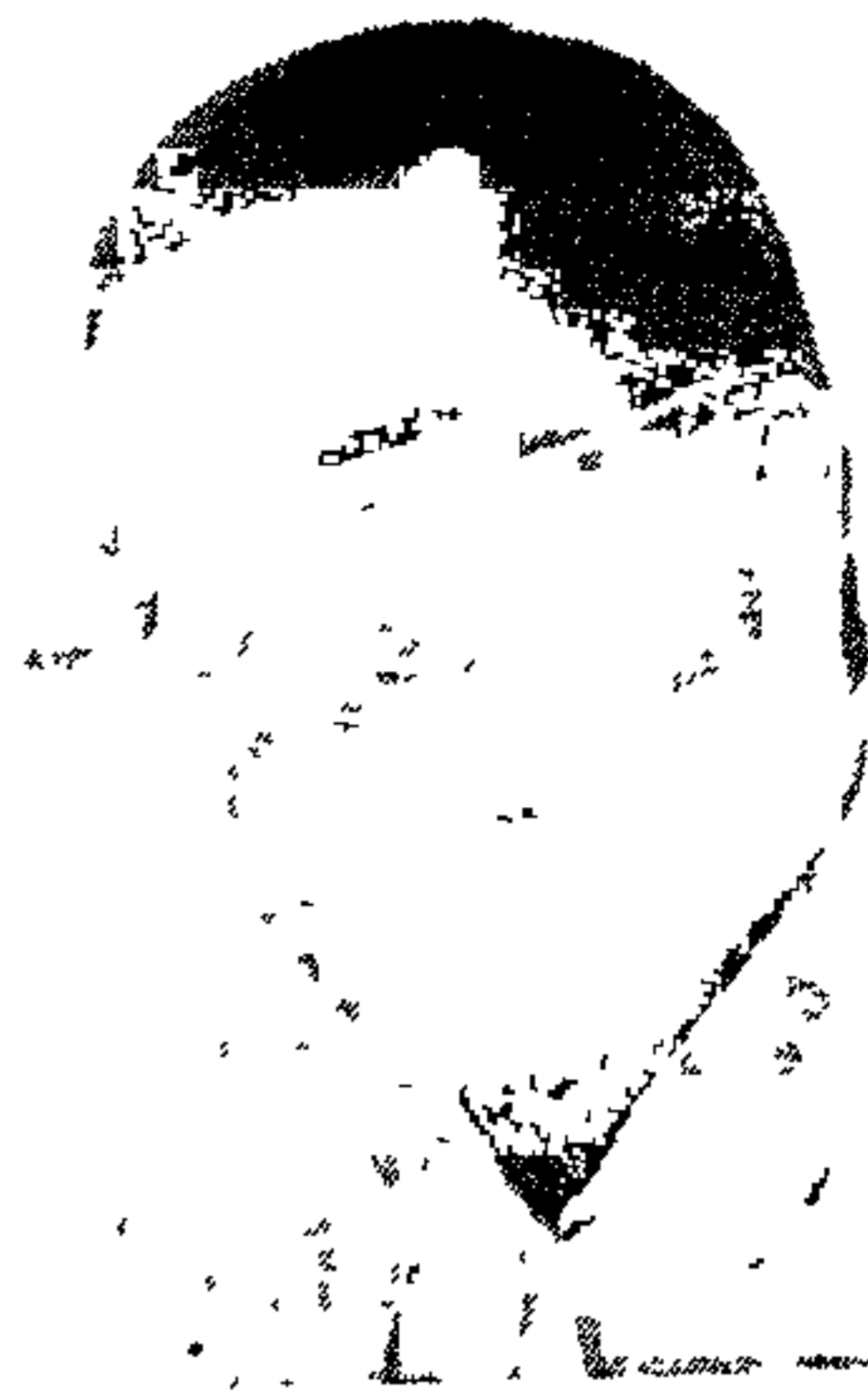
Swartz stressed that the new federation would want a role in the constitutional process "If Cosatu is influencing the ANC, we would want to ensure

In the run-up to constitutional talks, some labour federations are battling for the middle ground. **DREW FORREST** examines the proposed formation of a new "moderate" union grouping

that our viewpoint is taken care of."

Significantly, the conference was attended by the Inkatha-linked United Workers' Union. It also saw a walkout by eight independent black unions arguing for a "united front of South African unions based on unity and struggle" and objecting strongly to Swartz's letter of invitation to the conference, which brands Cosatu "the enemy".

Quizzed on the likely founding principles of a new grouping, Swartz said it would be multiracial — although he was non-committal on whether racially exclusive unions could join — non-party political, opposed to sanctions and disinvestment and in favour of a free-market economy



Committee secretary Freddie Swartz

Many independent unions were small, and the federation would protect them by offering facilities such as union training and legal help, he said. It would also ensure an independent voice in such forums at the Cosatu-Nactu-Saccola talks and the National Manpower Commission.

The ex-Tucsa influence on the steering committee is overwhelming. Of 11 members, at least seven worked for Tucsa unions at some stage. Swartz (Transvaal Leather and Allied Trades Industrial Union), Norman Daniels (now of the Trawler and Line Fishermen's Union), Evelyn Seloro (Textile Workers' Union, recently expelled from Nactu), Dulcie Hartwell (National Union of Distributive and Allied Workers), Martin Deysel (SA Typographical Union), Glen McGill (now of the Johannesburg Municipal Combined Employees' Union) and Audrey Rose (Radio, Television, Electronic and Allied Workers' Union).

Swartz insists the new federation will avoid the pitfalls of Tucsa, which because of its perceived closeness to the government, domination by whites, tameness and bureaucratic style, was outgunned by the rising black unions.

But with surging worker militancy in a transformed political setting, conditions for a truly non-racial federation of the centre may have worsened. There is no evidence that black workers want more "moderate" policies.

Of the three blacks on the steering committee, only one — Philip Masia of the Municipal, State, Farm and Allied Workers' Union — has any standing. And most of the bigger potential affiliates remain under effective white or coloured control

Foreign help for SA urged

16/12/93
JOHANNESBURG —

The international community must urgently support the democratic process in South Africa financially, politically and morally (SAP)

This is the view of the 27-member delegation of the International Confederation of Trade Unions (ICTU) at the end of a five-day visit to the country (35)

"The path taken ahead will determine whether South Africa travels down the road to democracy or whether it becomes engulfed in violence, chaos and civil war," the delegation yesterday said — Sapa

Send back foreign workers, says union

(135)

ARG 2/4/93

SHARON SOROUR, Labour Reporter

AFFIRMATIVE action and all "foreign labour codes" should be outlawed and foreign workers should be sent back to their countries of origin, said the rightwing white union, South Africa Iron, Steel and Allied Industries.

These are two of a 12-point plan aimed at securing the position of white workers and which the union and the AWB wish to discuss with President De Klerk, said union general manager Mr Nic Celliers.

The 12 points emerged from a meeting in Vereeniging this week

Other points included in the plan were

- All illegal immigrants should be repatriated and "kept out" of the country
- Citizens of the TBVC countries should be taxed according to agreement and the tax be paid to those countries to use for their own development.
- Government-backed capital projects should promote the creation of jobs
- The unemployed should be called up for national service instead of people with jobs. Their pay should be increased substantially.
- Employers should pay a tax levy on company profits into a central fund aimed at the creation of jobs and the training and re-training of workers
- Affirmative action and all foreign labour codes should be outlawed Jobs should only be reserved on a basis of merit.
- Workers injured on their way to and from the workplace should be covered by the Workmen's Compensation Act
- Legislation with regard to victimisation and intimidation should be urgently reviewed
- Trade union leaders who plan and instigate stayaways, illegal strikes and unlawful protest marches should be held "criminally responsible"
- The receipt of foreign money by trade unions should be forbidden Such money ought to be confiscated and paid into the fund for the creation of jobs and training of workers

BUSINESS

Wages-output warning

National Productivity Institute chief calls for social contract to make SA competitive

BRUCE CAMERON

Business Staff

GOVERNMENT, business and labour will have to reach a social contract which will keep wages in line with productivity if South Africa is to be internationally competitive

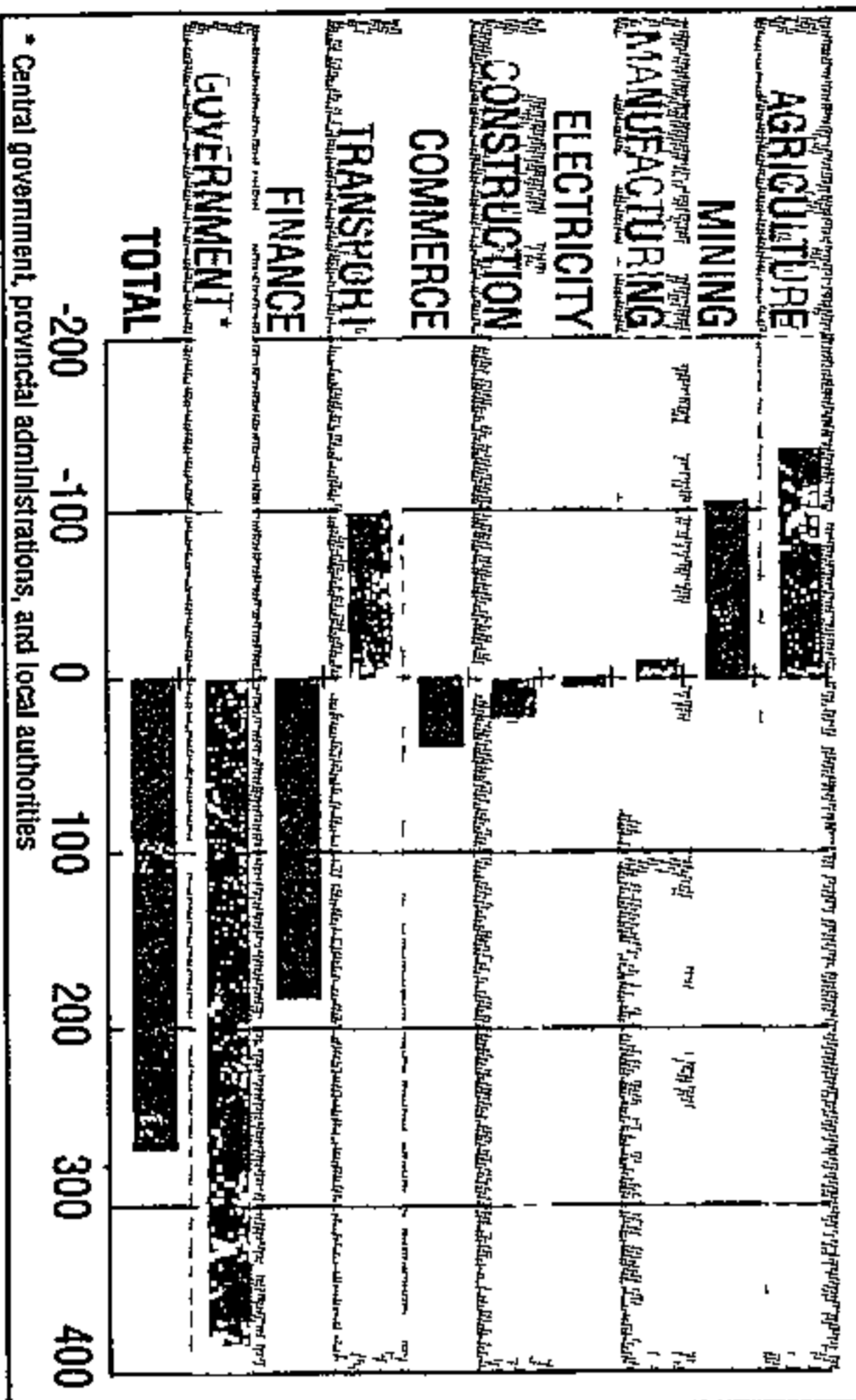
The warning was made by the executive director of the National Productivity Institute, Dr Jan Visser, at a University of Cape Town Graduate School of Business luncheon this week

Dr Visser said the essence of productivity was that people could not consume more than they produced

In South Africa productivity was down and as a result all that happened "is that wealth is redistributed"

Further, if businesses wanted to increase or maintain profits, they had two options. They had either to increase productivity or they had to increase price. If productivity was going down prices had to be increased

Jobs created in the formal sectors of the South African economy, 1980 - 1992

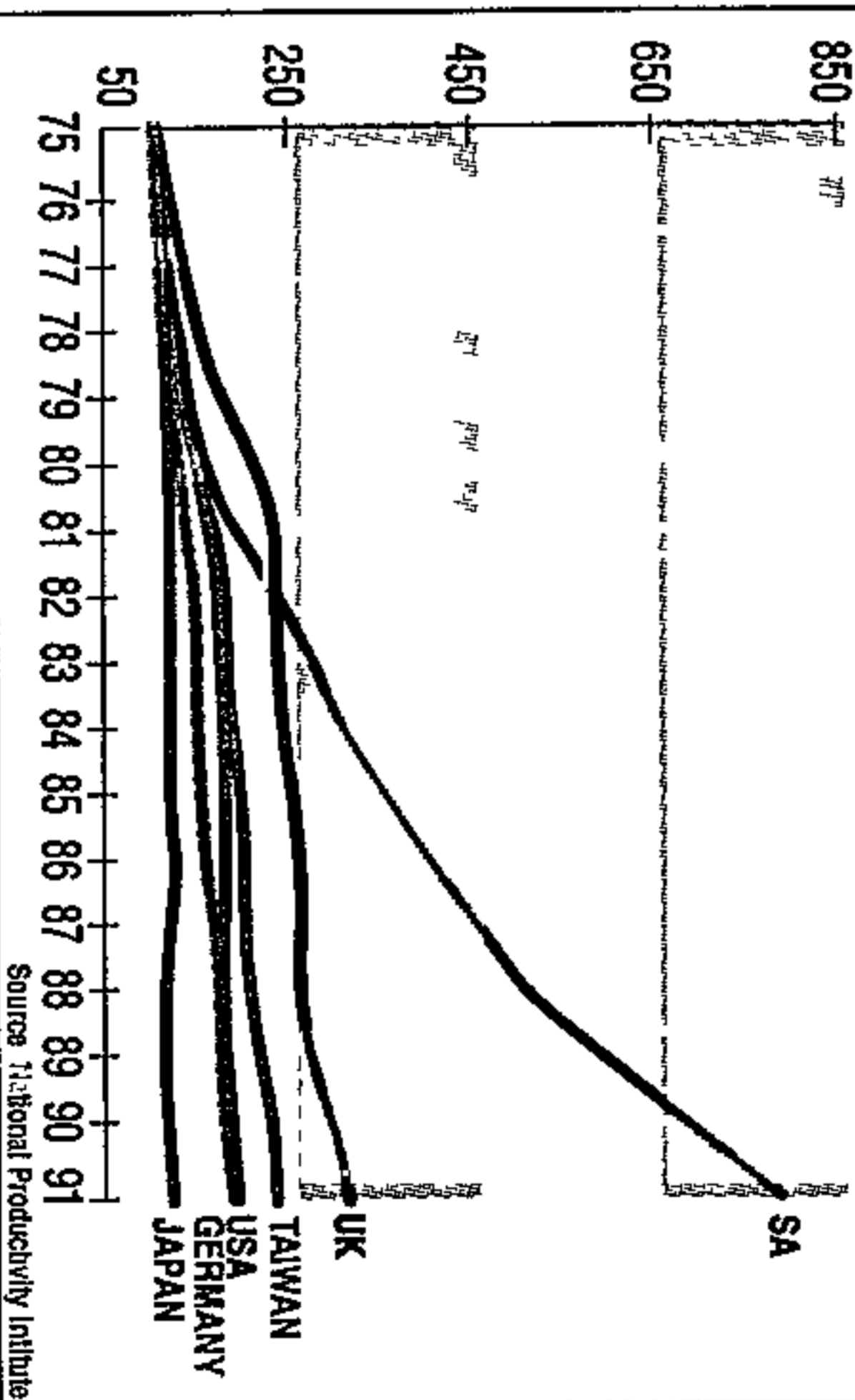


As a result the productivity rate was linked to the inflation rate

"As long as salaries and wages increase faster than productivity we will not get rid of inflation."

He said economists did not agree on many things but they did agree that growth in the South African economy had to be driven by exports

Remuneration cost per unit produced in national currency in manufacturing



But he warned that South Africa was pricing itself out of the international markets with low productivity. Cost per unit produced was soaring in comparison with other countries

And the fault lay directly with management and government

Dr Visser said management was not investing enough in its workers

Good management saw labour as an investment, not as a cost, and they invested in their labour

He also warned management that only communicative — not autocratic management — would improve productivity

Both government and business had to invest in training and this had to start at the level of "mother's knee"

School curriculums had to be adapted so that children were taught the basics of economics and business at school. This had to be followed through by on-the-job training

Dr Visser felt that on-the-job training was in the end far more beneficial than academic training

Education and training had led to the high productivity of countries like Japan, Korea, Taiwan and Singapore

Countries like Japan had also reached social contracts to encourage productivity

1350 ARG 24/7/93