

INDUSTRIAL RELATIONS

1975 - 1976

Cape Town Correspondent

JOHANNESBURG — The Minister of Labour, Mr. Marais Viljoen, said here yesterday that the Government intended to introduce a Bill to amend the Black (Innate) Act, 1946, and to provide for the more effective operation of the Act.

Wages: Blacks Will Participate more

Addressing a National Development and Industrial Foundation conference here, Mr. Viljoen said more and more Blacks were being appointed in the Department of Labour to help in the appointment of officers in various establishments, multiracial committees, and more Blacks were being appointed to the regional committees of the central Board of Labour, which represents Blacks at national meetings.

The Government did not intend to outlaw Black trade unions. He indicated to one

Mr. Nick van der Walt, that they had effectively announced at the conference that they had effectively

announced at the conference that they had effectively

announced at the conference that they had effectively

of Metal Box said that through legislation provided only committees for Blacks, his company felt that if people were separated they could only serve to emphasize racial differences.

Metal Box had African, Indian and Coloured committees but they always

the Minister said about the committees. "We have endeavoured to take that in our stride, digest it and ultimately have a better system which will survive. In this opening address to the conference, he recalled that the Industrial Commission in the past that if the present works committee machinery proved deficient, he would consider improving it.

INDUSTRIAL RELATIONS

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South Africa's Black labour movement sees 1975 as a year in which it will make employers, and the Government, sit up and take notice.

Heading the list of priorities is a national congress of Black trade unions which could lead to concerted action in areas of common interest.

The major objectives of such a meeting will be:

● The establishment of a national co-ordinating body of Black trade unions

● A decision on whether Black trade unions should join the 200 000-strong (White Coloured and Indian) Trade Union Council of South Africa individually, as one body, or not at all

The need for joint discussion along these lines was pointed out by Mrs Lucy Mvubelo, the general secretary of the strongest Black trade union, when TUCSA opened its doors to Black membership in September

"A meeting of Black trade unions on a national basis has become imperative" says Mr Scakes Sikhakhane, convenor of a meeting which led to the establishment of a co-ordinating body of Black trade unions in the Transvaal

While tough and independent Black unions will drive hard for the establishment of a virile national co-ordinating body, some weaker "parallel" unions (brought into existence by registered "mother unions" and often dependent on them) are likely to hold back

At least two or three of these are said to have been threatened with loss of support from their White or Coloured mother unions if they side with a strong national body of Black trade unions

As for affiliation with TUCSA, the reservations with which Black trade unionists greeted TUCSA's overtures did not bode well

If the younger and more militant unions decide against affiliation

Black labour takes a bow

STAR
2/1/75

Observers of the labour scene are wondering on what grounds the Minister can refuse the plea for full recognition as a trade union by the responsible Black National Union of Clothing Workers, reports SIEGFRIED HANNIG, Labour Reporter.

with TUCSA, the more conciliatory unions might follow suit for the sake of a unified Black front

But the standing of the whole Black labour movement would rise appreciably in the eyes of hesitant employers and politicians if Black unions subjected themselves to the mild disciplines inherent in affiliation to a responsible and respected body of registered trade unions

One way or the other more than 50 000 (perhaps now closer to 100 000) Black trade union members are likely to get a forum through which they can advance their cause more forcefully

This number of Black workers, communicating with their employers through more than 20 unregistered trade unions, compares favourably with an estimated 500 000 Black workers represented on 1 500 liaison and works committees

Against this background, it might be interesting for instance to examine the "performance" of Mrs Mvubelo's 23 561 strong Nat-

ional Union of Clothing Workers which seeks official recognition.

Mrs Mvubelo conceded recently that isolated strikes had occurred over the years. But they usually lasted only up to the time when one of her officials arrived to call for a return to work pending negotiations.

Observers of the labour scene are wondering on what grounds the Minister can refuse this plea by a responsible union which has the de facto recognition of all employers in the industries it serves

Meanwhile, the British Trades Union Congress has made its first grant of R18 000 towards the training of Black trade unionists in Durban. Johannesburg still has to submit specific proposals to come into consideration for a similar grant, and TUCSA hopes to take a hand as well

While the Government fails to come to grips with the crucial issue of Black trade unions, the labour movement seems set to increase the initiative it has already taken

(2) 138 (138)

STAR 7/1/75

138

Most belong to trade unions

1-1-66
2-1-66
4-6-66

Nine out of 10 clerical employees of the two largest banks — Barclays and Standard — are members of trade unions representing all races.

The South African Society of Bank Officials was established as a White trade union in 1916 because there were only Whites in banking at the time.

"Separate Coloured (and Indian) and Black trade unions were established more recently on SASBO's initiative because South African legislation no longer permits a single union for all races," says Mr. Andre Malherbe, general secretary of all three unions.

"But we firmly believe there should be only one trade union to eliminate the possibility of sectional interests."

Negotiations

As it is, SASBO's staff and offices serve all three unions from the organising stage right through to negotiations with the banks.

"Since the banks have the rate for the job — equal pay for equal work — it could be argued that no additional advantages have accrued to Coloured, Indian and Black employees by virtue of their trade union membership," Mr Malherbe says.

"But trade unions are more effective if they can speak for a large membership, and the banks benefit because trade union members of all races know that they have a say in their pay and working conditions."

"Justice is seen to be done — and it makes for happier race relations and working relationships all round."

These are the ar-

guments with which SASBO is pressing for full recognition by the banks of the Black banking union, SABEU, which was established in 1973.

"Like all Black trade unions in South Africa, SABEU lacks Government recognition and cannot be registered as a trade union," Mr Malherbe says.

"But that does not prevent employers from negotiating with it and giving it de facto recognition."

Works panels not the answer

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22-1-75
SMM

WORKS & LIAISON COMMITTEES
Labour Reporter

Major British firms in South Africa believe the present alternatives to Black trade unionism — works and liaison committees — are “largely unacceptable.”

That is the opinion of Mr Dave Jackson, national director of the Institute of Personnel Management, after a labour conference held in England last week by Christian Concern for Southern Africa.

The conference, attended by representatives of 22 leading British firms, felt that a solution to the question of Black labour relations should be threshed out in consultation with Blacks. Mr Jackson told a report-back meeting in Johannesburg yesterday. There was also a strong feeling that the Black educational system should be changed in anticipation of the removal of job ceilings.

NO PRESSURE

While there was not going to be any slackening of British Government interest in progress for Black workers, British firms were not prepared to press the South African Government to accept Black trade unions. Nor were they happy about advice to advance beyond legal limits. They also resented undue pressure.

“Positive action, in terms of the detente initiated in Pretoria, has taken the teeth out of a lot of overseas criticism,” Mr Jackson said. “Future pressure must be more subtle and sensitive.”

‘IN TEARS’

The conference was told that Black freedom fighters were “in tears” over the way South Africa

~~134~~

12,138

~~12,147~~

6.6

19.2.75 ⇒ RDM

138



MR GROBBELAAR
... same basis.

Equality for Black unionists

Staff Reporter

THE BLACK trade unions which will join the Trade Union Council of South Africa (Tucsa) this year will do so on exactly the same basis as White members, according to Tucsa's general secretary, Mr Arthur Grobbelaar.

Mr Grobbelaar said Tucsa, with its 220 000 White, Coloured and Indian members, had consistently shown that co-operation between different racial groups could be achieved.

"Tucsa hopes to further extend this co-operation and improve relations between races through the re-entry of Black unions into its ranks. With care and goodwill it will do much to improve relations between the races," he said.

NEW DEAL FOR BLACKS

Financial Reporter

MORE THAN 95 percent of employers in commerce and industry are getting together to give Black workers a better deal with the formation of the 10 member South African Employers Consultative Committee on Labour Affairs.

The committee has been told to draft a blueprint on the future status of Black workers at the wage negotiation table and on the factory floor — and to do it urgently.

Currently, Black workers fall into three categories.

* Those covered by decrees drawn up in terms of the Wages Act

and stipulated by Government negotiations

* Those covered by sophisticated industrial council agreements at national and regional levels.

* Those paid in terms of the Chamber of Mines rules — mostly migratory labour.

But workers in all three categories have been involved in strikes or riots and employers believe most troubles are due to a combination of ignorance of rights, political agitation and lack of communication between the man on the shopfloor and the man in the managerial chair.

In seeking a solution to the problems, the newly-formed study committee is likely to concentrate on two formulas already published by major sectors of industry.

They are:

* The Steel and Engineering Industries Federation of South Africa guidelines on job evaluation and the need to provide opportunities for promotion of Black skilled and semi-skilled workers

* The much revised Tongaat Sugar Group formula for the creation of liaison committees that are

the next door neighbour to Black trade unions.

Heading the consultative committee is Mr R. S. du Plessis, director of the Motor Industries Federation of South Africa. Other members are Mr G. Holloway of the Federated Chamber of Industries, Mr Glyn Taylor of the South African Sugar Millers' Association and Mr E. P. Drummond, director of Scifsa.

Those men form the basic study group which has to produce ideas for all industry and commerce, but the entire consultative organisation covers every employer association.

11/13
(2) 124
(3) 133
(4) 144

See also IND RELATIONS - Workers' Org - Gen

Marais wil

skape

11/1/75
12/1/75
13/1/75

aanjaag

met 'n

Cadillac

Rapport 9/3/75

VRAAG: Wat behoort ons uitgangspunt in hierdie hie... van arbeids betrekkinge tussen swart en wit in Suid-Afrika te wees?

MARAIS: Eerste ons moet... dat ons altyd 'n... permanente... swart werkers in al ons... hie

...teensende die ekono... van die... blanke... onder meer he... kon nie

...nise... w... redene...

...e... ons... sal... hoef... heme... dikke

...w... van... ds... en... t... dit

ook onvermydelik die volle erkenning van swart vakbonde in die Republiek?

MARAIS: Vooraf wil ek net sê ek is baie allergies vir die woorde „swart vakbonde”. Met die gebruik daarvan bring jy 'n buite-element ter sprake by die wisselwerking tussen bestuur en werker op die fabrieksvloer. Dit vertroebel nou onderhandelingsnegoties. Daarmee kan jy ook 'n politieke element inbring, veral in die geval van hoogsgekoelde werkers.

Trekarbeid

Maar ek wil eers kyk na... situasie van... ons land

...nise... wat... h... in daardie... t... t... t...

...nise... t... t... t...

EEN van die troebelste terreine van Suid-Afrikaanse denke is dié van arbeidsorganisasie. In Suid-Afrika is die ewewig tussen arbeid en bestuur besig om te verskuif as gevolg van die toevoeging van derduisende swart werkers tot sy nywerhede. Hoe om hulle op beduidende — maar nie gevaarlike — wyse by die bedingingsstruktuur in te sluit, is 'n vraag wat tot dusver meer voorstelle as oplossings opgelewer het.

Die terrein is emosioneel swaar belaai. Baie mense ken geen ander vakbondstelsel as die Britse nie, en die gedagte om daardie ongelukkige Britse voorbeeld hier toe te pas, laat hare orentstaan. Ook die moontlike politieke implikasies van swart vakbonde laat baie verskrik terugdeins.

In 'n gesprek met OTTO KRAUSE benader prof. Org Marais, direkteur van die Skool vir Bedryfsleiding aan Unisa, met insig en durf hierdie netelige saak. Hy vra onder meer groter inspraak in arbeidsonderhandelinge vir die hoogs gekoelde Swart werker.

is nog vir 'n groot deel trek-arbeiders

Dit is van groot belang dat ons tussen hierdie twee klasse arbeid onderskei

In teenstelling met die klein groep gevestigde gekoeldes, stel die groot massa slegs daarin belang om hul ekonomiese behoeftes te bevredig en 'n mate van sekerheid oor hul toekoms te kry

Hiervoor is die hoofvorausde kommunikasie, nie noodwendig onderhandeling met die baas nie

Vir praktiese doeleindes kan ons verder onderskei, tussen twee soorte arbeidsorganisasies

Ons het aan die een kant die vakbonde wat namens 'n hele bedryfsgroep heding, en die werkskomitees, wat binne 'n bepaalde maatskappy praat oor beding

Aan die ander kant het ons die werkskomitees, wat hulle toe spits op kommunikasie tussen werker en bestuur op 'n selfde tafel

Ons het ons verder onderskei tussen vakbonde aan die een kant, en werkskomitees of skakelkomitees aan die ander

Die vakbond het by uitstek te doen met 'n wye werkpraktiese wat vir die hiele lewens geld, terwyl die werks- of skakelkomitees

nou moet inspas by die personeelbeleid van 'n bepaalde maatskappy.

Uit hierdie uiteensetting van funksies kan 'n mens sien dat 'n vakbond meer geskik is vir gevestigde en gekoelde werkers, die skakelkomitee vir die semi gekoelde arbeid, en die werkskomitee het 'n funksie wat min of meer tussenin val.

VRAAG: In welke mate word die situasie, soos u dit omskryf het, in Suid-Afrika se praktyk weerspieël?

MARAIS: Die omstandighede is reeds so dat daar plek gemaak kan word vir al hierdie verskillende werkersorganisasies. Ongelukkig is die meeste ondernemings taamlik verward oor wat hulle in verband met arbeidsorganisasie moet doen

As gevolg van die buitelandse druk wil 'n hele klomp maatskappye in Suid-Afrika nou skielik die modernste oorsese arbeidsorganisasie op die aarde omringelgte ongeskoelde werker kom toespits

Dit is asof hierdie maatskappye nou skape met 'n Cadillac wil aanjaag.

En hulle vraat asof dié soort werker oornag koek wil hê, terwyl sy behoefte inderdaad net brood is. Al wat hy via 'n kommunikasie en nie om op hoe vlak te onderhandel nie, is hy het ook nie hierdie onderhandelings

vaardigheid... Wat baie... dertnemings... dat slegs 14... ongeskoelde... de werkers... oorsese lande... tot vakbonde...

Aan die... ons 'n... plaaslik... pye en... tersers nou... word het... de wat moet... ook namens... ers vir... tyd in... van die vakbonde

Die swart... dit as 'n... lidmaatskap... halfgebakte...

In die VSA... werker ook... slag tot... maar jy... van hierdie... hoofbestu... Daar is... die swart... rein is... matige... kry.

Hierdie... n...

SW

ka om sw... word ver... hoogsgeko... vakbonde... omtrent... word... gende... langrike... trepreneurs... uit hier... stand geb... groot ske... voorkom...

In... voor... gesuwer... arbeids... Hiervolgens... landlete

Labour chaos if Blacks don't get own unions

S-T-5 16.3.75

By DICK USHER

SOUTH AFRICA is heading for chaos unless Black workers are given full trade union rights.

These are the findings, published this week, of an extensive analysis of the massive strikes in Durban during 1973

Published by the Durban-based Institute for Industrial Education, it points out that economic development has created a large, alienated and increasingly angry African proletariat.

"The real relationships in society are changing but the institutional ways of mediating between conflicting groups are not taking this into account. Thus the institutions are less and less able to cope with social conflicts in a meaningful way."

And Black workers are, in spite of small gains made by the strikes, no more satisfied now than they were before

Searching for an understanding of the events of February 1973, the authors conclude the strikes were spontaneous, involved only one or two incidents of intimidation, and were certainly not the work of "agitators."

Reasons

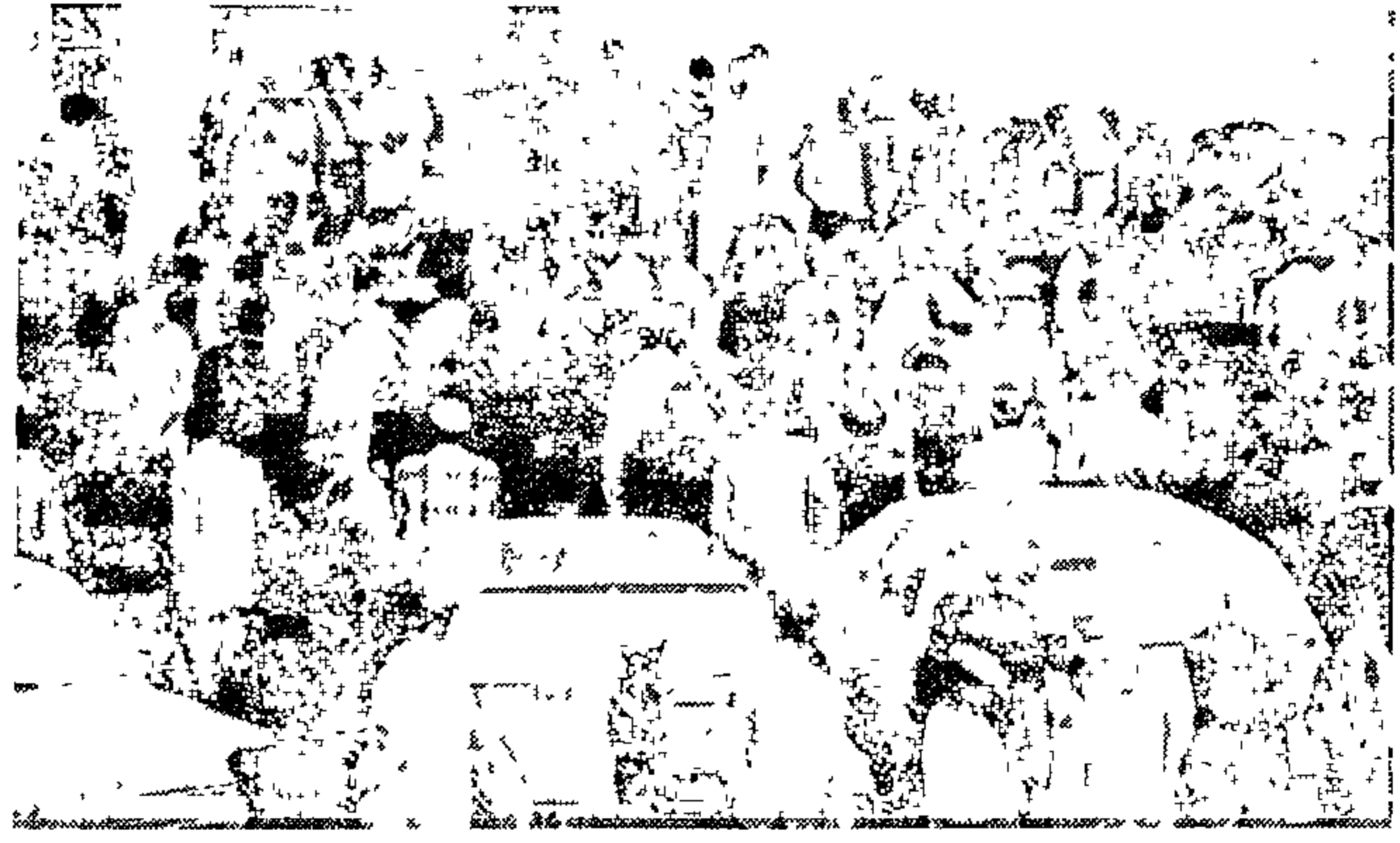
They were a response to low wages and a sense of powerlessness.

The analysis deals with the strikes, the participants, the reasons why they happened in Durban, the response from politicians, the political economy of labour and trade unions.

The authors also conducted a series of opinion polls on worker, public and employer response to the strikes

They conclude that "workers struck because of low wages and the feeling that the employer would not do anything to remedy wage levels unless drastic action was taken

"They feel that the strikes were productive, but they remain very dissatisfied.



FLASHBACK to 1973 . . . workers wait for their pay after quitting work

SURVEY SAYS WORKERS STILL NOT SATISFIED

"Having discovered that the strike is an effective weapon, the majority are fully prepared to use it again

"It may well be that the most significant change wrought by the strikes is not in the workers' living standards, but in their sense of their own potential power."

Moving from these points the authors state that more is needed to allay the situation than the better channels of communication so often called for by the press and politicians.

Most of the workers interviewed believed they had communicated adequately with employers before striking

"Most employers are literate, and many of them presumably read newspapers.

"All the English-language Natal newspapers had given wide publicity to the issues concerning African poverty in 1972.

"Furthermore employers know what wages their workers are getting, and they also know the cost of living has been rising.

"It seems difficult to believe they needed improved methods of communication with their workers to discover they were poor.

"We believe that what they were ignorant of was the fact that workers had reached a sufficient pitch of desperation to consider breaking the law by going on strike.

Power

"What made them increase wages was not that they suddenly discovered their workers were poor, but that their workers had a certain amount of power."

The survey argues for the institutionalisation of this power, and of employer/worker conflict, in the only bodies that can channel this conflict creatively — trade unions'

"Trade unions, with the right to organise freely and to use the strike weapon as a last resort, organised on democratic lines, and possessing their own sanctions over members, are the precondition for stable industrial peace.

Protest

"Only full trade unions can integrate African workers into the industrial economy in such a way that they will begin to cooperate whole heartedly in its development

The authors accept that the system will mean a shift in power relations, but they feel that this will be preferable to a disgruntled and alienated workforce able to express their grievances through wildcat strikes and bloodier forms of protest such as the tragedy at Carltonville.

Q Column 566-67
21/3/75

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Bantu trade unions in Natal

32 Mr G B D McINTOSH asked the Minister of Labour

(a) What Bantu trade unions are registered in Natal at present and (b) what is the membership of each

† The MINISTER OF LABOUR

(a) and (b) Bantu trade unions are not accorded legal recognition under the Industrial Conciliation Act and they are therefore not compelled to notify my Department of their existence or to submit

membership returns. The desired information is consequently not available.

Africans scorn UBC, Progs told

Staff Reporter

THE URBAN Bantu Council was useless and the youth of Soweto were tired of it and its talks, members of the Young Progressives were told at a meeting with some members of the UBC at the weekend.

The Young Progressives had asked for a meeting with the UBC members to find out what the UBC felt about the West Rand Administration Board taking over the running of Soweto from the City Council and also to discuss issues affecting Blacks in general.

They were told that since the West Rand Board took over the administration of Soweto, things had gone from bad to worse.

"We are not consulted in any manner. Rents have been increased without us being consulted but we are supposed to be the voice of the people in Soweto. The young are angry and call this institution a puppet body," the UBC members said.

Mr Peter Lengene, a former mayor of Soweto, said that when the UBC was formed there was talk that it would be given executive powers to run the township,

but that had never come about.

Mr Lengene said money collected from Soweto for rents and other amenities was being used for the removal of Alexandra Township instead of being ploughed back into Soweto.

"We only see estimates for the township in newspaper reports. That may be because we are an advisory body without any powers at all," he said.

Mr T. J. Makhaya, the "mayor" of Soweto, told the Young Progressives it was difficult for the council to stick to civic matters when all they had to deal with were laws from Parliament dealing with the people of Soweto.

"We were told that Blacks had to run areas where Blacks were living. But there is not a single Black at the head of the administration of Soweto in the municipal offices. The UBC is out of date so the youngsters call us stooges and other names."

Asked for his opinion on the homelands, Mr V. Sqwebu said some people in the urban areas had no connection with them.

"Many Africans even have White names and have lived with Whites for generations. What are they going to do

in the homelands?" said Mr Sqwebu.

Asked about trade unions, the UBC members said these were something Blacks needed.

"If trains are late, our Blacks are the ones to suffer through loss of wages. No one will go to the employers to complain or go to the railways for compensation. If there were trade unions, such things would not occur," said Mr Lengene.

It was also claimed that shop site rents had been increased threefold to force Africans in Soweto to give up their shops. Then other racial groups could move in to run them, on the plea that Blacks could not run the shops, he said.

"We are told we overcharge our fellow Africans in Soweto, but the issue is that we buy the goods from wholesalers who run chain stores and charge us the same as they sell the goods for in their city stores. How much then are we supposed to sell our goods for?" asked Mr Lengene.

The Young Progressives were asked to tell other Whites that unless something was done soon the youth in Soweto would react in a way that would "not be good for the country."

Handwritten notes and scribbles on the right margin, including numbers like 267, 268, and 269.

The Star (Friday) April 1964

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TUCSA will help fight union Reds

Labour Reporter

The multiracial Trade Union Council of South Africa is "concerned" about some of the people in Black union activities.

It would be deplorable if vague allegations were used to discredit the growing Black trade union movement, said Mr Arthur Grobbelaar the TUCSA general secretary.

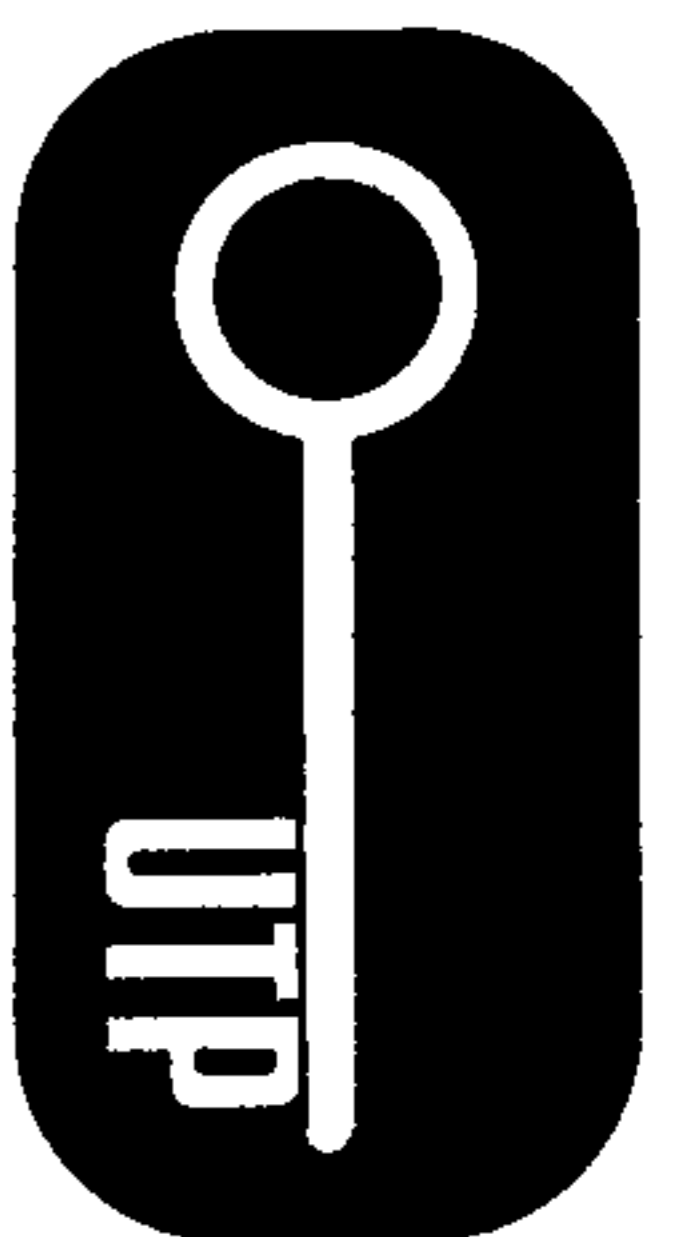
"But there may be some substance to Mr Kruger's claim," he added, commenting on the statement by the Minister of Police, that communist subversives were concentrating on organising Black labour.

"TUCSA also feels concerned about some of the motives of people who have lately become involved in trade union activities and industrial rela-

tionships among Black workers," Mr Grobbelaar admitted.

However, he said: "We hope Mr Kruger's statement is not a prelude to more repressive legislation affecting trade unions or to further banings of trade unionists."

South Africa had "more than adequate" security legislation to counter this alleged communist threat, and TUCSA would give every possible assistance to deal with such a threat if the Minister would put his cards on the table.



URBAN TRAINING PROJECT

EMPLOYERS AND BLACK WORKERS FACE THE CHALLENGE OF TRADE UNIONISM

— Leonard "Skakes" Sikhakhane

Urban Training Project decided to publish this paper by Mr Skakes Sikhakhane as it deals with questions about African trade unionism which are continuously being asked by employers and workers.

African trade unions have existed in South Africa since the early 1920's. But since 1972 the movement has taken a new direction. In the past employers resisted forming a relationship with the leaders of these unions, but this attitude is changing and new possibilities have emerged. The necessity for recognising the collective strength of workers arises from

- The increased desire amongst African workers to have trade unions which participate in the decision-making process affecting their wages, working conditions and quality of life
- Acceptance of the permanence of African workers in urban areas
- The increasing number of skilled migrant workers who stay in employment with one company, year after year
- The more responsible jobs occupied by larger numbers of African workers because of their skills and increased occupational training

On the 19th May, 1975 the Federated Chamber of Industries (F C I) released a policy statement regarding African worker representation. The F C I recognised that existing legislation is inadequate because there is no direct participation and representation by Black workers in the negotiating machinery for wages, working conditions and settlement of disputes. The F C I says that Black workers are increasingly organising themselves into trade unions. The F C I points out that it is not in the interest of employers to place obstacles in the way of development of Black trade unions.

The relationship between employers and African trade unions has reached a crucial stage. The Minister of Labour has made the position of the Government clear. For employee-management issues in the place of work the committee system has been created, but he said, "There is no prohibition on Black trade unions, otherwise the Government would long ago have taken steps in this connection. We also do not intend to do so since it is not necessary."

African trade unions exist in most sectors of manufacturing industry and commerce. The challenge therefore lies with African workers and employers to recognise the new direction African trade unionism has taken. The new dimension of trade union expression amongst the African people arises not only because they are concerned with bread and butter issues and protecting the dignity of the worker, but because of the emphasis on workers' education. Union leaders, officials, shop stewards and active members on committees are attending courses and seminars to broaden their knowledge on labour laws, committee systems, and how to exercise their rights in grievance procedure and negotiations.

The African people are preparing themselves for the establishment of a sound relationship in the work situation. A trade union which has no relationship with management is denied expression of its nature. Are employers ready to face the challenge of trade unionism? This is the crux of the matter. African workers have taken the initiative. How management responds now will determine the nature of future management — labour relations in South Africa.

- tion and evaluation and training for any type of incentive scheme) which requires technical knowledge. This also implies supplying information relevant to an item which the committee is asked to discuss and decide upon.
- allow a trade union representative to be present at works committee and liaison committee meetings in order to assist and advise workers,
 - ensure that the works committee or workers' elected liaison committee members have facilities such as separate room, telephone, typing services, etc.,
 - consider asking worker education organisations to design a course for the committee members in order that they understand their role,
 - facilitate trade union activity and workers' education by allowing workers paid leave for attending meetings of trade union or recognised educational courses or seminars,
 - accept that just as the company pays for its staff to attend management courses and meeting of organisations so it must financially support recognised educational courses and organisations for workers,
 - facilitate joint meeting between members of the registered trade union and the black trade union, assist in working towards joint negotiations of wages and working conditions

LIST OF AFRICAN UNIONS

This list has been updated in terms of available information — (31 8 75)

Name and Headquarters, Branches	Membership	Founded
African Food and Canning Union, Cape	500	?
African Leatherworkers Benefit Fund, P E	3 900	?
African Tobacco Workers Union, JHB	300	?
African Transport Workers Union, JHB	600	?
Black Allied Workers Union, JHB	2 700	1974
Building Construction and Allied Workers Union, JHB	250	Feb '75
Chemical Workers Industrial Union, Durban	2 300	1975
Commercial Catering and Allied Workers Union, JHB	100	Aug '75
Engineering and Allied Workers Union, JHB, Springs	7 000	1963
Furniture and Timber Workers Union, Durban	420	Sept '74
Glass and Allied Workers Union, Springs	250	April '75
Laundry and Drycleaning Workers Association, JHB	300	1973
Metal and Allied Workers Union, Durban and PMB	3 900	April '73
National Union of Bank Employees, Johannesburg	150	1974
National Union of Clothing Workers, Johannesburg	23 000	1953
National Union of Textile Workers, Durban & PMB, JHB	7 500	Sept '73
Paper and Allied Workers Union, JHB	200	May '74
South African Chemical Workers Union, JHB	800	1973
Sweet, Food and Allied Workers Union, JHB, Durban	500	Feb '74
Tobacco Workers Union of African Women, JHB	70	?
Transport and Allied Workers Union, JHB	700	Feb '73
Transport and General Workers Union, Durban	1 500	1975
United Automobile Rubber and Allied Workers Union, P E, Durban, Pretoria	1 500	Sept '73
Union of Clothing and Allied Workers, Durban	1 000	Aug '73



URBAN TRAINING PROJECT

EMPLOYERS AND BLACK WORKERS FACE THE CHALLENGE OF TRADE UNIONISM

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- The more responsible jobs occupied by larger numbers of African workers because of their skills and increased occupational training

On the 19th May, 1975 the Federated Chamber of Industries (F C I) released a policy statement regarding African worker representation. The F C I recognised that existing legislation is inadequate because there is no direct participation and representation by Black workers in the negotiating machinery for wages, working conditions and settlement of disputes. The F C I says that Black workers are increasingly organising themselves into trade unions. The F C I points out that it is not in the interest of employers to place obstacles in the way of development of Black trade unions.

The relationship between employers and African trade unions has reached a crucial stage. The Minister of Labour has made the position of the Government clear. For employee-management issues in the place of work the committee system has been created, but he said, "There is no prohibition on Black trade unions, otherwise the Government would long ago have taken steps in this connection. We also do not intend to do so since it is not necessary."

African trade unions exist in most sectors of manufacturing industry and commerce. The challenge therefore lies with African workers and employers to recognise the new direction African trade unionism has taken. The new dimension of trade union expression amongst the African people arises not only because they are concerned with bread and butter issues and protecting the dignity of the worker, but because of the emphasis on workers' education. Union leaders, officials, shop stewards and active members on committees are attending courses and seminars to broaden their knowledge on labour laws, committee systems, and how to exercise their rights in grievance procedure and negotiations.

The African people are preparing themselves for the establishment of a sound relationship in the work situation. A trade union which has no relationship with management is denied expression of its nature. Are employers ready to face the challenge of trade unionism? This is the crux of the matter. African workers have taken the initiative. How management responds now will determine the nature of future management — labour relations in South Africa.

- tion and evaluation and training for any type of incentive scheme) which requires technical knowledge. This also implies supplying information relevant to an item which the committee is asked to discuss and decide upon,
- allow a trade union representative to be present at works committee and liaison committee meetings in order to assist and advise workers,
 - ensure that the works committee or workers' elected liaison committee members have facilities such as separate room, telephone, typing services, etc.,
 - consider asking worker education organisations to design a course for the committee members in order that they understand their role;
 - facilitate trade union activity and workers' education by allowing workers paid leave for attending meetings of trade union or recognised educational courses or seminars,
 - accept that just as the company pays for its staff to attend management courses and meeting of organisations so it must financially support recognised educational courses and organisations for workers,
 - facilitate joint meeting between members of the registered trade union and the black trade union, assist in working towards joint negotiations of wages and working conditions

LIST OF AFRICAN UNIONS

This list has been updated in terms of available information — (31 8 75)

Name and Headquarters, Branches	Membership	Founded
African Food and Canning Union, Cape	500	?
African Leatherworkers Benefit Fund, P E	3 900	?
African Tobacco Workers Union, JHB	300	?
African Transport Workers Union, JHB	600	?
Black Allied Workers Union, JHB	2 700	1974
Building Construction and Allied Workers Union, JHB	250	Feb '75
Chemical Workers Industrial Union, Durban	2 300	1975
Commercial Catering and Allied Workers Union, JHB	100	Aug '75
Engineering and Allied Workers Union, JHB, Springs	7 000	1963
Furniture and Timber Workers Union, Durban	420	Sept '74
Glass and Allied Workers Union, Springs	250	April '75
Laundry and Drycleaning Workers Association, JHB	300	1973
Metal and Allied Workers Union, Durban and PMB	3 900	April '73
National Union of Bank Employees, Johannesburg	150	1974
National Union of Clothing Workers, Johannesburg	23 000	1953
National Union of Textile Workers, Durban & PMB, JHB	7 500	Sept '73
Paper and Allied Workers Union, JHB	200	May '74
South African Chemical Workers Union, JHB	800	1973
Sweet, Food and Allied Workers Union, JHB, Durban	500	Feb '74
Tobacco Workers Union of African Women, JHB	70	?
Transport and Allied Workers Union, JHB	700	Feb '73
Transport and General Workers Union, Durban	1 500	1975
United Automobile Rubber and Allied Workers Union, P E, Durban, Pretoria	1 500	Sept '73
Union of Clothing and Allied Workers, Durban	1 000	Aug '73

8 What are some employers' attitudes to black trade unions?

In a symposium organised by the "Financial Mail", a number of Black Trade Unionists and employers were participants. Some employers indicated an alarming degree of ignorance, fear and suspicion of Black Unions. Some felt that black unions could be misused for political purposes.

One leading black personnel officer expressed the same, saying in a well organised establishment there was no need for a trade union. Other employers have said that, if the Government will not recognise the black unions, they have no grounds to do so.

To quote from the minutes of a meeting between African trade unionists and a top executive of one large British company in South Africa, " *there was a lot of remedial work to be done and things were not 100% right. But he felt that Management could resolve problems at all levels without the aid of a Union. This had always been the case and it was up to the Union to prove him wrong. It is management's irrevocable right to handle all the work-related affairs of its employees.*" This determination by management to go it alone is dangerous. Not only are workers denied the right to have a say in matters that affect them, but trade union leaders are brushed aside. Although this is not a typical attitude of management, it is one encountered.

However it is also clear from contact with employers that contact itself has helped to bring parties closer together and build good understanding. Most employers take the view that legal recognition of trade unions will come inevitably, but they hope to put off the day indefinitely. The effect can be that the moderate African Trade Union leader can become tired of waiting for the employers to make up their minds and put in his or her lot with the extremists or be replaced by them. Unless something happens, and quickly, our feeling is that this will be inevitable.

9 Why should employers agree to work with bona fide black unions?

- to establish proper labour relations
 - to have means of hearing what the black workers really feel and need
 - to know the leaders
 - to avoid pushing workers to the extreme right or left
 - to ensure that agreements are enforced and that good employers are not undercut by bad employers
- (As a matter of interest, in one industry employing only 3 500 workers, underpayments discovered added up to R12 000 per annum. These underpayments are those constituting legal infringements and are criminal offences.)
- to secure the responsible participation of the mass of the workers in the determination of fair wages and working conditions (I know of one case already where workers at a big factory are saying "we don't need a trade union, payment of subs, rules. All we have to do is strike when we want an increase!") These workers had given up hoping that their employers would ever recognise the Union.)
 - the well established trade union imposes discipline upon its members. Employers may recall only those disciplines which they consider to the disadvantage of the employer. They perhaps forget the work of the leadership in persuading workers to settle, in using the democratic process, in more effective communication etc.
 - Employers and others who were in Natal at the height of the strikes have some idea of what the alternative is to properly organised trade unions. Who were the leaders, who do we talk to, who to bargain with? Chaos! Thank God that the situation was so

EMPLOYERS AND BLACK WORKERS FACE THE CHALLENGE OF TRADE UNIONISM

Leonard "Skakes" Sikhakhane, General Secretary,
Sweet, Food and Allied Workers' Union

Paper presented in England on 14 January, 1975 to a Conference of 20 British company representatives, organised by Christian Concern for Southern Africa

Instead of presenting a paper in the usual form, I have taken the liberty of selecting a number of questions on this topic, and will endeavour to answer them.

1 Are Black Trade Unions ILLEGAL?

Black trade unions are NOT illegal. The fact that they cannot be registered under the Industrial Conciliation Act only means they cannot officially make use of the legal machinery it sets up.

It is the belief of many trade unionists and employers that when the black trade unions become strong enough provision will quickly be made for their registration.

The Minister of Labour, when addressing a meeting sponsored by the National Development and Management Foundation, was pressed on this point. He said the situation should be allowed to evolve. In Parliament, he has stated that the government will not take action against black trade unions.

It appears that the Government will allow things to develop within certain limits. Quite definitely no trade union will be allowed to function effectively if it is connected with a political movement.

2 Do black workers want trade unions?

The answer is very definitely "Yes".

Recently, the Urban Training Project mediated in a dispute involving twenty-one dismissed workers. Among them were the real leaders. When reporting back on the proposed settlement, which included payment of back wages, reinstatement, and payment towards costs, the workers showed their appreciation, but without noticeable excitement. When told that the firm had agreed to put no obstacle in the way of the formation of a union, they broke out in applause.

Workers involved in works or liaison committees are particularly interested in the idea of a trade union. The committees are found useful up to a point but they are suspect. The trade union however, as a body controlled by workers, is seen as a source of support, guidance and action.

3 What can the black trade union do for its members?

- through membership, give a sense of belonging, and a place to go to for advice and assistance that can be trusted
- help to lessen differences between people
- give a voice, a vote and a sense of responsibility
- give a sense of security and brotherhood

- give an identity and human dignity
- give hope for the future
- offer the worker participation in building his future
- make representations on behalf of the workers
- provide some security through various benefits, e.g. group insurance
- provide legal assistance
- provide education and training
- handle complaints and disputes
- negotiate, where this is possible

4 Are the black trade unions allowed to bargain with employers?

Though they cannot take part in Industrial Council negotiations, the black unions have recently had negotiations with the relevant employers' associations. They concluded successful agreements, which were formally endorsed by the Industrial Councils. These were in the laundry and clothing industries.

In addition to this type of action, which is also used where wage boards operate, there are also the following methods of negotiation

- private agreements recognised in civil law. A method of enforcement, however, needs to be worked out
- wage orders, under the Bantu Labour Relation Amendment Act, and wage determinations, under wage boards. It is possible, and desirable, for employers' associations and black trade unions to negotiate agreements which can then be passed to the appropriate boards for publication in the legally recognised wage listings

5 Is the induna system satisfactory in handling the complaints of black workers?

An induna is a black worker who is supposed to supervise work and workers and to handle grievances. Unfortunately, indunas often abuse other workers. They have taken money from people seeking employment, who then have to pay a certain amount every week to avoid losing their jobs or to secure promotion.

Often women workers have to submit to sexual demands by indunas, who in some cases also steal from the firm and put blame on the workers. Indunas are much hated by other workers.

The induna knows that all his superiors want to hear is that everything is all right, that there are no complaints. It is therefore in the induna's interest to keep problems away from superiors. The real situation may thereby be hidden from management until trouble breaks out. The induna system can be dangerous, people are not necessarily good supervisors of blacks because of their skin colouring or language.

The existence of the induna makes it all the more necessary that there be a channel of communication which by-passes him and other lower management.

6 Why do workers prefer works committees to liaison committees?

Both employers and the Department of Labour (in practice) prefer liaison committees to works committees. Workers, insofar as they are willing to accept either type of committee, prefer works committees. Because of the suspicion the black worker has for management, he feels he cannot sit with employers and discuss matters affecting him as a worker until the workers have met, discussed the issues, and agreed on a common stand

In one big construction company with 70 Liaison Committees it happened that in one of their plants a committee was not yet instituted. Three workers from that plant attended a workers' weekend and learned that the Bantu Labour Relations Regulations Act gives workers the right to choose whether they want a works committee or a liaison committee. Coming back from the weekend, they preached the news to the other workers.

They then petitioned the employer for a works committee. Due to the resistance from the firm they were forced to resort to the press. Finally, when the workers were granted the Works Committee, the personnel officer said that if they had chosen a liaison committee he would have helped them. In reply, the workers asked why he had not helped them all these years, did he have to wait until they asked for a works committee?

Certain firms said that workers should concern themselves with discussing and reporting small things such as broken windows, toilets out of order, late-coming, theft, lazy workers, etc.

In another case, workers at a large cable manufacturing company were told by management to elect a committee. This was a liaison committee. At one meeting, the chairman (a manager) read out a constitution for the committee and insisted that it be accepted. He refused to give copies to members, saying that it might get into "wrong hands". The workers were at a loss to know what to do until someone saw a copy of the Workers' Calendar and came to the Urban Training Project.

There are many examples of how the Liaison Committee in particular is being used against the workers' interests. We believe that this is also against the interests of the honest employer and industry as a whole. It is unfortunately the case that the Liaison Committee is preferred by the majority of employers because they know they can control it. If and when trouble comes these employers will be the worst hit.

7 Why are committees not sufficient?

Some employers argue that they have a committee and do not need to enter into a relationship with a trade union. They cannot understand that committee members and shop stewards are interested in trade unions. Committees are not sufficient because

- all of the workers can belong to a trade union, only a few can be committee members,
- trade unions are controlled by workers, committees are not,
- the trade union is of the workers, but the committee is of the place of work,
- even for the committee to assist in communication, information and advice is needed on which trust can be built, this is why committee members come to trade union offices for support,
- workers realise committees cannot represent them and hence committee members are not successful in report back procedures,
- workers and committee members feel they cannot object to decisions of management, they fear victimisation,
- when the employer gives the training to committee members it is known that this is a way of making them see working conditions and company matters as management wants them to be seen

The Union is a necessary pillar in the establishment of a sound labour relationship between management and workers. The committee is insufficient. The committee has a role, but a limited one, and cannot function without Union support.

Free Transkei

Mercury 23/4/75
Correspondent

to bar unions

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JOHANNESBURG — Trade unions will be barred in the Transkei after independence next year Chief Kaiser Matanzima, Chief Minister of the Transkei, announced here last night.

Instead, the fledgling independent State would seek what the Chief Minister called a "golden mean" between voiceless workers and militant trade unionists

Almost certain to become Prime Minister of South Africa's first fully independent homeland, Chief Matanzima was addressing businessmen and industrialists at a luncheon at a top Johannesburg hotel.

"The Government and people of the Transkei are capitalists by nature, who place a high value on their personal possessions," he said.

"Not that we are materialists to the exclusion of all else, but we, who in the past had so little, are increasingly part of a Western consumer society and appre-

ciate the fruits of labour."

There would be: "a fair distribution of wealth," but those who were more industrious and enterprising would earn more and keep more.

The future independent State — Chief Matanzima has set next year as the target date for independence — would be non-racial but at the same time shun enforced integration

The Transkei understood only too well that habits, fear and prejudices of a lifetime, were not easily discarded and would be willing to make concessions to Whites, provided they were in the interests of the country as a whole

Hospital wards might include separate wards for Whites, but operating theatres and equipment would be shared

Chief Matanzima went on to commit the Transkei firmly to law and order.

"My Government is aware of the threat posed even to those in power by an unruly police force and we ourselves have a vested interest in law and order.

"But while no harassment of or discrimination against Whites will be countenanced by my Government, neither will Whites be treated as a special group"

In industrial relations, the Transkei would seek the "golden mean" between voiceless workers and militant trade unions. But the middle way would exclude formation of trade unions during the first formative years.

"My Government has consistently taken the stand that trade unions, with all their potential for disruption, are undesirable and even harmful in a developing country such as the Transkei, where continuing peak productivity is essential," he said.

The future Transkei would look to South Africa mainly for capital aid, but would also seek aid from overseas Western countries.

It would definitely not seek financial assistance from Communist countries or countries "not well disposed to capitalism"

Mr. Arthur Grobbelaar, general secretary of the 200 000 strong Trade Union Council of South Africa, last night reacted with caution to Chief Matanzima's statement that trade unions would not be allowed in the Transkei, when he was telephoned by a Mercury reporter.

Speaking from his home in Johannesburg, Mr Grobbelaar said that the Transkei Government must decide what was best for their people "as any independent government must do"

He said: "Whether or not that decision meets either with international approval or with the approval of their own people is something which will be assessed in due course."

DAILY DISPATCH 24/4/75 138

Kaiser criticised for opposing trade unions

DURBAN — A member of the KwaZulu legislative Assembly, Mr B Dladla, yesterday criticised Chief Kaiser Matanzima for his attitude on trade unions

Mr Dladla said that in announcing trade unions would be barred in the Transkei after independence, the Chief Minister had shown himself to be completely out of touch with his people

"One of the basics of freedom is the right of people to bargain with their employers to obtain a fair reward for their labour," he said, dismissing Chief Matanzima's claim that trade unions were undesirable in a developing country.

"Once people have their rights, militancy is out of the question. If I had my way every industrialist in the black homelands would be made to understand that trade unions are for their own, as well as their workers' protection"

With trade unions, there would be no wild-cat strikes as the leaders could negotiate with the employers while production continued normally.

Mr Dladla added "Chief

the next breath he says there will probably be separate hospital wards for whites. There can be no reason for separate wards"

Chief Matanzima was elevating whites to a "super-Transkeian" status and this defeated the multi-racial claim — DDC

No hearing for Black union

Labour Reporter

STAR

24/4/57

A Black union, born out of a dispute between workers and management in a large construction company, has been refused a hearing in the company's latest labour dispute.

The firm, Roberts Construction, sacked 23 workers for "shouting, demonstrating and beating on site-office doors" after allegedly disobeying instructions.

Four workers were reinstated on the basis of their "good records" after intercession by the Black Building Construction and Allied Workers' Union. The other 19, all contract workers, have had to return to their homelands.

"On the basis of statements by the workers we felt there must have been a misunderstanding," said Mr Sakes Sikhakhane, the union's general secretary.

INTERFERENCE

"We think management should at least have listened to the workers' version of events."

Mr M van Biene, a director of Roberts Construction, said: "Management was involved through the project manager on the site. There has been no misunderstanding."

He had no doubt there was "an element of outside interference in the unreasonable attitude" of the workers.

His company had established more than 80 liaison committees and planned to provide a committee on each site.

"We will continue in the face of outside influence to pursue our policy of improving conditions for workers," Mr van Biene said.

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2/36
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Prog demands rights for employees to bargain

Daw. Disp 25/4/75 138

CAPE TOWN — All workers should enjoy collective bargaining and negotiating rights, the Progressive Party spokesman on labour affairs, Dr A L Boraine, MP, said yesterday.

He said he had consistently advocated this but the Government had as con-

sistently refused to provide for it

To move to this point, he suggested works committees should form the first step of employee representation

Liaison committees should be reconstituted as company councils where house agreements could be negotiated between an equal number of employer and employee representatives

These committees and councils should be made compulsory in all companies with a minimum number of blacks on their payrolls

Legislation should provide for elected works committees to negotiate on an industry-wide basis either with industrial councils or employers' associations where there were no industrial councils, in which case agreements should have the same force of law as industrial council agreements.

Provision should be made for full-time officials to organise industry works committees, and the committees should be financed by a levy on employers on a capital basis

Details of the conduct of these meetings should be included in the legislation and

in the event of a dispute the procedure set out in the Industrial Conciliation Act should apply.

Where Coloured and Asian workers were not organised they should have representations through this structure together with the black employees

Meanwhile in Pretoria early rumblings of the wage demand explosion forecast during the past few months by leading trade unionists were being heard

Earlier this week 15 per cent increases were announced for workers in the iron, steel, engineering and metalurgical industry.

Yesterday the biggest of the seven Iscor trade unions — the Iron, Steel and Allied Workers Union — had preliminary wage discussions with management. From May 1 the Transvaal's 70 000 building workers are to get increases

Economists pointed out yesterday that the increases would be "ninety per cent inflationary" as they would be unaccompanied by increased output

They would help spin faster the vicious cycle of wages chasing prices — DDC

Matanzima's union ruling under fire

RDM
25/4/75

By STEVE KGAME
A STATEMENT by Paramount Chief Matanzima, Chief Minister of the Transkei, that an independent Transkei would bar trade unions has been described as out of step with other democratic countries.

Several Black leaders have criticised the intention of barring trade unions by the Transkei Government after independence.

The statement was made by Chief Matanzima at a luncheon in Johannesburg.

He said trade unions were militant, powerful political pressure groups, which were so obdurate they would hamstring productivity and obstruct the growth and wel-

fare of emerging independent states.

Speaking at the KwaZulu Legislative Assembly session, Mr Barney Dladla said Chief Matanzima was out of touch with his people. Africans, he said, were yearning for the day they could form their own trade unions or join existing unions as full members.

RIGHT

"One of the basic freedoms is the right of people to bargain with their employers, to obtain a fair reward for their labour. Once the people have their rights, militancy would be out of the question.

"With trade unions there would be no wildcat strikes as the leaders could nego-

tiate with the employers while production continued normally."

Mr S. M. Moema, a Soweto civic leader said any country that claimed to be democratic should recognise trade unions which were organisations that knew the needs of the workers.

Mr Moema said urban Africans were looking to the homeland governments to set an example and allow trade unions.

"When it now comes from our own leaders that the poor workers should be voiceless, then we have to reject them," said Mr Moema.

Both Mr Dladla and Mr Moema said Chief Matanzima's actions could be attributed to the fact that he was

trying to please the South African Government, "to whom he owes his position."

Another attack came from the secretary-general of the National Union of Clothing Workers, Mrs Lucy Mvubelo, who said Chief Matanzima was trying to disregard the interests and aspirations of the Black people in organising themselves to improve their standard of living.

CODE

In his speech Chief Matanzima said that after independence his government would give attention to a labour code to circumscribe trade union powers.

Mr Dladla also attacked the Transkei Chief Minister for saying concessions would be made to Whites

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CHIEF BUTHELEZI

Daily Disp 2/6/75
Britain let

us down

— Gatscha

NONGOMA — Whenever Britain felt like "pontificating" about South Africa, it should remember its own record in Africa, Chief Gatsha Buthelezi of KwaZulu said here yesterday.

He said "without hatred or rancour" that if Britain had not "let us down, we would be an independent country today like Swaziland and Lesotho

"And if Britain had dealt with Mr Ian Smith as it dealt with us, the Smith regime would not even have lasted two years," he said.

Neither the British Conservative Party nor the Labour Party had clean hands as far as maintaining the "rebel government" in Rhodesia was concerned and in letting down the people of Zimbabwe in their struggle for freedom.

"Our liberation will not come about by remote control from the Labour Party or the labour movement in Britain," he said

Chief Buthelezi was commenting in the Legislative Assembly on a letter to the London newspaper, The Guardian, from a group of Labour Party MPs and trade unionists who called on Britain's oldest trade union college, Ruskin College at Oxford, to withdraw its association from the South African Institute of Industrial Education in Durban, of which Chief Buthelezi is a councillor.

Chief Buthelezi said the letter presupposed that black people in South Africa could never articulate their desire except through members of the African National Congress and South African Congress of Trade Unions, and that ever since Sharpeville there could never be an authentic black voice in South Africa. — SAPA.

Quiet State

feelers on

Black trade

unionism

Sun Times
(bus Times)

27/4/75

(38)

By JULIAN KRAFT
THE Government has asked the SA Employers' Consultative Committee on Labour Affairs, which represents 90 per cent of employers in the country, to give its frank opinion of the works committee system.

This was disclosed this week by the chairman of the Consultative Committee, Mr R. G. "Dup" du Plessis, who said the Government made its request at the beginning of this year.

He would not say specifically who or which department had made the request to his organisation, but said the Government had asked for his organisation to give its views on the effectiveness or otherwise of the provisions of the Bantu Labour Relations Regulation Act of 1973.

This is the Act introduced by the Government in mid-1973 after the wave of strikes in Natal. The Act extended the committee legislation provided previously under the Bantu Labour Settlement of Disputes Act.

The new legislation extended the scope of works committees as consultative bodies for African workers and introduced liaison committees which, like works committees, are also in-plant committees, but on which both employers and

African workers are represented.

The Government continues to withhold recognition of Black trade unions officially.

But Mr Du Plessis indicated that African trade unionism was closely tied up with the whole question when he said that "all sorts of people" had been making statements on Black trade unionism.

The Government, he said, had asked the Consultative Committee for its view of the situation.

Mr Du Plessis described Black trade unionism as a semi-political issue and said that Government policy could succeed fully only if organised labour and employers stood squarely behind it.

As a result of the Government's request three or four months ago the Consultative Committee had formed a special sub-committee to investigate the matter, he said.

It is expected to finalise its deliberations at a meeting to be held next Tuesday.

The five-month-old Consultative Committee is representative of all the main employers' bodies in the country including Seifsa, the Motor Industries Federation — of which Mr Du Plessis is the director — Assocom, the Chamber of Mines, the FCI and others.

SUN-TIME 27/4/75

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Quiet State feelers on Black trade unionism

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Strikes not the best way, says Buthelezi

Own Correspondent
DURBAN. — The South African Parliament represented employers because it represented only Whites, said Chief Gatsha Buthelezi, when he spoke to several thousand Zulu workers at Dalton Hostel, Durban, on Saturday. He said work stoppages could be self-defeating because they caused damage to the economy which affected the man in the street "who in South Africa is the Black man".
At the same time, however, it was good for Zulu morale to remember how effective the work stoppages were in

1973. *RDM 2/4/75*
But the only peaceful way of sorting out problems caused by disparities in earnings was through trade unions.

Noting that labour was the homeland's only asset, he said KwaZulu could not allow its workers to be exploited.

"If anyone takes umbrage at this, does it mean that employers in South Africa are angels, who do no care about their profits?"

"In the rest of the democratic world it is assumed workers need the protection of trade unions"

FM. 2/5/75

(138)

The de jure minister

Will the real Minister of Labour please stand up?

Labour policy seems to be administered by a committee which, at any given time, could consist of Police Minister Jim Kruger, Mines Minister Piet Koornhof, Bantu Administration Minister Michiel Botha (plus two of his deputies, Punt Janson and Willem Cruywagen), Agriculture Minister Hendrik Schoeman — and, of course, Labour's *de jure* Minister, Marais Viljoen.

This state of affairs could well be at the root of the country's labour problems, chief UP labour spokesman Jake Jacobs pointed out during the debate on Viljoen's Labour Vote.

It goes further than that, asserted Jacobs. SA is governed by a Cabinet of 18 Ministers and six Deputies, more than the US and France. Furthermore, its structure has not been altered in 50 years.

It's rather like the old Portuguese Navy more admirals than ratings. And, as preliminary results of the *Rand Daily Mail's* Cabinet survey show, probably only marginally more efficient.

How far does Viljoen's authority in fact extend? Jacobs confirmed the general impression that it goes no further than administering the Industrial Conciliation, Wage, Unemployment Insurance, and Workmen's Compensation Acts.

Why? While other governments seem to be moving towards centralisation of

labour administration, Viljoen's authority appears to be increasingly fragmented, he seems powerless to act unless a matter is covered by an industrial council or wage agreement. Earlier this year, for example, following widespread labour disturbances on the mines, it was Mines Minister Piet Koornhof who set up a committee to investigate the causes, not the Labour Minister.

Jacobs says another factor undermining sound labour policy is that, as soon as African labour is involved, "it provides a temptation for the Minister of Bantu Administration to interfere, a temptation he can never resist".

Why, for instance, is African industrial training administered by Bantu Education? And why did Punt Janson have to take the lead in setting up a charter for migrant workers?

It's an open secret in the corridors of power that there is little love lost between Labour and Bantu Administration. "The one never seems to know what the other is doing", a senior official admitted to the *FM*. "It's a miracle that some major gaffes have been discovered just in time".

Opposition politicians, including Jacobs, regard Viljoen as too doctrinaire, rigid and pedantic. This may account for the fact that he is often by-passed when employers seek relief from government's more impractical labour restrictions.

However, this may be an over-

simplification. The real problem is that government policy, as much as tradition, has tended to compartmentalise employees into Whites, Coloureds, Asians and Africans. And as the IC Act specifically excludes Africans from the definition of "workers", and denies them trade union recognition, it is perhaps as well that people like Punt Janson are around who at least *appear* to have Blacks' interests at heart.

Regrettably in the Labour Vote debate little emerged from the government benches by way of clarification of policy objectives.

"We seek light," cried Tony Hickman (UP Matland). "The Minister must tell us how he is going to meet the shortfall of (60 000) skilled workers if we are to achieve the EDP's growth rate objective of 6,4%".

The Minister and his benchmates gave the stock replies: "Why don't you put up candidates in the workers' constituencies... Nowhere in the world is there a country with greater labour stability... Black unions are out... Job reservation will go over my dead body...".

Black unions? The Minister quoted proudly from Kaiser Matanzima: "My government has consistently taken the stand that trade unions, with all their potential for disruption, are undesirable and even harmful in a developing country."

That's good enough for the Minister. But is it good enough for sound government?



Whose responsibility? Viljoen's? M C Botha's? Koornhof's? Kruger's? Janson's?

Urgent meeting of Black UNIONS

STAR 19/5/75

Labour Reporter
Black trade unions in Johannesburg have decided to convene a national meeting as a matter of urgency.

All of the seven Black trade unions, which arrived at this decision at a meeting in Johannesburg at the weekend, feel the need for a common approach to the future of Black trade unionism.

But there is disagreement on which of the two dominant issues should be tackled first: membership of the multiracial Trade Union Council of South Africa or the creation of a national co-ordinating council of Black trade unions.

Mr. Dan Tau, general secretary of the Chemical Workers' Union, said today that the majority present at the meeting felt the priority aim of the moment was the formation of a national co-ordinat-

ing body of bona fide Black trade unions.

But Mrs. Lucy Myubelo, general secretary of the largest Black trade union, the 23 000-strong National Union of Clothing Workers, feels the most urgent issue is a discussion on whether or not Black trade unions should join TUCSA.

The question of Black trade unions forming a single co-ordinating body had more far-reaching implications and should be held in abeyance for the time being, Mrs Myubelo felt.

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21/5/75

'Integrate unions' ASSOCOM

STAR 21/5/75
Labour Reporter

The Association of Chambers of Commerce has become the first major employers' organisation to call for racially integrated trade unions.

Black trade unions can and have been formed although they are not formerly recognised under existing legislation, says ASSOCOM.

"To allow the situation to continue, presents a threat to industrial peace," says a statement issued in Johannesburg yesterday, after ASSOCOM's half-yearly executive council meeting.

REQUIRED

"A reappraisal is urgently required of the provisions of the Industrial Conciliation Act with a view to registering and controlling trade unions, irrespective of racial composition."

Observers say this is as firm a commitment as can be expected from an organisation which can gain nothing by embarrassing the Government, and which does not want to prejudge the labour relations policy currently being formulated by South Africa's "supreme council" of employers, of which ASSOCOM is a member.

PERTURBED

Clarifying ASSOCOM's stand at a Press conference last night, Mr S O Goodwin, the executive chairman, said ASSOCOM was perturbed that Black trade unions were under no measure of control.

In addition, one employer might find himself dealing with several different trade unions.

ASSOCOM's statement follows the announcement by the National Union of Commercial and Allied Workers that it is about to help organise Black

Black labour: new look

5 TAR 22/5/75

Labour Reporter

The Association of Chambers of Commerce has taken the debate on Black labour relations a big step forward.

Most employers until now have backed the recent advocated and union committees.

Among the few exceptions were two large mining and industrial groups which favoured Black trade unions, and the Transvaal mining industry which has a long tradition of Black unionism.

By calling for an urgent reappraisal of the Industrial Conciliation Act "with a view to registering and controlling trade unions, irrespective of racial

composition," Assocom has

Opted in favour of full-fledged Black unions in preference to unregistered ones, which lack the controls inherent in the Industrial Conciliation Act, and

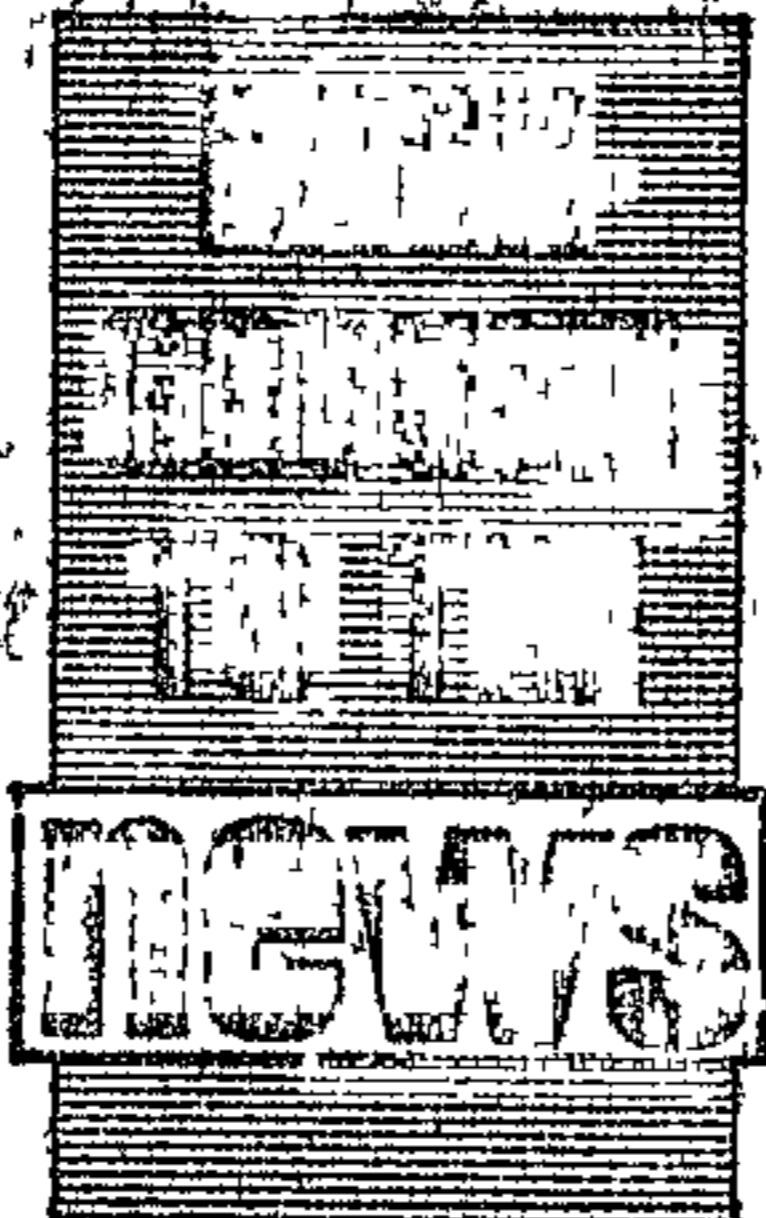
Proposed, racially integrated unions, and thus added a touch of pragmatism to the labour controversy.

Assocom made no mention of the "committee system" which has been considered the only alternative to Black trade unionism.

UNREST

Integrated trade unionism opens a new dimension. It puts the Black worker into the ranks of organised labour at large, thus providing probably the most satisfactory answer to the threat of labour unrest, as well as the spectre of Black power.

In some industries,



Integrated trade unionism is out of the question. In the mining industry, for example, the militant White Mine Workers' Union represents a strong White protectionism.

But that does not make integration unfeasible elsewhere. In the distributive trade, where Assocom represents the employers'

interests, both existing unions — one White, the other representing Indian and Coloured workers — favour integration in principle.

In fact these unions were one mixed union until legal and practical considerations arising from segregationist labour legislation split them nine years ago.

"I would gladly support the reintroduction of a single union, open to Black workers, if the Industrial Conciliation Act were amended," says Mr Morris Kagan, a senior official representing both unions.

CONFUSION

More positive proof of the success of integrated trade unionism is the continued existence of about 40 registered "mixed" unions (representing White, Coloured and Indian members, but

excluding Blacks) — intact survivors of the days when the establishment of integrated unions was not prohibited.

In view of this prohibition, and with the interest of Black workers in mind, the two Distributive unions are now jointly organising Black workers in the trade.

But the Black Sweetenings of Black workers' Union is already operating in the Transvaal. There is nothing to prevent still more Black trade unions from being established.

As a result of organisational confusion, commerce will soon be dealing with at least four different unions representing perhaps conflicting interests.

Assocom is worried about the confusion. But it is even more concerned about the lack of control over unregistered Black unions.

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SA too
valuable
to quit
— Swedes

Foreign investment will continue to flow into South Africa — because it is too valuable for the investors to give up. But there is now likely to be increased pressure for improved Black working conditions.

This is the conclusion reached by the South Africa Foundation after studying a report by a recent visitor, Dr Ake Magnusson, on Swedish investment in South Africa.

The report, reflecting the results of a questionnaire mailed to 60 companies, showed that in 1970 Swedish firms' investments in South Africa were 16 percent of total overseas investments, or about R40m.

In 1970 out of 10 Swedish companies in Africa, seven were located in South Africa representing 77 percent of assets in Africa and 82 percent of employees in Africa.

Liberia was the next best attraction for Swedish capital in Africa.

The report notes the increasing economic and military power of South Africa, and changes within the Republic. Also: "The strategy of isolation prevalent in the UN stands little chance of implementation and approaches must be sought elsewhere. Political change in South Africa must ultimately be implemented by the country's own population."

As the non-Whites are interested and are capable of presenting their demands, external help should be given to them.

"One way is to induce foreign companies to raise wages, and allow non-White union activities.

~~136~~
3) 138
~~70~~

AFRICAN MEMBERSHIP - FRANK ANSWER TO GOVERNMENT!

THE Secretary for Labour, Mr Ben Lindeque, has made inquiries from TUCSA about its decision to permit the affiliation of African unions and has received a frank answer

HE has been told bluntly that if TUCSA decides that an organisation is acceptable for membership, "then the racial composition of the applicant organisation's membership is immaterial"

MR. Lindeque wrote to TUCSA about its change in Constitution, allowing for all bona fide trade unions and bona fide federations of trade unions to affiliate instead of as before, restricting membership to unions registered in terms of the Industrial Conciliation Act which in practice means only unions with White, Coloured or Indian Members

"THE question has therefore arisen, "wrote Mr Lindeque, "as to whether it is now the Council's intention to admit Black trade unions, which as you know, are not registerable in terms of the said Act, to membership "

THE letter added "If this is the case the Department would be glad to be furnished with the names of such unions which may have been enrolled by the Council "

TUCSA replied that as the Constitutional change permitting the affiliation of unregistered unions was only operative from March 31, and that it was too early to give details of any Black unions which may be enrolled

It stresses however, that the Council was now prepared to admit to membership any bona fide trade union organisation which satisfied TUCSA that it was bona fide and that the race of its membership was immaterial

Viljoen Asked To Think Again

IN view of the Government's stated intention to remove discriminatory practices, TUCSA has told the Minister of Labour that it is imperative that he reconsider his refusal to remove discriminatory clauses in the Industrial Conciliation Act

The Secretary for Labour, Mr Lindeque, has informed TUCSA that the Minister has considered the Resolution adopted at its last Annual Conference, calling for the repeal of discriminatory clauses in the IC Act "but he finds himself unable to support the Council's proposals"

IN reply, TUCSA's National Executive Committee has asked that Mr Viljoen further consider the whole matter because the position has now arisen that the trade union movement is being discriminated against, since only the trade unions have racially discriminatory clauses in the Act applied to them

RACIAL prohibitions, TUCSA has pointed out, do not apply to the employer organisations which are also controlled by the IC Act

FURTHER anomalies, it was pointed out, had also arisen as a result of the Prime Minister's announcement that Coloureds and Indians were to be appointed to such statutory bodies as the Wage Board and Unemployment Insurance Board, where they would participate in the decision-making processes

"THE question, then begs to be asked," wrote TUCSA, "why must there be statutory racial discrimination entrenched in so far as the decision making bodies in the Trade Union organisations are concerned, when both Government and employer bodies are not restricted in this fashion?"

SEEN against the background of the Government's stated intention to remove discrimination, TUCSA said it regarded it as imperative for the Minister to reconsider this matter in a more favourable light and said it would appreciate the views of the Minister and the Department on these points as soon as possible

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② 138
③ 133

Senator wants Black unions

W/E ARGUS

bus Argus

14/6/75

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SENATOR Anna Scheepers said in Cape Town this week that management should condition itself to the fact that it would have to deal with Black workers and their trade unions the same as it dealt with other workers.

Addressing a meeting of the Institute of Personnel Management, she said Black workers were not satisfied with the system of works and liaison committees as provided for in the Bantu Labour Relations Regulations Act.

Although this provided channels for communication between management and workers, it could only be complementary to but not a substitute for trade unions.

She pointed out that the concessions of the committees were made only after tens of thousands of workers went on strikes.

'Not only can this lead to further strikes but it is one of the main objections as far as the international community is concerned.'

The economy, she said, could progress only if Blacks were trained for higher skilled and even middle-management positions.

By 1980 there would be a 10.4-million pool of economically active people, of which 1.7-million would be White. Of this pool 36 per cent, or 3.75-million people, should be skilled. Therefore, even if every one of the 1.7-million economically active Whites were trained for skilled work, the remaining 2-million skilled people must come from the Coloured and Black sectors.

It was a matter that required the attention of every South African. What were we going to do about it? she asked.

'The first thing everyone must accept is that the Black worker in the White areas is a permanent worker.'

Blacks will get full union rights

Sun Trib
(Fri)
15/6/75

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111

IN TEN YEARS OR LESS PREDICTS TUSCA AND WE WANT THEM IN WITH US

BLACK industrial workers will, in one form or another, be granted full trade union rights within 10 years, predicts Mr Robert Kraft, economist of the Trades Union Council of South Africa.

He was commenting in an interview on a call by Assocom for racially integrated unions. "Official recognition of Blacks in some form of trade union is on the cards in the next 10 years or possibly even earlier," he says.

But Tusca favours integrated unions in preference to separate unions for Black and White workers.

Separate unions could weaken organised labour's bargaining power by giving employers the opportunity of playing one union off against another.

Financial Reporter

Integrated unions would improve race relations by uniting workers in the fight for the common cause.

On a collective programme to fight inflation, drawn up by the standing advisory committee on inflation within the Prime Minister's Economic Advisory Council, Mr Kraft says Tusca has already announced its willingness to take part by urging wage-demand restraints on condition that:

- The Government appoints a Cabinet Minister to supervise the programme.

- The Government publicly endorses it.

- Organised commerce and industry publicly announce their commitment.

He expects the Government to react positively by

appointing a Cabinet Minister, possibly the Minister of Economic Affairs, to supervise but he has doubts about the reaction of the private sector.

"If the programme is to work — and it could cut the rate of inflation by as much as 4 percent in the first 12 months — organised commerce and industry must not treat its commitment lightly.

"They must give an assurance that they can ensure at least a degree of compliance by their members.

"Their reaction so far has been silence."

Mr Kraft describes as nonsense a statement by the Minister of Labour, Mr Morais Viljoen, that job reservation is designed to protect both the White and the non-White worker.

"The majority of White workers know that Black workers must be permitted to enter skilled jobs for the economic survival of the country," says Mr Kraft.

Drama

Examples are the dramatic change in attitudes of the railways and engineering industry trade unions.

Employment is the soft area in which the commitment to end racial discrimination could have the most impact, internally and externally.

Job discrimination is the one thing that really sticks in the gullet of non-White workers, he says. The image overseas would be enhanced because world trade unions are not particularly interested in the local political scene, only the gut bread and butter issues of money and jobs.

Mr Kraft says the automatic linking of wages to rises in the consumer price index is definitely anti-inflationary.

It eliminates the need for workers to make wage demands, removes the need to buy ahead in case of further price rises and eliminates strikes caused by wages falling behind the rate of inflation.

Demands

During double-figure inflation unions are forced to make wage de-

5788
18/6/75 Labour Reporter

The Federated Chamber of Industries has called on the Minister of Labour, Mr. Viljoen, to give urgent and serious attention to the "inadequate" system of Black labour relations.

A statement by the FCI's president, Mr. D. V. Benade, presented to Mr. Viljoen and released for publication today, makes it clear that no obstacles should be placed in the way of an orderly development of Black trade unionism.

INADEQUATE

The FCI was convinced that a policy of orderly development towards meaningful participation by all workers in all aspects of industrial relations would contribute significantly towards continued industrial peace," the statement said.

The FCI made the following points:

● "Present legislation does not allow sufficient meaningful participation and representation by Black employees" in settlement of disputes and negotiation of employment conditions.

● The present system was inadequate because the majority of negotiations conducted under it were not afforded statutory recognition and it did not provide Black workers with collective bargaining machinery "in the broadly accepted sense."

● The deficiency had become a cause of discontent among Black workers and warranted serious attention.

NO OBSTACLES

The statement said Black unions should not be given premature recognition nor should obstacles be placed in the way of their development, provided the leaders and members of the unions concerned manifested attitudes and objectives "not inimical to the national interest."

It called on employers to take note of their Black workers and supported the Government's appeal for the establishment of liaison and works committees which would pre-arrange workers for involvement in collective bargaining.

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Black unions are inevitable

5-19-51
19/5/51

It is not often that a powerful and widely representative employers' association puts public pressure on a government to increase both the scope and the influence of the trade union movement. Yet this is precisely what the Federated Chamber of Industries has just done.

The FCI has written to the Minister of Labour, Mr. Marais Viljoen, calling for an urgent review of the present "inadequate" system of Black labour relations. This system does not allow "meaningful participation and representation by Blacks in the settlement of disputes and the negotiation of employment conditions. It does not afford statutory recognition to most negotiations and is provoking serious discontent among Black workers.

content among Black workers.

In short, the FCI wants the Government to pave the way for the statutory recognition of Black trade unions and for the orderly integration of Blacks into the otherwise enlightened South African industrial conciliation machine. A classic example of enlightened self-interest on the part of an organisation which would know better than any other exactly what the interests of industry really are.

Faced now with almost identical demands from both the employees (including a large slice of the recognised trade union movement) and the employers, is it possible that the Government can still be shortsighted enough to resist the inevitable?

RECOGNITION FOR BLACK UNIONS CALL

Mercury Correspondent 19/6/75

PRETORIA—The S.A. Federated Chamber of Industries yesterday said Black trade unions must be recognised.

Mr. D. P. de F. president of the FCI, in a declaration on the maintenance of industrial peace in South Africa, said the FCI had reached a consensus on the maintenance of sound industrial relations in the Republic.

The statement, he said, had been presented to the Minister of Labour, Mr. Marais Viljoen.

In it, Mr. Benade said the FCI was convinced that orderly development towards meaningful participation by all workers in all industrial relations would contribute significantly to the continuance of industrial peace.

In the settlement of disputes and in the negotiation of working conditions, current legislation did not allow sufficient meaningful direct participation and representation by Black employees.

"This has become a cause of discontent among Black workers and, in the interests of maintaining industrial peace as well as a satisfied, well-motivated and productive Black labour force, it warrants serious attention," he said.

While the Bantu Labour Relations Regulation Act of 1978 created opportunities for Blacks by providing new channels of communication between employees and employers, the system was inadequate.

Most negotiations conducted under the Act were not afforded statutory recognition. Nor did it give Black workers

any collective bargaining machinery in the broadly accepted sense of the term.

These shortcomings "require urgent attention."

Black workers are showing a growing interest in trade unionism.

But it would not benefit industry to give Black trade unions premature recognition or to obstruct their development, provided the union leaders and members manifest attitudes and objectives not inimical to the national interest.

"The FCI feels that, with the growing demand by Blacks for meaningful and direct participation and representation in the negotiation of wages and working conditions, it will become inevitable that the Government give them recognition, if necessary by legislative action.

"Any steps in this direction should, however, take account of the ability of Black workers to organise themselves within a framework of the responsibilities inherent in such representation in the negotiation process.

"In this spirit, the FCI recommends that employers should recognise these desires of their Black workers," said Mr. Benade.

The FCI supports the Government's appeal to all industrialists to provide liaison and works committees in the sincere belief that it was in the national interest to develop the collective awareness of the Black worker in industry.

But their proceedings should be conducted in full consultation with the affected Black workers and with total involvement by top management.

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Black role in trade unions 'inevitable'

RDM
19/6/75

13

BLACK involvement in trade unions was inevitable, and industry and the Government had to make certain this development took place in an orderly manner, the South African Federated Chamber of Industries said yesterday.

The chamber, "representing the widest section of employer interests in the manufacturing sector in the Republic," has reached a consensus on the policy question of the maintenance of sound industrial relations, a statement issued in Pretoria said.

The policy statement had been presented to the Minister of Labour, Mr Marais Viljoen, and further discussion would be held with him on implementation of the policy.

The chamber is convinced that a policy of orderly development towards meaningful participation

by all workers in all aspects of industrial relations would contribute significantly to the continuance of industrial peace in South Africa," it said.

While basic industrial legislation regulating working conditions, wage and service conditions and settlement of disputes had "contributed materially to the remarkable history of industrial peace" in South Africa, the chamber recognised that present legislation did not allow sufficient meaningful direct participation and representation by Black employees in settlement of disputes and negotiation of working conditions.

"This deficiency has become a cause of discontent and warrants attention."

While the Bantu Labour Relations Act of 1973, setting up works and liaison committees, had created new opportunities for Blacks, the system was in-

adequate in that the majority of negotiations were not afforded statutory recognition.

"The chamber feels that with the growing demand by Blacks for meaningful and direct participation and representation in the negotiation of wages and working conditions, it will become inevitable that the Government give recognition to it, if necessary by legislative action.

"Any steps taken in this direction should, however, take account of the ability of Black workers to organise themselves within a framework of the responsibilities in the negotiation process," the chamber said.

The Chamber supported the Government's appeal to all industrialists to take advantage of the opportunities provided for the establishment of liaison and works committees in the "sincere belief that it is in the national interest to develop the collective self-awareness of the Black worker in industry."

The establishment and conduct of these committees should, however, be conducted in full consultation with the affected Black workers and with total involvement of top management, the chamber emphasised.

The chamber was convinced some employers and many employees were not properly motivated or informed about the effective operation of works and liaison committees and that this lay at the root of much of their alleged ineffectiveness.

It recommended an "intense and positive programme of education" for employers and employees.

—Sapa.

(3) 120
4/12/5

TUCSA warns White trade unionists

STAR
20/6/5
Labour Reporter
White trade unionists who deny Black workers the right of collective bargaining are denying their own right of existence.

Mr Steve Scheepers, a senior vice president of the 220 000-strong Trade Union Council of South Africa, said this when replying today to the complete rejection by the president of the White Confederation of Labour (180 000 members), Mr A I Nieuwoudt, of the Federated Chamber of Industries' policy statement on Black labour relations.

WELCOMED

The FCI said no obstacles should be put in the way of an orderly development towards trade union rights for Blacks.

"TUCSA welcomes the change of heart of employers as represented by the FCI," said Mr Scheepers. "We feel that if we don't start teaching

the Black worker the techniques of collective bargaining now, it may be too late.

"The best way of doing this would be to integrate Black workers in the registered trade unions where these unions permit it," Mr Scheepers said.

Mr Nieuwoudt rejected the "paternalistic" approach of the FCI.

The confederation was opposed to Black trade unionism and associated itself fully with the Government's approach to the matter, he said.

If Black trade unions were to be recognised, they should be "trade unions in the full sense of the word and not at the discretion of the employers," Mr Nieuwoudt said.

FICI's Black UNION MOVE

Cope Times 2/16/75

7/12
5 128

BLACK PARTICIPATION
by Blacks in trade unions
is one of the requirements
for future industrial
peace, according to a pol-
icy statement posted by the
NA Federation Chamber of
Industries. A. J. Harrod
Wilcox, the initiator of
LABOR.

If Roy Benson, the FCI
president, in a press re-
lease yesterday said, the
FCI had reached a con-
sensus on the policy
question of the main-
tenance of sound in-
dustrial relations in South
Africa.

Although the basic in-
dustrial legislation relat-
ing to working conditions
had contributed
materially to industrial

peace, the legislation did
not allow sufficient mean-
ingful direct participation
and representation by
Black employees. This had
become a cause of dis-
content among
workers.

The Chamber re-
cognized that Black work-
ers were showing an in-
creased interest in organ-
izing themselves into
trade unions.

The Chamber believes
that it is neither in the in-
terests of industry to give
Black trade unions pre-
mature recognition nor to
place obstacles in the way
of their development.

With the growing
demand by the Blacks for
direct representation, it
will become inevitable
that the Government give
recognition thereto, if
necessary, by legislative
action.

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Metal Box backs multi-race unions

RDM 24/6/75

Financial Reporter

SUPPORT for a national multiracial trade union has come from the chairman of Metal Box South Africa, Mr B. C. Smither, in the company's annual report.

Mr Smither says Metal Box is not in favour of recognising a multiplicity of labour organisations based on "constraining ethnic or geographical groupings"

It is not the company's policy "to place obstacles in the way of the development and effective recognition of responsible, national, nonracial negotiating machinery, in which our total labour force can participate or be properly represented"

Metal Box is negotiating with a "large, mixed trade union" to establish a national organisation for its total work force, including Blacks

The company has gone even further to ensure the full and equal representation of its workers by testing the acceptability of the trade union's proposals in a referendum.

Mr Smither says Metal Box will carry on with its R35-million capital expansion programme over the next few years in spite of the unstable international economic scene

Inflation is affecting the real buying power of retained earnings to the point where some industries are supporting dividend payments through a reduction in their true capital positions

This, he says, is an unsustainable situation

Iscor has improved its deliveries and the need to import tinplate will reduce this year. However, the longer-term problem of supply will continue until domestic production is increased

In addition to an increase in the cost of supplies, the cost of money has risen to intolerable levels while the real rate of return on capital has fallen

He says it is impossible

to determine when the next upsurge in the South African economy will occur

However, he believes the downswing will be short term

Metal Box increased its attributable profit for the year to March 31 last from R5 787 000 in the previous year to R7 147 000

Boumat

THE outlook for Boumat, linked to that of the building industry, is bright in the long term but hedged with some qualifications in the shorter term

This is the forecast of the chairman, Mr Irvine Brittan, in the annual report

Sales were 42,8 per cent up in the year, assisted by the acquisition of National Industries and the Mason Harrison Company. Pre-tax profits rose 36 per cent to R3 850 000

Apart from a good contribution from these acquisitions, Boumat again achieved growth over the record profits of the previous year

A factor inhibiting profitability was the increase in bad debts as "a number of our customers were unable to survive the impact of the tight financial situation"

Target areas for increased efficiency in the current year include a reduction in inventories in line with shortened delivery time from suppliers, a tight rein on expense rises and a watch on credit "without unduly inhibiting turnovers"

Stuttaford

THE CHANCES of a dividend increase this year are reasonably good if the company achieves a meaningful profit growth, says Stuttaford's chairman, Mr R B Stuttaford

The company made a taxed profit of R1 195 000 in the year to February 28, 1975, and paid a dividend of 28c

Mr Stuttaford says that as a result of economic conditions, the company has raised its dividend cover and intends to maintain it at between 2,3 and 2,5

He told the annual meeting in Cape Town the company expected the next few months would be a testing time for the stores division - Sales followed a satisfactory growth pattern in March and April, but May was poor at all centres

Everglo

INDICATIONS are that Everglo Holdings will earn at least 7c in the first half of the year and the group aims to achieve minimum earnings of at least 15c for 1975-76 compared with 17c in 1974-75, says the chairman, Mr Andy Behr

Repcor

THERE ARE good prospects of exceeding the 1975-76 prospectus forecast of earnings a share of 13,3c and dividend of 7,5c, says the Repcor chairman, Mr Behr, in his annual review

Blacks reject union offer

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STAR
Labour Reporter 24/6/75

A British company's plan to introduce "nonracial" trade unionism in its 12 factories throughout South Africa has been wrecked by trade-union conflict.

Mr Flemming Heilmann, managing director of Metal Box, confirmed today that company workers of all races in Durban "overwhelmingly rejected" a proposal to join the SA Boilermakers' Society — one of the largest engineering trade unions.

Leaders of the Black Metal and Allied Workers' Union and the Coloured and Indian SA Tin Workers' Union said they had called on members among Metal Box staff to vote against the proposal.

Mr Alpheus Mthethwa, general secretary of the Black union, pointed out that the SA Boilermakers' Society had made no previous efforts to organise Black workers.

RENEWED

He was disappointed at that union's attitude, but added: "Now that the workers have made their decision, let us hope that the boilermakers will work with us rather than against us."

Mr D Thambiran, general secretary of the SA Tin Workers, said his union had renewed its representation to Metal Box for a trade-union facilities, denied for 15 years.

Mr Heilmann said company policy and criteria remained unchanged, although no further referendums or other initiatives were planned by the company or the boilermakers at this stage.

The chairman of Metal Box, Mr B C Smither, stated company policy in the annual report, compiled the day before the Durban referendum at the end of last month.

It was "not to place obstacles in the way of the development and effective recognition of responsible, national, non-racial negotiating machinery in which our total labour force can participate or be properly represented."

'Black wage rise not the answer'

STAR
25/6/75

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DURBAN — Hasty and indiscriminate raising of the wages of all workers was not the answer to South Africa's Black labour difficulties, the Deputy Minister of Bantu Administration, Mr W A Cruywagen, said in Durban today

Addressing a symposium on Black wages, Mr Cruywagen said "To be rewarded for work done is an accepted principle of the economy, but when the minimum wage paid exceeds the economic value for the employer of the work performed the work opportunity necessarily ceases to exist"

Moreover, there was a clear connection between rising wages and decreasing employment, Mr Cruywagen said

"Is it strange that Mr Michael O'Dowd, an economist, has asked whether it is sheer coincidence that the pressure on South Africa to pay her workers higher wages was coming from the very countries whose machinery we would have to buy if labour became too expensive and obliged us to embark on large-scale mechanisation?"

'If we create enough jobs to employ all our Blacks fair wages will look after themselves — without any need for the

assistance of Black trade unions or short-sighted idealists who allow their hearts to rule their heads,' he said

Low and inadequate remuneration were not the sole root of labour unrest, and wage increases were not a magic wand which could remove all dissatisfaction

Wages were influenced by political and social consideration, and should always keep pace with the value of the labour supply and the productivity of workers

JOHANNESBURG—In a renewed call for Black trade-union recognition, the Young Progs have appealed to managements to develop constructive relations and not to defer the inevitable.

Following a seminar attended by Black and White union leaders at the weekend, the Young Progs say that real industrial peace will be achieved only when decision-making agencies of our economy are genuinely shared at all levels by workers and employers.

They called on the Government to give official recognition to Black trade unions and to allow them proper participation in the wage determining machinery as for other races.

They called on managements to recognise Black unions, stressing that these unions are not illegal, and it was necessary to develop constructive relations with them.

Further, they called on the Government to make works councils compulsory for workers of all races and to give these councils specific and meaningful powers.

Until this is done, they said, management in industry should help to develop meaningful in-plant worker representation — with rights to information, consultation and joint decision making in areas where worker interests are affected.

The motion was proposed by the Southern Transvaal chairman, Miss Ann Bernstein, who said employers could do much within the law to better industrial relations.

Mr Bobby Godsell, industrial relations official and member of the Progressive Party executive, said the Minister of Labour's comparison between works and liaison committees in South Africa with those in Western Europe and elsewhere "are highly misleading."

He said that in some countries, works committees were seen as an extension to trade-union rights, while in South Africa they are seen as a replacement of these rights.

It is the first time since the 1960s that Black workers have taken such a step. The secretary of the I.L.O. says that the action is a sign of a new era.

Can Black trade unionism be the answer to the problems of the Black worker?

When a union is formed, the workers are able to bargain collectively and to have a say in their own lives.

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The boycott of Johannesburg beerhalls — which, after 3 days, forced a reduction in the announced price increase of Bantu beer — is one of the many forms of collective action by Black workers. Often such action takes more violent forms. The Labour Department, Siegfried Hannig, asked three Black leaders whether such action could be harnessed if Black workers were to receive trade union rights.

Black workers are wielding collective power — whether the Government likes it or not. The choice confronting South Africa is between mass hysteria or Black trade unionism.

That is the assessment of South Africa's inadequate labour relations machinery made by a Black business leader and two prominent Black trade unionists.

"Can trade unionism be any worse than the mob action that has taken scores of lives in mine compounds during the past year?" asks Mr Sam Motsuenyane, president of the National African Federated Chamber of Commerce.

"Collective action by Black workers has been evident in South Africa for many years," he said. "I can remember a very effective bus boycott in Johannesburg during the 1940s, and who will ever forget the spate of strikes Durban experienced in 1973?"

As the most recent example of spontaneous mass action he cited the almost complete boycott of Johannesburg beerhalls for more than a fortnight.

"Black workers already are exercising collective power. Far from posing a fresh threat, Black trade unionism would harness this power and channel it into healthy, democratic and disciplined outlets," Mr Motsuenyane said.

"Industrialists do not want leaderless mobs which respond to little else than tear gas. They need an organisational structure which provides

leaders who win the workers' trust by proving that they have the workers' interests at heart.

"Only trade unionists can provide the leadership — people who can win the trust of the workers and solve problems with employers on a rational basis," he said.

Mr Motsuenyane pointed out that Black workers are ideally equipped for collective action by their cultural heritage in which bargaining and leadership formation played important roles.

"Much of the Black man's unusual attitude to life may have survived the transition of urban Africans. Where this is the case, the bonds of hardship and poverty may provide the unity creating spontaneous collective action," Mr Motsuenyane added.

"Whatever the reason, the phenomenon is with us and poses a serious threat to industrial peace and race relations.

"Full trade union rights for Blacks could convert this phenomenon into a useful force for all concerned. Because of characteristics which make Black people prone to collective action also render them amenable to trade unionism.

"Inflation is generating a sense of discontent among Black workers. It is hard to think what would happen in the event of a depression and large-scale Black unemployment.

"In such an event, a strong trade union

leadership would be the only means of a rational response to the situation.

Mr Motsuenyane, general secretary of the South African Congress of Trade Unions and Allied Workers, said that the I.L.O. general secretary had said that strong Black National Union of South Africa should be formed if themselves only with a view to the I.L.O.'s assessment.

There are hundreds of wildcat strikes by Black workers, which the public never gets to hear about because they are isolated and petty in nature," he said.

"But employers are aware of the time-bombs ticking away in their establishments. That is why Black labour relations are the issue of prime concern to South African employers at the moment.

"That is why employers in the Transvaal clothing industry — where 98 percent of Black workers belong to a union — are grateful that their employees are fully organised."

She said she knew of only one Black trade union which did not shy away from the mere hint of political involvement. Mrs Hlogwane said: "We take great pains to steer clear of anything but bread and butter politics."

"But, while we avoid politics, I could well imagine trade union intervention in issues such as this beer boycott, if we had unions which were representative of Johannesburg's Black workers."

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BLACK WORKERS Improving committees

Minister Marais Viljoen's plans to introduce legislation during the next Session upgrading the functions of works and liaison committees will hopefully fill some of the gaps in the legislation

But what remains to be seen is whether moves to make committee agreements legally binding will really improve the position of African workers

What is clear at this stage is that the bureaucratic jumble of labour laws is to be markedly expanded

Questions abound

- Will the legislation extend effective collective bargaining powers to the committees?
- If so, how will wage agreements be co-ordinated within a particular industry or branches of the same company, or on a regional or rational basis, thus making for uniformity? (Committees can presently only operate on an individual plant basis),
- Who will finance the expanded operation of the committees? If it is to be the individual companies, how will the workers be convinced that the committees effectively represent their interests as opposed to those of the companies?
- Where there are Industrial Council agreements (between management and registered trade unions) covering the industry concerned, how will these be modified to incorporate decisions made at committee level?
- Through what procedures are the "binding wage agreements" to be made practically enforceable?

The existing 2 000-plus works and liaison committees (and it is estimated that only 6% of the country's businesses have them) are mainly used for airing minor grievances and providing a loose communication network between workers and management.

The most useful improvement Viljoen can make within the framework of the existing committee system would be to insist that in-plant wage rates are always negotiated between management and the committees

The fact remains, however, that there can be no significant change until full trade union rights (registered and operational under the terms of the Industrial Conciliation Act) are granted to the majority of SA's workers.

In the absence of trade union rights for Black workers, one large employer is implementing a new idea. The Star's Labour Reporter, SIEGFRIED HANNIG, sketches the outline of the new concept which is bound to find favour among other employers.

One of South Africa's most diversified industrial and commercial employers—the South African Breweries group — has gone a long way towards establishing a new concept in Black labour relations.

While falling short of trade unionism, it embodies the essential principle of bargaining power for workers.

In its ultimate form, SAB's idea seeks to grant all Black South African workers full negotiating rights with recourse to higher authority.

In labour parlance the new concept might be called a company union, but SAB is hesitant to attach a label to a system which it regards as an interim solution to a major problem.

SAB shares the common chief among employers at the climate which have rise to the 1973 strikes in Natal has yet to be eliminated and that its elimination is a matter of urgency.

Like many employers, SAB is aware of efforts by Black trade unions to organise Black workers in its employ.

Like many employers, SAB is not prepared to encourage Black trade unionism yet. But unlike most employers, SAB has set about establishing truly meaningful labour relations machinery.

The theory behind the group's efforts is, even if the Government were to give Black workers full trade union rights tomorrow — which seems inconceivable — it would take a long time before labour peace was ensured.

"The majority of White, Coloured and Indian workers who have full trade union privileges are not members of trade unions," said Mr. R. V. "Dick" Sutton, the group's personnel manager.

"And who says that all trade unions are fully effective all the time?" he asks.

"That is why we have decided to take the initiative in instituting meaningful dialogue within the framework of cur-

rent labour legislation."

By "meaningful dialogue" Mr Sutton understands more than perfunctory communication. He wants it to include problem solving and full-fledged negotiating powers.

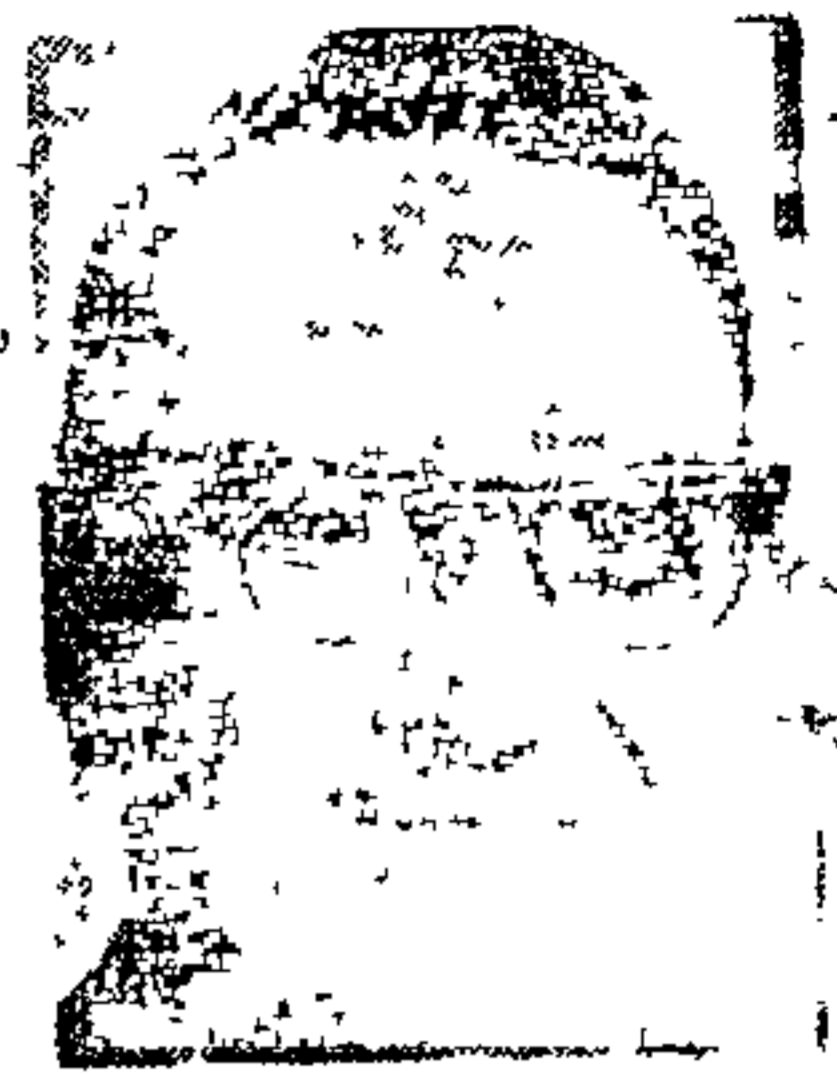
Bluffing

"An employer who attempts to approach his workers with half-hearted communications is only bluffing himself," said Mr Sutton.

"Unless workers have the right to negotiate conditions of employment — working hours, leave, wages and fringe benefits — the major causes of labour unrest are likely to remain unresolved until it is too late."

Therefore, Mr Sutton has broadened the Government's substitute for trade unionism, the works and liaison committee system.

Workers in a specific plant elect works committees. These, in turn, elect representatives to a liaison committee on which both workers and management are represented.



MR R V "DICK" SUTTON

It is at the liaison committee level where problems are being solved and negotiations take place.

Management representatives on this body are of a seniority which permits them to take final decisions there and then. And workers' representatives are a true cross-section of the Black staff.

"In some cases we have had to bring in interpreters to ensure that workers' representatives are not prejudiced by language problems," Mr Sutton pointed out.

Training

Both sides of the liaison committee receive identical training in their task, including how to prepare and present their case and how to negotiate. It takes about two weeks'

New labour plan a 'problem solver'

STAR 6/8/75

training to prepare the average worker.

"When he sits at the negotiating table, he is free to raise any subject of concern to the workers who elected him," Mr Sutton said.

"An impartial chairman, usually a personnel officer, presides and records the minutes of the meeting. He also ensures that all matters raised at one meeting are cleared up by the next."

Mr Sutton emphasised that there had to be give and take on both sides.

"I can assure you that our management does not always have everything its own way. If it did the committee would not serve its purpose," he said.

Time off

An important feature of SAB's concept is that workers are given time off to allow their representatives to assess worker opinion and to report back.

"We encourage such meetings, but we do not impose them because our motives might be suspect," Mr Sutton points out.

What happens when there is a deadlock, when neither side is prepared to yield?

"In that event the committee has recourse to the regional council established under the Government's committee legislation, or to the Central Bantu Labour Board," Mr Sutton says.

Up to that stage the system can function within the framework of current legislation, but it leaves serious shortfalls.

• The system remains entirely dependent on the goodwill of individual employers.

• It does not provide

for outside enforcement of agreements reached by liaison committees.

Blueprint

One way of remedying this would be along the lines of a blueprint drafted by SAB and the Tongaat sugar company.

They have proposed that

• Works and liaison committees be made mandatory for all undertakings with 200 or more Black workers.

• Regional coordinating committees of Black workers should be formed by representatives of the various liaison committees.

• These regional workers' bodies should nominate representatives to meet an equal number of

employer representatives, thus forming a regional labour council.

• Regional labour councils should have the power to approve agreements reached by liaison committees and to make them binding. They should also investigate cases of alleged victimisation of workers' representatives. And they should negotiate basic service conditions for specific industries in their area.

• Finally the Central Bantu Labour Board should act as overall administrator of the system and should provide mediation in disputes.

Mr Sutton sees this blueprint as an extension of existing labour legislation and as a close parallel to the industrial council system under which re-

gistered trade unions operate.

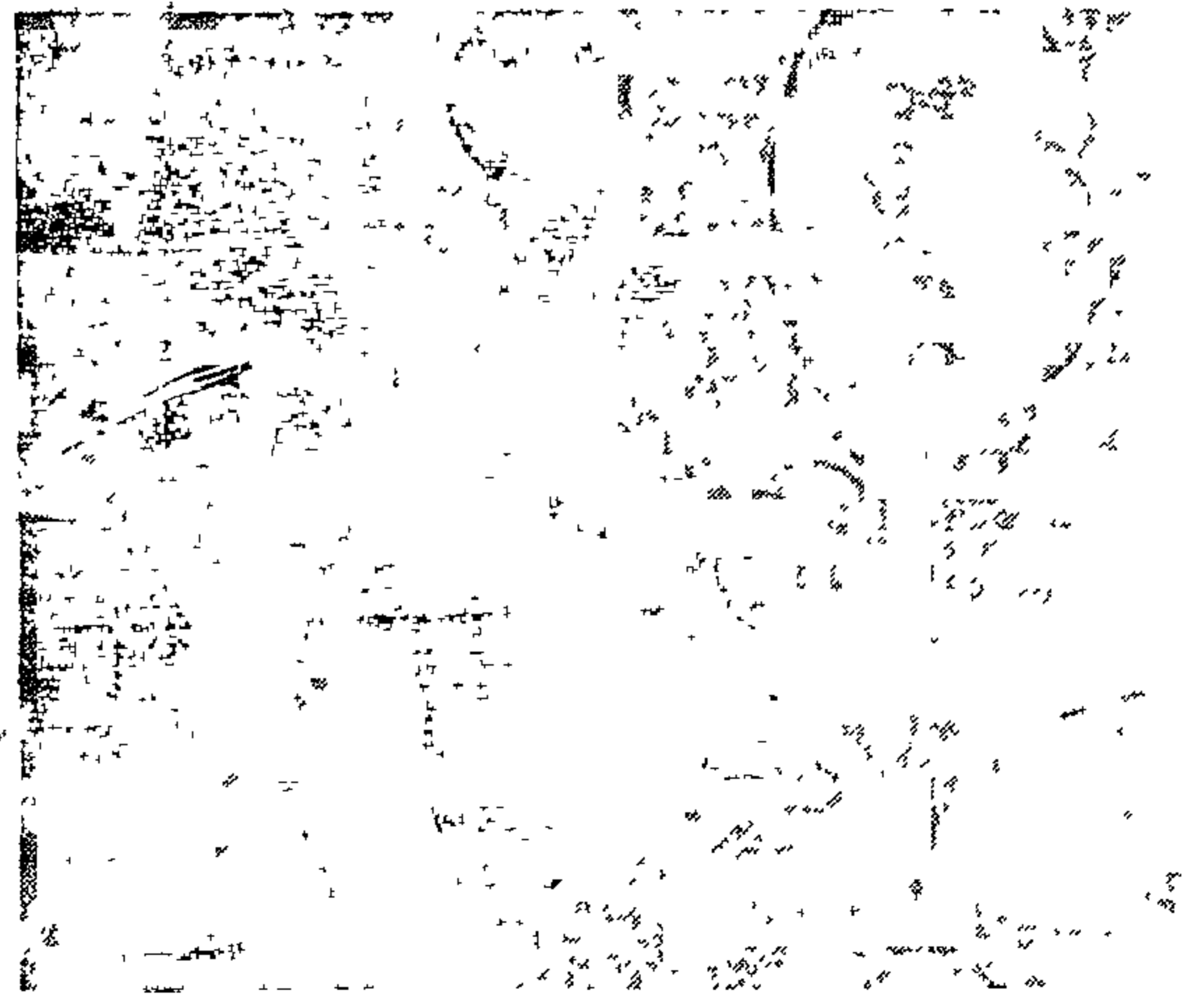
SAB and Tongaat have jointly submitted these proposals — in much greater detail than reflected here — to the Minister of Labour, Mr Marais Viljoen.

Yet SAB does not see this system as the only answer.

"We are satisfied with what we are doing at company level right now," Mr Sutton said.

"But we can envisage all kinds of variations and adaptations at the higher levels. Others may devise more practicable machinery than that embodied in our exercise.

"Whatever the answer may be, however, we feel that there must be some higher authority to enforce agreements and to help resolve disputes."



"Unless workers have the right to negotiate conditions of employment hours, leave, wages and fringe benefits — the major causes of labour likely to remain..."

Internal detente: Blacks to meet

Cape Times Correspondent

JOHANNESBURG. — Chief Lucas Mangope of Bophuthatswana is organizing a summit meeting of homeland leaders to carry the process of internal detente a step forward.

Chief Mangope confirmed yesterday that he had already secured agreement in principle to the meeting from homeland leaders and that it was now merely a matter of a final date and venue for the meeting.

The primary purpose of the meeting was to press for finality of some of the issues raised by homeland leaders at their two meetings with the Prime Minister, Mr Vorster, in March 1974 and January 1975.

Union rights

Among the key issues which Chief Mangope plans to raise with homeland leaders are:

- Trade union rights for urban Africans;

- Sharing national revenue between Black and White — and whether or not present allocation corresponded to the amount paid in taxes, direct and indirect, by Black and White citizens to the central Treasury;

- Discriminatory laws in South Africa, and when moves would be made to emulate the situation in South West Africa "where they are actually removing them";

- The humane application of influx laws.

Left open

The question of trade union rights was left open at the Cape Town meeting of homeland leaders with Mr Vorster, in the sense that the Prime Minister agreed, to quote the official communique, "to arrange for homeland leaders to meet with the Minister of Labour to discuss the matter again".

The word "again" was added because the trade unionism for Africans had been "fully discussed" in Parliament in 1974.

Two experts

At the March talks in Pretoria, the Prime Minister proposed to appoint an expert, to be joined by an expert nominated by the homelands leaders, to investigate the allegation that the Bantu people in general and the homeland governments, in particular, are not getting a fair share of the services from taxes paid directly and indirectly by the Bantu.

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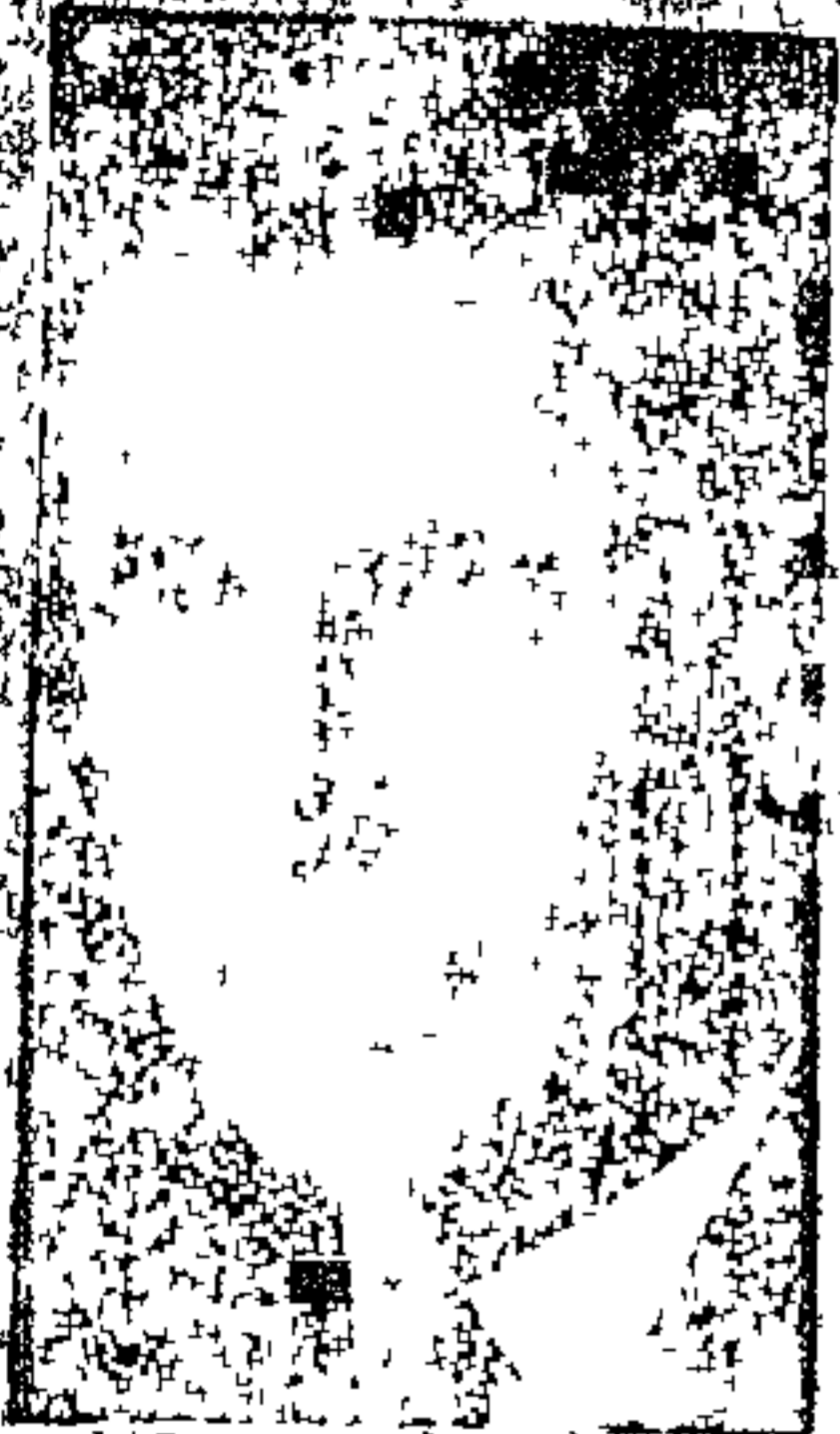
Daily Dispatch
7/8/48

State switch on black trade unions?

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JOHANNESBURG — A major switch in Government policy which will provide for a form of black "in-company" trade unionism had been predicted by the general secretary of the Trade Union Council of South Africa, Mr. Arthur Grobbelaar.

"My information is that company unions will be allowed which will negotiate directly with individual employers," Mr. Grobbelaar said. The Minister of Labour,



MR GROBBELAAR

Mr. Marais Viljoen, gave a hint of this when he told the South African Institute of Personnel Management conference in Cape Town this week that legislation will be introduced in the next session to give legal force to wage agreements reached through the works and liaison committee system.

Mr. Grobbelaar said that Mr. Viljoen was to "have another bash at trying to make the unworkable work."

"We are to have amendments to amendments for an unacceptable measure."

"This time the minister will seek to provide some form of industry-wide works committees as distinct from the company committee, but they will be flexible enough for company-type unions to come into being."

"These, I am informed, will be allowed to negotiate directly with their employers."

"This is an advance on the present inadequate system but it will still fall far short of adequate black worker representation."

Mr. Grobbelaar said the minister was to be congratulated for echoing previous statements by the Prime Minister, Mr. Vorster, that the Government would not stand in the way of black job advancement which was acceptable to white trade unions.

"The minister should be encouraging the unions to accept black advancement but his announcement that he will not oppose this is at least a step forward," Mr. Grobbelaar said. — DDC.

Buthlezi lauds Black trade unions

Own Correspondent

STAR 11/8/75

DURBAN—Chief Gatsha Buthlezi has applauded the formation of African trade unions as an answer to one of the two greatest burdens under which the African worker lives.

Speaking at the first first graduation ceremony of the Institute for Industrial Education, Chief Buthlezi said the two great evils for the African worker, were lack of training, and lack of effective communication machinery between labour and management.

Pointing to the 1973 labour unrests, Chief Buthlezi said that the message was made loud and clear that South Africa could not go on denying Africans the right to recognised trade unions.

There was deep concern at the time on this issue but the results were still inadequate.

As Chancellor of the Institute for Industrial Education, he said that it was part of the shame of the country that industrial training had to be carried on by voluntary agencies, such as the institute.

He emphasised that although Africans do perform many skilled jobs in industry, there was still an ocean of vacancies for trained people.

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U.P. Tolam FOR SA about

11/8/75 The Age's Correspondent

DURBAN -- South Africa, which was entering its third major industrial revolution, would have to opt for a more extensive social welfare system in future, Dr Gideon Jacobs, MP, the United Party's chief spokesman on Labour, said in Durban at the weekend.

Addressing a Young South Africans' forum on the Urban Development Commission, he said that the country had become fully industrialised and had the choice of directing its immense economic resources into one of the main avenues

If it could either concentrate on manufacturing or on the development of an extensive social welfare system (British) or on projects (Rudens).

In view of our population composition and the disparity in wealth between the haves and have-nots, we will have to opt for a more extensive

social welfare system, Dr Jacobs said.

REASONS

Rapid economic growth is essential to South Africa for a number of reasons:

1. To sustain a growing population, which was expected to reach 50 million by 2000.

2. To meet a growing defence expenditure, presently standing at about R1 000 million, and which is expected to increase.

3. To counter the activities of political agitators. In this sense, South Africa must expand economically, or we will explode politically, he said.

GROWTH

South Africa had all the basic ingredients required for rapid non-inflationary economic growth.

The Achilles' heel in our whole economic system, however, is the insufficiency of high level skill, and unless this situation can be rectified, South Africa will continue to have high rates of inflation which will in turn impede economic growth.

Outlining his priorities for a new initiative in labour, he said the most important consideration was to implement labour and training policies dictated by the human economic needs of the country and its people, and not by ideological considerations.

He called for trade union rights for Blacks, the removal of statutory discriminatory measures, including job reservation, equal pay entailing equal

See also WAGES

TUCSA bid on Black unity

Labour Reporter

Ten Black trade unions have taken a first step towards unifying the Black labour movement under the 220 000-strong Trade Union Council of South Africa.

They met two TUCSA representatives who made it clear there was nothing to prevent them joining TUCSA as a federation of Black unions.

A meeting of the executives of all Black unions on the Rand is being called to thrash out the matter.

Only three Black unions with a total membership of about 1 500 have joined TUCSA, 11 months after the decision to readmit Blacks.

"We, as the largest Black union, do not want to act alone," Mrs Lucy Mvubelo, general secretary of the 23 000-strong National Union of Clothing Workers, said after yesterday's meeting.

leaders, she feels the common interests of Black unions call for a unification of the Black labour movement.

But unlike many she believes a federation of Black unions outside TUCSA is doomed, as demonstrated by the 1966 dissolution of the Federation of Free African Trade Unions.

Other Black trade unionists feel that unifica-

tion is the priority and that the more delicate issue of TUCSA membership should not be pressed.

But continuing confrontation between two Black unions represented at yesterday's meeting, and two registered unions belonging to TUCSA, are complicating the issues.

"What is called for is a meeting between TUCSA and the Black labour

movement so that we can thrash out our differences to everybody's advantage," Mrs Jane Hlogwane, leader of the 8 000-strong Engineering and Allied Workers said recently.

Observers believe yesterday's discussions were not of the calibre which Mrs Hlogwane envisaged, although they may have helped to clarify the issues.

African union federation

RDM

22/8/75

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Labour Correspondent

TEN UNIONS representing 26 600 African workers in Johannesburg yesterday met top officials of the Trade Union Council (Tucsa) to discuss the feasibility of forming a federation of African trade unions which might affiliate to Tucsa.

The meeting held in the offices of the dominant National Union of Clothing Workers, which has 23 000 members, was held to allow Tucsa assistant general secretary, Mr Robert Kraft to clarify by what means African unions could affiliate to the 220 000-member council.

After the meeting Mrs Lucy Mvubelo, general secretary of the Union of Clothing Workers said it was clear from what Mr Kraft had told the meeting that a federation of African trade unions could affiliate to Tucsa.

She said the full executives of 12 unions would

meet to discuss the formation of a federation of unions and whether such a federation should affiliate to Tucsa.

The influential Engineering and Allied Workers Union representing 7 000 workers sent apologies to the meeting, as did the African Tobacco Workers Union, representing 300.

Mrs Mvubelo confirmed that there were differences among the 10 unions at yesterday's meeting as to whether a federation of African unions should affiliate to Tucsa.

Mrs Mvubelo would favour affiliation to Tucsa but a number of people on her executive do not. "My executive has pressed me not to take a stand until we know the situation of the other Black unions," she said.

BLACK WORKERS MEET

SUN TRIB

24/8/75

TO TALK OVER

AFFILIATION TO TUCSA

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FIVE BLACK trade unions meet in Durban today to discuss affiliation to Tucsá — another step in the growing confrontation between Government and unionists over trade union rights for Black workers.

The unions represent about 20 000 workers.

Tribune Reporter

are all members of the Trade Union Advisory Committee and have been in existence since about 1973.

And in Johannesburg this week, representatives

from ten Black unions with about 20 000 members, met top Tucsá officials to discuss the feasibility of forming an African trade union federation which might affiliate to Tucsá.

The five Durban unions are: the Furniture and Timber Workers Union, the Chemical Workers Industrial Union, the Transport and General Workers Union, the Metal and Allied Workers Union, and the National Union of Textile Workers.

A sixth member of Tucsá, the Textile Workers Industrial Union, is already affiliated to Tucsá.

The affiliation talks follow warnings by union leaders and opposition spokesmen of industrial chaos in South Africa unless Black workers are given union rights.

STAR 27/8/75

Togetherness - will it ever

The dream on a 21st birthday...

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STAR 27/8/75

Will the unification of Black trade unions under the Trade Union Council of South Africa remain an unrealised dream?

Three Black unions with a membership of no more than 1500 have joined the council while most Black trade unions, now claiming a membership of about 80 000, remain undecided.

The eyes of Black trade unions will be riveted on Cape Town next month. The Trade Union Council of South Africa will assemble there for its coming of age.

Practically every Black union which can afford it will have a representative at the 21st annual conference of this 220 000 strong organisation.

At this stage it seems that no more than two unregistered unions will represent full-fledged delegates.

Analysing

But the expected large attendance of Black observers seems to indicate widespread recognition of need for closer co-operation between the unregistered trade union movement and South Africa's leading labour organisation.

All concerned realise

that trade unions could gain much from the expert advice and assistance of the Trade Union

Council. Black unions are aware of the reputation of respectability and discipline of the powerful employers looking for. The council's

SIEGFRIED HANNIG
The Star's Labour Reporter

the Trade Union Council of South Africa general secretary, makes the following points

● It is feasible that unions in conflict with each other for any of a number of reasons can still be members of the council.

"How," he asks, "can you expect all of more than 60 different member organisations to love each other?"

● The council's constitution expressly forbids interference in the domestic affairs of any member unions.

It can only give advice

And it has done so in great detail on the question of co-operation between registered and unregistered unions in the same industry.

● A federation of Black trade unions within the council would be impracticable.

The federation's individual unions would be denied council expertise and facilities.

Any approaches for help would have to be made through the federation, with administrative delays.

In addition, federal membership of Black unions would raise the threat of national layers within the council.

"Racial interests would tend to become dominant," Mr Grobbelaar says.

"That is one of the reasons why the Confederation of Labour is breaking up."

(Clashing interests between federations within the confederation have centred largely on racial issues such as extreme White protectionism)

"I don't think it can work anywhere," Mr Grobbelaar says.

Others may argue that racial division cannot be ruled out altogether even if Black unions join individually and not as a federation.

In the long run close cooperation between regis-

tered and unregistered unions of all races is the surest guarantee against division.

And the Trade Union Council of South Africa's commitment in this direction will also determine the size of its future Black membership.

Representatives of all factions of the Black labour movement will scrutinise the Council's 21st annual conference for positive proof of such commitment.

The mere attendance of Black delegates with full voting and debating rights will hardly be enough.

The way in which these delegates speak up and the response of the Council's White, Coloured and Indian members will be the true test.

A positive attitude among the bulk of the conference might persuade Black unionists that their own affiliation to the Council would intensify the pressure on those registered unions which deny them co-operation.

If that is the feeling conveyed, the Council's coming of age could well be the dawn of a new era in the South African labour movement.

Arthur Grobbelaar: "A

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Black may sit on Labour Board says Viljoen

D. Disputch
3/9/75

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PRETORIA — Legislation would be introduced at the next session of Parliament which would provide for the appointment of a black to the Central Bantu Labour Board, the Minister of Labour, Mr M. Viljoen, told the Prime Minister's Economic Advisory Council here yesterday.

This, and other amendments to the regulation of Bantu Labour Relations Act, he said, would ensure that the black man would be able to make a more meaningful contribution in the determination of his service conditions.

From discussions with representatives of industry and the trade unions he had gained the impression that the proposed amendments had in the main been favourably received, the minister said.

On the question of black trade unions, the minister said the policy was that although they were not prohibited, the government would not recognise black

trade unions because it was convinced that the system instituted by the 1973 legislation after the labour unrest, was operating in the best interests of black workers.

"It is noticeable how the black workers themselves have accepted the committee system as being in their best interests," he said.

"A certain influential employer, under pressure from his overseas principals, recently conducted a ballot to ascertain whether his workers preferred a liaison committee or a trade union. Only 31 workers out of 1060 or three per cent voted in favour of a trade union.

"This example proves to a large degree that the clamour for black trade unions does not originate from the black worker himself."

The advantage of the liaison committees, consisting of an equal number of workers and employers, was that these committees brought employers and their black workers into direct contact with one another.

The system eliminated misunderstandings flowing from lack of proper communication and a lack of appreciation of one another's problems.

These liaison committees have been an immediate success. Barely a year after the amendment to the Act by which the system was instituted, the University of the Orange Free State conducted a survey covering 326 leading employers who had established liaison committees.

The most important shortcomings in the Act on which the Department of Labour had been able to lay finger as a result of close examination over the past two years were that the agreements between employers and black workers did not enjoy the force of law, that there was no provision in the Act whereby employers and black workers in particular industrial areas could reach an agreement that would be applicable to all other workers and, that the black man's voice was not always heard clearly enough in the course of negotiation of service conditions.

To overcome these problems, he was contemplating the introduction of legislation next session of Parliament which would give the black worker a more meaningful say in the negotiation of his service conditions.

The proposed legislation would also remedy the other shortcomings that had come to light. In the industrial areas where work and liaison committees could prove that they were representative of black workers, he was con-

tees which would be able with authority to speak on behalf of the industry concerned.

Subject to the approval of the Central Bantu Labour Board he would give his approval for such a committee.

The proposed industrial committees would consist of black representatives chosen from works and liaison committees. It was essential that members of industrial committees be elected by the black themselves because experience had shown that the black man had no confidence in people nominated by others to take care of their interests.

Agreements reached between industrial committees and employers would be submitted to him through the Central Labour Board for approval and promulgation in the Government Gazette.

The effect of promulgation of an agreement would be to make it binding on all workers and employers in the industry and in the area so as to ensure that employers who were prepared to make sacrifices to improve the lot of their black workers would not be detrimentally affected by unfair competition on the part of unscrupulous competitors.

Employers who were signatories to such agreements would, however, be required to prove that they were representative of employers of the area before such agreements were made applicable to their competitors.

The Department of Labour would be responsible for the effective application of such agreements. In cases where industrial committees and employers were unable to reach agreement the matter would, in terms of existing legislation, be referred to the wage board for arbitration. — SAPA.

The Star

Wednesday September 3 1975

Blacks must speak for Blacks

THE Minister of Labour's latest announcement on proposed improvements to the industrial relations machinery affecting Black workers is to be welcomed. But why appoint only one Black to the Central Bantu Labour Board?

Examine the case. the announcement is at least further evidence that the Government has accepted the vital importance of improved channels of communication between White employers and their millions of Black workers. It has accepted that the Blacks themselves must play a decisive role in negotiating wage and working conditions

Mr Viljoen told the Prime Minister's Economic Advisory Council that the Bantu Labour Relations Regulation Act would be amended next year to provide for a Black representative on the Central Bantu Labour Board (an organisation with a key advisory role to play in the Black industrial conciliation machine) and for the creation of workers committees which would be able to speak for all the Black workers in a particular industry —

whether that industry is organised into an industrial council or not. And, once an agreement is reached between the Black workers' representatives and the employers, the Minister will have the power to enforce that agreement on all employers in the industry or sector involved

This will make the Government's industrial conciliation machine for Blacks more effective, although not as effective as it would have been had the Government allowed recognised Black trade unions on the same basis as those representing White, Brown and Indian workers.

Why not make a majority, if not all of the board's members, Black? After all one of their major functions is to advise the Minister on matters affecting the interests of Black workers—and who knows Black workers' interests better than Blacks?

Should the Minister do this, he will make his own system much more effective than it already is and he will give Black workers much greater confidence in the men who are charged with representing their interests.

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Viljoen has ^{RDM} ^{3/9/75} new wage plan

By CLIVE EMDON
Labour Correspondent

THE Minister of Labour, Mr Marais Viljoen, yesterday told the Prime Minister's Economic Advisory Council that he was thinking of establishing elected industrial committees of Black workers to negotiate wage agreements for each industry.

He came out strongly against recognising African trade unions and said industrial committees would consist of workers chosen from works and liaison committees in various industries.

Agreements reached by these committees and employers would be submitted to him through the Central Bantu Labour Board for approval and promulgation in the Government Gazette.

He said the effect of promulgation of an agreement would be to make it binding on all workers and employers in the industry and in the area.

This would be done "so as to ensure that employers who are prepared to make sacrifices to improve the lot of their Black

workers won't be detrimentally affected by unfair competition on the part of unscrupulous competitors."

Employers who were signatories to such agreements would, however, be required to prove they were representatives of employers in the area, before the agreements were made applicable to their competitors.

The Department of Labour would be responsible for applying these agreements, the Minister said.

In cases where industrial committees and employers were unable to reach agreement, the matter would, in terms of existing legislation, be referred to the Wage Board for arbitration.

The Minister also said that legislation would be introduced at the next session of Parliament which, among other things, would provide for the appointment of a Black man to the Central Labour Board. This would ensure, he said, that the Black man would be able to make a more meaningful contribution to determining his service conditions.

17134
(2) 138
(3) 125
(4) 147
(5) 325

Viljoen's formula

FM 5/9/75
4326 (2) 32243-123
4326 (5) 132, (C) 452/47

138

Good news from the labour front This week Minister of Labour Marais Viljoen revealed a determined commitment to involve Blacks in the wage bargaining process. This must be welcomed

The bad news is that he reaffirmed his stand against Black trade unionism. For this reason the actual measures he outlined may be likened to a spot of oil for an outmoded machine.

The Bantu Labour Relations Regulation Act will be amended to provide:

- The appointment of one Black man to the Central Bantu Labour Board. The Board advises the Minister on Black labour matters, and has hitherto been all-White with a chairman and members appointed by the Minister because of their competence "to represent the interests of the employees".

The new move could lead to more direct representation of those interests. But why only *one* Black man? And who will he be? Black unionists are adopting a wait-and-see attitude before commenting.

- A remedy for "other shortcomings" which have "come to light". Like the fact that agreements between employers and Black works and liaison committees are without much force in law; that individually negotiated agreements are not binding on employers of Blacks on an industry-wide basis, and that the Black man's voice has not been clearly enough heard in negotiations on service conditions.

Accordingly Viljoen plans the establishment of industrial committees of Blacks elected by the works and liaison committees in various plants in an industry. These will represent employees' interests in industry-wide negotiations with employers.

Agreements will be submitted to him through the Central Bantu Labour Board and, when promulgated in the *Government Gazette*, will be binding on all workers and employees in the area and industry covered by the agreement.

Disputes will be referred to the Wage Board for arbitration. The new methods of obtaining binding agreements appear designed to stem the tide of Black unionisation. Viljoen said this week it was noticeable how Black workers "have accepted the (works/liaison) committee system as being in their best interests", and claimed — somewhat surprisingly — that 30% of the Black labour force (excluding gold and coal miners) were represented by committees. The newly-instituted committee system is a "remarkable achievement", which Black workers want. Or so Viljoen would have us believe.

All Blacks? In a paper issued by the Urban Training Project, Skakes Sikhakhane, general secretary of the Sweet, Food and Allied Workers' Union, cites one occasion when workers involved in a wage dispute "broke out in applause when told that their firm had agreed to put no obstacle in the way of the formation of a union".

So it could well be that the committee system is "wanted" only in the sense that it is the only one many employers wish to deal with.

The Federated Chamber of Industries cautiously takes a middle view — as usual Jack Holloway, chairman of the FCI's Labour Affairs Committee, notes "This is very much in line with our kind of thinking. We acknowledge the forces that are at work for Black unionisation. The Minister's intentions are a positive step aimed at giving Blacks a more meaningful say in wage matters."

Viljoen's proposed legislation could nevertheless turn out to be just another step on the road to recognition of full trade union rights for Blacks.

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Black union denial

Labour Reporter

A labour leader made it clear today that employees of Metal Box in Durban have not rejected trade union rights in favour of a liaison committee

Mr Arthur Grobbelaar, general secretary of TUC-SA, was commenting on a statement by the Minister of Labour, Mr Viljoen

Addressing the Prime Minister's Economic Advisory Council last week, Mr Viljoen said it was noticeable how Black workers had accepted the "committee system" as being in their best interest

BALLOT

"A certain influential employer, under pressure from his overseas principals, recently conducted a ballot to ascertain whether his workers preferred a liaison committee or a trade union," the Minister said

"You may be surprised that only 31 workers out of 1060 voted in favour of a union"

Mr Grobbelaar said there was little doubt that Mr Viljoen referred to a referendum conducted at Metal Box in Durban recently.

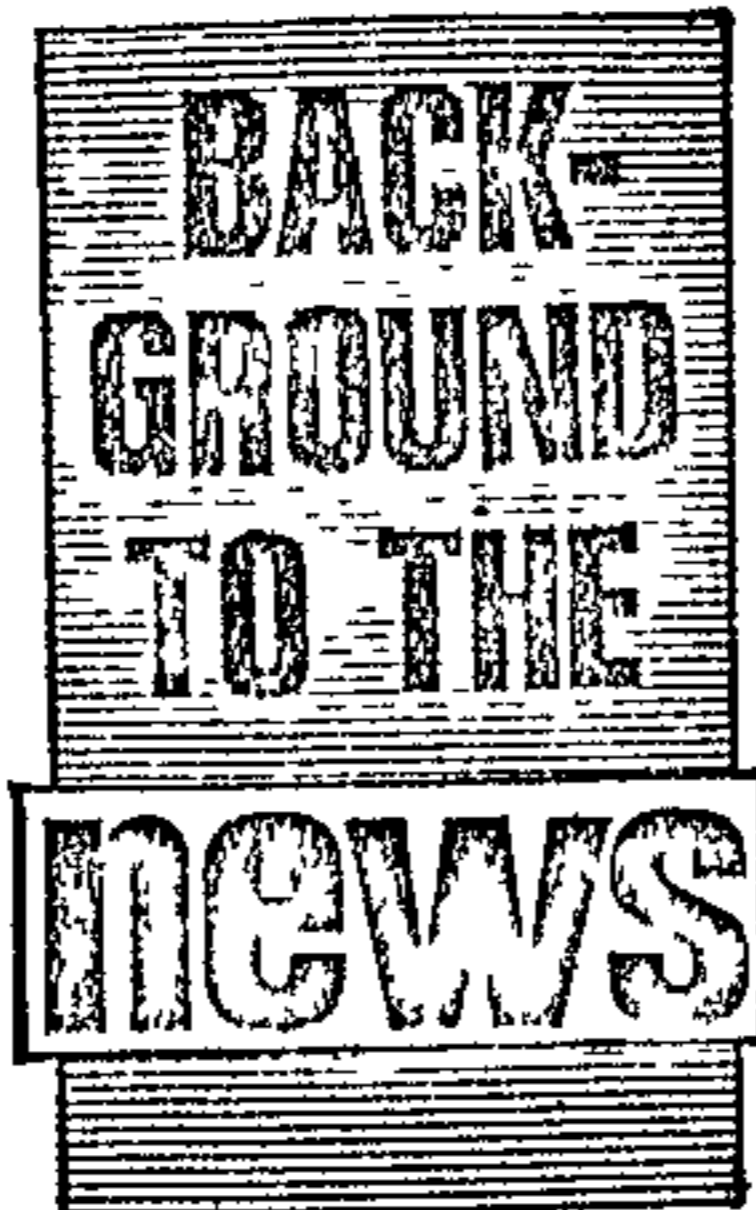
"Because of conflicting interests, workers rejected membership of a specific union," Mr Grobbelaar said. "What they did not realise was that the result of the ballot would be misinterpreted as a vote against trade unionism."

NO COMMENT

"If another ballot were to be conducted on the simple issue of trade union rights or the alternative of the committee system, the outcome would be the exact reverse"

Mr Flemming Heilmann, managing director of Metal Box, said he could not comment on conclusions that might have been drawn by Mr Viljoen.

"What the workers



rejected was a proposal for a union totally representative of all workers, regardless of race," he said

In May, leaders of the Black Metal and Allied Workers' Union and of the Coloured and Indian SA Tin Workers' Union called on their members to vote against a proposal to join the SA Boilermakers' Society

The Boilermakers' Society had become involved in a plan to establish a nonracial union organization in Metal Box factories throughout South Africa

The ballot was held only in Durban Mr Heilmann said no further referenda or other initiatives were planned.

TUCSA

JTAR

will advise Blacks

11/9/75

Labour Reporter

The multiracial Trade Union Council of South Africa has agreed to advise Black homeland leaders on labour legislation and trade unions in the homelands.

Approaches from some homeland leaders in this connection are disclosed in a report issued on TUCSA's activities during the past year.

The report said TUCSA's executive agreed that advice was to be given on the understanding that homeland governments had to seek TUCSA's assistance.

The decision followed an indication from Chief Lucas Mangope of Bophutatswana that he would be prepared to discuss with TUCSA the possible introduction of some primary industrial legislation in Lebowa.

Later the chief met Mr Arthur Grobbelaar of TUCSA and indicated homeland leaders would like a meeting with TUCSA to discuss trade unions in the homelands.

Mr Grobbelaar wrote to Chief Gatsha Buthelezi, who acted as chairman of the homeland leaders' caucus, to make arrangements. A reply is awaited.

(1) 135
(2) 103
(3) 138

Typo Union warns Chief Matanzima

Rand Daily Mail 11/9/75

H/125
②/138
③/104

By CLIVE EMDON

Labour Correspondent

THE Typographical Union has warned Chief Kaiser Matanzima that whether he likes it or not, trade unions will be formed by workers in an independent Transkei, regardless of whether he feels the time is ripe for them or not.

The union states that the system of works committees may seem an effective counter to trade unionism to the Chief Minister, "but without the teeth of properly constituted trade

unions, the system will soon lose favour with the workers."

The Typographical Union, in a leading article in its journal, warns Chief Matanzima he will be making "a grave mistake to withhold from his people even the most elementary right to organise themselves into organisations of their own choice to protect their interests."

The union quotes the Chief's recent remarks that he does not exclude the possible future estab-

lishment of trade unions, but that he would first want to create a favourable climate for foreign investors.

And it comments: "The emerging pattern of behaviour of the leader of the Transkei approaching independence is not new. We have seen the drill in countries all over the continent. Once in comfortable control of their countries, Black rulers turn out to be the worst masters their people have ever known."

"Is he really going to set out on the road to independence without a promise of hope for the working masses?" the journal asks.

CHEAP

It states that "creating a favourable climate" for capitalist investors means nothing less than providing "an abundance of unorganised cheap labour."

"Does the chief really believe that once having created the favourable climate for industrialists, he could ever reverse the process?"

STAR 10/9/75

1-322
2-262
3-138
4-147

Bid for Black trade union turned down

Staff Reporter

The West Rand Administration Board has vetoed moves by its Black clerical staff to form a trade union. The proposals for a union came from senior staff.

The board, in turning down the proposals, recommended staff liaison committees at its township administrative offices

A spokesman for the six-man delegation which made representations to the board said the committees had been operating for some time.

The spokesman said these existed "only in name." They had no powers and operated under White supervision

The council's Black staff planned to operate on the same basis as White trade unions.

THEIR TARGET

"The board's decision will not submerge our will to fight for our rights," the spokesman said

"The union was not meant to disrupt work, but to make strong suggestions on how work could be improved"

The spokesman refused to be identified for fear of reprisals.

The union's objectives would have been to fight for better working conditions, equal pay for equal work, and improved and regular contact between the board and the staff.

A spokesman for the board declined to comment on the vetos.

TUCSA talks on inflation to be secret

Anti-union
policy
alleged

(138)

ARGUS
19/9/75

SOUTH AFRICA'S workers will be kept in the dark about the most vital issue of the moment during the annual conference of South Africa's largest labour organisation here next week.

'Our stand in the fight against inflation will be debated in full at next week's conference,' Mr Arthur Grobbelaar, general secretary of the 210 000-strong Trade Union Council of South Africa, said today.

'But we shall have to close the doors to the Press while this issue is debated,' he said.

'TUCSA hopes to be in a position to publicise its recommendations on wage restraint soon after the conference — probably early next month.

'All we can say at this stage is that some degree of sacrifice will be expected of South African workers.'

Mr Grobbelaar added that it was impossible to reduce the rate of inflation to controllable levels without sacrifices by

workers, private enterprise and the Government.

It is believed TUCSA's recommendations to trade unions on the extent of wage restraint expected from them under the collective programme of action against inflation hinge on clarification of Government policy.

According to a reliable source, an announcement on this is expected to be made by the Minister of Economic Affairs, Mr Heunis, at the end of this month.

RESTRAINT

A major unanswered question is what wage restraint is to be imposed on unorganised Black workers whose wages are generally on or below poverty levels.

At the moment Blacks in the Government sector seem destined to go with-

out pay increases for another six months, like their White colleagues

Asked about TUCSA's attitude towards wage restraint for Blacks, Mr Grobbelaar said 'TUCSA strongly contends that the poorer sections of the community cannot be expected to make sacrifices in the fight against inflation'

More than 200 delegates, representing most of TUCSA's 63 member unions, are expected to attend the week-long conference which starts on Monday.

Two unregistered Black trade unions will be represented by fully accredited Black delegates. They are among three Black unions which became members of TUCSA after the decision at last year's conference to reopen the door to Black membership

THE Government is trying to break down the trade union movement by introducing works committees through the back door, a trade unionist claimed yesterday

Certain Cape Town employers were now encouraging Coloured workers — who enjoy trade union rights — to form works committees in preference to a trade union, warned Miss Christine du Preez, a secretary of the National Union of Cigarette and Tobacco Workers.

'There is nothing on this earth that can take the place of free trade union movement,' she told the Federation of Leather Trade Unions

Miss du Preez was pursuing a point made in the federation's presidential speech by Mr L. W. Allen.

Mr Allen said the committee system might be 'a long-term Government policy to create individual factory unions'

At its annual meeting yesterday the federation admitted to its ranks several unregistered Black trade unions representing about 2 000 Black workers.

- (1) 120A
- (2) 135
- (3) 138
- (4) 147

Liaison group for Black employees

23
138
(3) 147
STAR 23/9/A

The West Rand Administration Board is to set up 18 liaison committees as communication machinery for

its 8 000 Black employees

This was announced in a newsletter circulated to all the board's Black employees

At the same time the board's director of administration, Mr A H Stander, denied the West Rand board had rejected trade unions for its Black workers

"Reports that a six-man delegation from the township administrative offices approached the board about trade unions are devoid of truth," he said

"Even if the board received such representations it is not in a position either to accept or reject them. They would have

to approach the Department of Labour about it"

Mr Stander said the liaison committees will represent the board's Black employees from Randburg to Westonaria.

"The constitution of the committees, which will be set up in the main according to job designation, allows for a preponderance of elected representatives," he said

"The board's chief director and the chairman will then meet periodically with a co-ordinating committee elected from the liaison committees"

Employees will be able to discuss anything from working conditions and salaries to personal problems through the committees, Mr Stander said

Five unions face threat of ostracism

Nov 24/9/75

Sieg Hannig,
Labour Reporter

CAPE TOWN — Five trade unions in Durban — claiming a predominantly Black membership of more than 45 000 are threatened with ostracism by the Black labour movement.

"Unless they change their attitude they cannot form part of the Black trade union movement," Mrs Lucy Mvubelo, General Secretary of South Africa's largest Black union, said.

She was asked to comment on the dispute which led to the refusal

by the Trade Union Council of South Africa (TUC-SA) to admit the Durban representatives as observers at its annual conference here yesterday

After the rejection of the Durban group's "so-called" credentials in front of the full conference, Mr Norman Daniels, general secretary of the Textile Workers Industrial Union dissociated himself from the actions of one of his union officials who is also a member of the Durban group

The official had associated himself with activities calculated to undermine Tucs. Mr Daniels said. "We are ashamed of what took place here and for that I apologise"

Mrs Mvubelo of the Black National Union of Clothing Workers (23 000 members) felt the Durban group had let their own members down by coming without adequate credentials

Others among the seven representatives of Black unions at the conference were reluctant to comment. But one said privately that the events were likely to affect Black attitudes towards the Durban group, which is striving towards a national conference of unregistered trade unions

The Durban representatives barred admission are Mr John Copelyn of the Furniture and Timber Workers' Union, Mr Alpheus Mthethwa of the Metal and Allied Workers' Union, Miss June-Rose Nala of the National Union of Textile Workers and Miss Irene Dlamini of the Transport and General Workers' Union

Call 101

Star 24/4/75

Black union rights

Own Correspondent

CAPE TOWN — If the Government wants to keep Black trade unions out of politics, it must take politics out of the labour arena, the 210 000-strong Trade Union Council of South Africa was told here today.

In refusing Blacks trade union rights, the Government was appeasing the verkrampte element, Mr Morris Kagan, vice president of the National Union of Distributive Workers, said in an impassioned call for such rights.

This attitude represented pure politics. Could Black trade unions therefore be blamed for interesting themselves in politics, Mr Kagan asked.

He appealed to the Prime Minister to take a good look at the policies of the Minister of Labour and to apply his own verligte policies instead.

ANSWERABLE

On the Minister of Labour's recent announcement of extensions to the works and liaison committee system of labour relations for Blacks, Mr Kagan said only people answerable to and employed by workers could do justice to the workers.

How could the uneducated and unsophisticated full-time workers bargain with employers who held all the advantages, he asked? The weak could be misled if they negotiated with the strong.

NEGOTIATIONS

More than 100 years ago workers in Europe decided to "beat the bosses at their own game" by getting full-time officials free of the fear of losing their jobs and able to study all the problems thrown their way in negotiations.

This could not possibly happen under the system envisaged for Black workers in South Africa.

The Government claimed Black workers were not ripe for trade unionism.

"I say there are Black trade unions in the hall today who could teach some of the White unions how to administer trade

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Five barred from Tucsa conference

Cape Times 24/9/75

(1) 135
(2) 138
138

REPRESENTATIVES of five Black trade unions were finally barred from Tucsa's 21st annual conference yesterday after waiting since Monday for a ruling by the credentials committee.

The group were later censured from the floor of the meeting for distributing a pamphlet to delegates outside the hall, giving their case against the committee ruling.

Explaining why the five had been barred Mr Arthur Grobbelaar, Tucsa's general secretary, said the unions in question had failed to reply to Tucsa invitations in an acceptable manner, in spite of repeated letters and phone calls warning them of irregularity.

This meant that Tucsa could not be sure that the five people outside the hall actually represented those whom they claimed to represent and on those grounds their credentials had been refused.

A pamphlet issued by the affiliates of the Trade Union Advisory and Coordinating Council (TUACC) and handed to

MR E VAN TONDER, senior vice-president of the Trade Union Council of South Africa (Tucsa) was elected president yesterday, in place of the late Mr Tom Murray.

all delegates attacked Tucsa's "parallel policy" of Black and White unions and said this would break up workers into minor groups and weaken bargaining power.

The passing of resolutions by Tucsa asking the Government to extend the Conciliation Act to all workers was not adequate, and affiliates had a duty to go far beyond this and press for democratic rights on the factory floor.

INNOCENT

"Our strength lies in the factory and not in debating halls" said the pamphlet.

It added that "quite innocently" the separate unions had replied jointly to Tucsa's invitation to

the conference. This had been found "technically unsatisfactory" and each representative had then tried to correct this but all credentials had been refused.

"We believe the refusal of one or two key in-

dividuals to accept our credentials has made an issue of what will stand in history as the most petty and short sighted response Tucsa has made in its attempts to reach accord with the unregistered trade union movement."

Cape Times 27/9/75

Tucsa congress accepts limited wage demands

① 135
② 138
③ 150A
④ 53L

By BOB MOLLOY

Trade Union Council conference

THE Trade Union Council of South Africa came of age at its 21st annual conference this week in more ways than one — completing five days of hard-hitting debate that stayed clear of petty mud-slinging and spotlighted pertinent national issues.

Delegates ploughed through a heavy agenda — 29 resolutions of which more than 20 were put to the vote.

Pensions, crime, taxation, transport, housing and the cost of living came in for well-sourced comment, that should serve Government and local bodies well in decision-making.

An important development was the appearance of affiliated Black unions as delegates for the first time in years, with a further group of Black union representatives as observers.

The multi-racial Tucsa representing almost 250,000 workers, is clearly moving away from the old school of trade union thought which saw a threat in the labour competition from other race groups.

Issues debated showed that Black and White unity is now a firm goal. This became clear in the unanimous pledge to support a campaign for equal

opportunities, to eliminate employment discrimination, and to end all race discrimination in Southern Africa.

It was unfortunate that the Government delay in announcing the programme to combat inflation forced the conference into secret session.

Public discussion would

have pointed up the mood of the unions towards profit-makers.

Their acceptance of wage demand limited to 70 percent of the rise in the cost-price index for the next six months is an example that will hopefully shame other sectors of the economy into also limiting their share of the cake.

If not, Tucsa had a sting in the tail of its stringency plan — excessive profit-takers would be acted against.

ANGRY UNION MEN LASH OUT AFTER TUCSA SNUB

138

28/9/75
SUN Tribune Reporter (1) 135 (2) 138

FIVE discredited trade unionists returned to Durban this week after a fruitless attempt to attend this year's TUCSA conference in Cape Town.

And they claim TUCSA used technicalities to keep them out as part of a campaign against unregistered unions in Durban.

The delegation, representing five Black

unions with about 45 000 members, was finally refused admission to the congress after it was decided that their credentials were not satisfactory.

The five unions — Metal and Allied Workers Union, the Chemical Workers Industrial Union, Transport and General, Furniture, and Timber

Workers Union, and the National Union of Textile Workers — had been invited to attend as observers and consider affiliation with TUCSA.

On their return to Durban, Mr Omar Badsha told me: "we were accredited by the Trade Union Advisory and Coordinating Council, an umbrella organisation of the unregistered Durban unions, but we were told we should have been accredited by the individual unions," he said.

He claims this is only the latest in a series of snubs aimed at the unregistered Durban unions since last year's TUCSA congress, which they attended as observers.

"We raised issues then which we find have not been minuted in spite of TUCSA's apparent acceptance."

"We raised several problems about the relationships between registered and unregistered unions and asked that no wage negotiations or agreements be entered into without notifying us."

"And TUCSA agreed to consult with us on these problems — but so far nothing has been done. It does not even appear that these requests have been minuted."

He said that the TUCSA executive was ignoring the problems facing the labour movement in South Africa especially in the field of relations between registered and unregistered unions.

Shared power needed in the unions

DWA(2)1242/12.4/78

RDM 30/9/75

CLIVE EMDON

THE ADMISSION of African unions on equal terms to the predominantly White, Coloured and Indian labour movement, and the recognition of African trade unions by the State is the key to future industrial relations.

This came across clearly during the week-long Trade Union Council conference in Cape Town.

Although a handful of African delegates and observers were present, none was articulate and certainly there was no platform for the needs and aspirations of the majority of South African workers - the Africans.

The Stellenbosch sociologist Professor S. P. Cilliers put his finger on the problem.

He said that because workers of all races participated in an integrated economy, they must share power. They must have equal bargaining power in the decision-making processes.

What was needed was a total reassessment by the unions and the State, he said.

Gone were the days in which labour trade unions could afford to be "unionist" and "separatist".

Union delegates at the Tucsas conference took up the line the Government uses at the United Nations that it seeks an end of discriminatory practices.

The 60 unions pledged support for the Tucsas campaign to promote equal job opportunities. But observers from unregistered African unions were sceptical and suspicious of so much talk.

They want equal acceptance in the trade union movement, something which they don't believe Tucsas will afford them.

The ill-considered move by Tucsas hierarchy not to accept the credentials of five unregistered African unions as observers, on a technicality, did not help to dispense these suspicions.

Although the articulate control of Tucsas is still in white hands, Coloured and Indian workers predominate in the affiliated unions which make up the "unionist" and "separatist" side on this movement is going to last

STAR 23/10/75

New Black Union Will add to confusion

Star 23/10/75

Labour Reporter

The birth of a new Black trade union in Johannesburg could compound existing complications on the Black trade union front and add to the confusion among employers and Black workers.

That is the opinion of some observers after the announcement that the Industrial Aid Society, a workers' education body in Johannesburg, had set up a branch of the Durban-based Metal and Allied Workers' Union.

The Johannesburg branch was established on Saturday with a membership of 1 050. Three quarters of this figure represented members of the Industrial Aid Society who were transferred to the branch. About 150 members were recruited last week, said Mr. Gavin Andersson, the acting secretary of the branch.

The new development means that:

● There are now two worker education bodies in Johannesburg which have helped to launch trade unions.

● Two different Black trade unions are now operating in the metal and engineering industries on the Rand.

● For the first time one of the five Durban-based Black unions united under the Trade Union Advisory and Co-ordinating Council has become involved in the Black labour movement in the Transvaal.

CONFLICT

"It's inevitable that there will be conflict between the groups concerned," commented Mr. Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa.

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- ② ~~135~~
- ③ 138
- ④ ~~139~~
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138

Indignation is rising among Black labour leaders in the Transvaal after the disclosure that the Black Engineering and Allied Workers Union was not consulted about the creation of a potential rival union in Johannesburg.

Some informed sources see the establishment of the Johannesburg branch of the Durban-based Metal and Allied Workers' Union as a "possible declaration of war."

Unless amends are made soon, observers believe, the existing arrangement between Black unions in the Transvaal and Natal could become an irreparable rift.

The general secretary of the Johannesburg union,

Mr. Mphahlele

Anger Over Unions Rivalry

Mrs Jane Hlogwane, said yesterday: "I am afraid this is going to create more confusion and even division among Black workers."

Mrs Lucy Mvubelo, general secretary of South Africa's largest Black union, could not see how any friendly Black union could fail to approach another Black union before encroaching on its territory.

She associated herself with the sentiments of the general secretary of the Trade Union Council of

South Africa, Mr Arthur Grobbelaar, who said, "It's inevitable that there will be conflict between the groups concerned."

Other observers point out that the move by the Durban union followed an unsuccessful two-day battle by five Durban unionists to gain admission to last month's annual Tuccsa conference.

One of the five people involved was Mr Alpheus Mthethwa, general secretary of the union which has now set up the Johannesburg branch

None of the Black labour leaders from the Transvaal had any such problem. On the contrary, most Black unions in the Transvaal have lately shown signs of drawing closer to Tuccsa

After the events at Tuccsa's annual conference Mrs Mvubelo openly criticised the attitude which the Durban group had shown not only towards Tuccsa, but also towards other Black unions.

But there is yet another party involved, the Johan-

neshurg organisation called the Industrial Aid Society. It was from this body that the Johannesburg branch of the Metal and Allied Workers' Union really originated

The IAS started as a problem-solving organisation for Black workers in April last year and rapidly turned into a workers' education body

The formation of a trade union was almost spontaneous, said Mr Peter Hudson, an executive member of the IAS. Mr Hudson did not see

the new branch as being in conflict with the existing Black union in the metal industry which he regards as a particularly large industry.

"There is easily room for two trade unions to operate without clashing," Mr Hudson said

The IAS has the undeniable potential of launching more Black Unions, although it is claimed that no such move is being contemplated at this stage.

Four other Black

unions in Durban united with the Metal and Allied Workers' Union under the Trade Union Advisory and Co-ordinating Council — also could establish branches in the Transvaal.

There have already been clashes between independent Black unions and "parallel" Black unions (created by registered unions of other race groups) on the Rand

In the "inevitable" future conflicts the financial resources of competing groups will be a decisive factor in the growth of membership

But the Black unions which have the backing of Tuccsa and registered trade unions will be the most likely to make headway with hesitant employers

Big Natal drive for Black unions

Star 27/10/75

Labour Reporter

An unprecedented drive for the recognition of unregistered trade unions has been announced by Natal labour leaders claiming to represent about 50 000 mainly Black workers

The Star's Durban correspondent reports the campaign for trade union rights was launched yesterday at a special meeting of the Trade Union Advisory and Co-ordinating Council

More than 100 Black shop stewards from the unions affiliated to this umbrella body approved the strategy whose punch lies in a petition which, they hope, will bear the signatures of 50 000 to 80 000 workers

TALK CAMPAIGN

They proposed a house to house campaign in Durban and Maritzburg talking to workers about trade unions

The campaign to canvass worker signatures has two objectives

● The recognition of Black unions by managements

● Official recognition of Black unions by the State

Copies of petition will be sent to the Government and all MPs

At the same time, union members in about 40 or 50 Natal factories which have largely unionised labour forces are to present the petition as a demand to management for recognition of their unions

Information about the campaign is also going to international trade union headquarters

SPLIT

The Star's correspondent also reports that the split between the Trade Union Council of South Africa and the group which met yesterday seems final

TUCSA was roundly criticised by speaker after speaker at the meeting

(See Page 29)

More muscle for African workers

RDM
28/10/75
(1) 134 (3) 147
(2) 138 (4) 328

138

By PATRICK LAURENCE

AFRICAN workers in industry and commerce will be empowered to negotiate binding wage agreements on behalf of thousands of fellow workers in terms of a draft Bill drawn up by the Department of Labour

Details of the draft Bill—to amend the Bantu Labour Relations Regulation Act—were released in Pretoria yesterday by the Secretary for Labour, Mr B G Lindeque

The Bill would greatly expand the existing system of works and liaison committees

One of its key provisions provides for the establishment of industry committees in a particular area and for a particular trade. Industry committee members will be elected by Africans in existing works and liaison committees

One of the innovations in the idea is that it will enable industry committees to speak for many more workers than do the present works or liaison committees

Unlike work or liaison committees, industry committees will be able to negotiate on behalf of workers in several plants or factories—and, according to Central Bantu Labour Board chairman Mr H W Tindale, their agreements can be given the "force of law in the said industries and area"

But the proposal has two major provisos

● The Minister of Labour must approve a request to

establish an industry committee and be satisfied it is representative of the workers concerned.

● Industry committees will not be permitted to negotiate agreements in trades and areas where there is an industrial council under the Industrial Conciliation Act

But in those areas and trades the draft Bill provides for compulsory representation of industry committees on industrial councils when matters concerning African workers are debated

Although industry committee delegates will not have the vote, they will be able to participate in deliberations

According to Labour Department officials, between 500 000 and 750 000 African workers do not fall under industrial council agreements — against

500 000 who do

Asked what was the difference between the proposed industry committees and trade unions, Mr Lindeque declined to comment

But it later transpired that all members of industry committees will have to be fulltime workers — in contrast to trade unions which can and do employ fulltime professional trade unionists

The draft Bill will extend the present protection of works and liaison committee members against employer victimisation to industry committee members

Another key feature of the draft Bill is its elimination of clauses restricting membership of the Central Bantu Labour Board to Whites and restriction of the position of Labour Officer under the Act to Whites

Govt ^{D.D}
29/10/75

'ignores
Tusca'

Staff Reporter

THE Department of Labour in drawing up the draft Bill to amend the Bantu Labour Relations Regulations Act, ignored the country's biggest trade union organisation, the Trade Union Council of SA

The general secretary of Tusca, Mr Arthur Grobbelaar, said yesterday that Tusca was not consulted on the Bill

"It is patently absurd that on an important issue of this kind, which could give rise to worker conflict, the organised trade union movement was not consulted by the Minister"

Certainly, Black worker interests were not consulted on the measure, and this was even more absurd

CONFUSED

"The situation is confused and demands a full and frank explanation from the Minister of Labour, Mr M Viljoen. From the little we know now it would appear that what the Minister and his department have in mind could, and probably does, run counter to the needs, wishes and best interests of Black labour"

Mr Grobbelaar said the disturbing feature of the Government's ham-handed approach to Black labour was that because it was for ideological reasons unwilling to grant Black workers full trade union status, the whole labour system was becoming dangerously distorted

~~11/12/75~~
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(3 13)

Financial Mail 31/10/75 (138)

That the newly-formed Johannesburg branch of the originally Natal-based (Black) Metal and Allied Workers' Union regards recent Press allegations that it has "declared war" on the (Black) Engineering and Allied Workers' Union as "mischievous and irresponsible"?

The branch suspects that certain White trade union organisations are attempting — "for motives best known to themselves" — to deepen divisions between Black unions in Durban and Johannesburg.

The Metal union has invited the Engineering union to a meeting in Durban on November 9 to discuss possible amalgamation. If the two unions do amalgamate, they will have a membership of 15 000, making them the second biggest African union in the country, after Lucy Mvubelo's 23 000-strong National Union of Clothing Workers.

A race against time

F.M. 31/10/75

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Government's new Labour Bill extends the works and liaison committee system. But many African workers reject the system and are stepping up demands for trade union rights.

Black trade unions or works and liaison committees? It's becoming a race against time. As the Department of Labour this week released a Bill to amend the Bantu Labour Relations Regulation Act and extend the committee system, Black workers in Durban have rejected the committees and launched a campaign for the recognition of unions.

The draft Bill has been posted to

employer groups, registered (but not African) unions, and regional Bantu Labour committees, inviting them to comment and suggest further change. By December 2. Its main features:

- The chairman and members of the Central Union Labour Board (CULB) board within the Department of Labour with looking after the interests of African workers and Bantu Labour Officers and

- assistants need no longer be White
- Instead of having a separate liaison committee in each of his establishments in a particular area, an employer may now set up one liaison committee for all his establishments in that area
- Liaison committees are now specifically empowered to negotiate with employees about employment conditions. Previously they could only



Marais Viljoen and Hugh Tindale . . . are their plans acceptable to Black workers?

“recommend” Some employers have in the past refused to allow liaison committees to talk about pay, but at a Press conference this week Secretary for Labour Ben Lindeque confirmed that liaison committees are entitled to negotiate wages.

- An establishment may now have both a liaison and a works committee. Previously the one excluded the other, but Lindeque says a number of influential employers want both. One suggestion is that a works committee (which may consist only of workers) could now communicate its wishes to management via a liaison committee (at least half of whose members must be elected by the workers, the remainder being appointed by management), and

- Most important, the Bill introduces a new kind of committee for Black workers — the industry committee — and thus extends the committee system from a simple establishment to an industry wide basis.

Industry committees

This change was foreshadowed by Labour Minister Marais Viljoen a year ago. Works and liaison committee members in any trade and area may now ask the Minister for the establishment of an industry committee. In a trade and area where there is no industrial council registered for the particular trade, an industry committee may enter into an agreement about wages and other employment conditions with an employer group. The agreement may then be declared binding by the Minister on all employees and employers in that trade and area.

Where there is an industrial council, industry committees do not have the right to enter into such agreements.

Instead, the CBLB will designate committee members to attend meetings of the industrial council and participate (but not vote) in its deliberations.

Thus, for example, an industry committee in the commercial distributive trade in Johannesburg could negotiate a wage agreement with the employers, since there is no industrial council. But in the steel and engineering industry, where there is an industrial council, an industry committee would not have the right to negotiate separately with the employers but would be able to take part in the council's proceedings.

The Bill thus ensures that industry committees will not in any way constitute a threat to the sacred cows of industrial relations in SA, the industrial councils.

- The Bill also prohibits employers from stopping workers' participation in the committee system, and binds them to give committee members “every reasonable facility” to perform their committee duties.

One major defect in the Act, which has been pointed out before but which the Bill evidently through intention rather than oversight does not remedy, is the requirement that all committee members must be employees in the industries concerned. Just how effective a role will they be able to play? Wage negotiation is a complex business: employers will come to the bargaining table armed with facts and figures, but when will industry committee members get the chance to study economic conditions, CoL projections, the cost and profit structure of the industry in question, and the thousand-and-one other things they need to know to bargain effectively? The answer is that in practice they won't.

They will therefore be dependent on the secretarial and professional assis-

tance of the Department of Labour. Alternatively, they could — as a number of works and liaison committees do — get help from one of the unregistered African trade unions.

Lindeque stresses that the Bill is not necessarily the “final answer. We cannot be sure what will happen in the future.” On one interpretation the Bill is a step in a direction which might one day lead to the recognition of African unions. But on another it is an attempt to undermine the growing African union movement through an alternative system.

The position of African unions is as anomalous as ever. “They are not recognised,” confirms Lindeque, “but they are not forbidden either.” Government's attitude to them is reminiscent of the US's pretence for so long that the People's Republic of China did not exist.

Significantly, while the Labour Department is asking trade unions which cater for White, Coloured and Indian workers for their views on the draft Bill, it is not consulting the two dozen or so African unions.

Tremendous success

According to Lindeque, the committee system has been a “tremendous success.” There are now 1969 liaison and 279 works committees in operation in establishments with a total of 613 000 African workers. Hugh Tindale, chairman of the CBLB, pays tribute to the “magnificent part” of some employer organisations in propagating the committee system.

There is indeed no doubt that many employers — though certainly not all of them — are taken with the committee system. Whether it has the support of any significant number of African workers is much more doubtful.

The Labour Department cites a study last year by the University of the Orange Free State as furnishing proof of the value of the committee system. Significantly, however, the university's report showed that the initiative for the establishment of liaison committees came from management in nine cases out of 10 and from workers in only one case out of 10. Though the report declared liaison committees satisfactory, it canvassed only management's views, not those of workers.

There is thus very little real evidence that the committees have any degree of support among Black workers. Indeed, there is considerable evidence to the contrary. The *FM* attended a meeting of 150 Black workers, shop stewards, and trade union officials in Durban at the weekend, where a campaign was launched to collect 100 000 signatures in townships and factories on a petition calling for the recognition of Black unions.

“We must show very clearly that we do not want works and liaison committees,” declared one speaker. Said

(b) Comment

another "We are here because we are exploited in the land of our forefathers. We are hungry and we must engage in purposeful action"

Said a Pinetown worker, summing up the mood of cool determination at the meeting "Our struggle is for our rights as workers. We are not fighting the government, we are only fighting for our rights. Whites, Coloureds and Indians fought very bitterly for their trade union rights"

Added a man from Howick "I was

once a soldier and I am prepared to fight and even die for this country"

A worker from Pietermaritzburg declared "I told my employers quite courageously that I am a member of a trade union. Some of the workers started shivering when I said this. One day the employer brought a Labour Department official to say that there are no African trade unions in SA. But I told him 'You are a White man. I know what I want from a union. It is none of your business'"

SA's Black unions — despite all the obstacles they have to surmount — now claim a membership of 60 000, against 40 000 a year ago. Government and employers are ill-advised to ignore this growing movement.

The new draft Bill will no doubt strengthen the works and liaison committee system. But in the final analysis the test of the system's success is going to be whether it has widespread worker support. And that is very much open to doubt.

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4. Are you satisfied with your present tutor? Yes/no
Comment

5. (a) What in your opinion should the aim of tutorials be

(b) Do you feel these goals were achieved during the year?

12/11/75
TERROR
told

JOHANNESBURG — A former Pan-Africanist Congressman proposed that a Black trade union be formed because the PAC and African National Congress were ineffective, it was said in evidence in the Appellate Supreme Court yesterday.

Mr. Xol Nuse (24), a computer operator, gave this evidence at the trial of Mr. Eric Molobi (28). Mr. Molobi has pleaded not guilty to two counts under the Terrorism Act.

Mr. Nuse, who was warned that he was suspected accomplice, said in evidence he visited Botswana with Mr. Molobi and others in April last year.

There they met Mr. Sefton Vutela, formerly of the PAC, and Mr. Koos Segole, of the ANC.

Mr. Vutela told the group that the ANC and PAC had left South Africa promising they would return and fight. After 13 years nothing had been done, and some leaders were enjoying

themselves abroad.

They should be forgotten, Mr. Vutela told the group. The only way in which Blacks could get bargaining powers in South Africa was through trade unionism.

If the demands of Blacks were not met strikes could be organised to bring the country to its knees.

Mr. Nuse also said that Mr. Segole told the group to combine to form a "nucleus" to co-ordinate sabotage in South Africa.

Some time after returning from Botswana, Mr. Nuse told the Court, Mr. Molobi came to see him and Mr. Simon Radebe.

He and Mr. Radebe told Mr. Molobi they did not want to get involved in military training or in the trade union movement suggested in Botswana. They wanted to concentrate on their studies.

Mr. Molobi accepted the refusals but was frustrated and disappointed.

Mr Justice V.G. Hienstra is on the Bench. The trial was adjourned until today — Sapa.

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Yes, we each... admits Weston

By CLIVE EMDON
Labour Correspondent

WESTON Biscuits in Springs has admitted sacking 16 African women — but claims it was a decision made because of dropping productivity and not because the workers refused to do night work. The company yesterday also produced wage slips showing that the sacked workers were paid a special night allowance calculated at 20 per cent of basic pay. This refuted the workers' claim that there had been no compensation for night work. The women, all members of the 1000-member Sweet Food and Allied

Workers Union, claim they have been victimised because they did not want to work night shifts. Yesterday Mr Joseph Bloom, chairman of the parent company, Premier Milling, and Mr Albert Yates, the newly-appointed managing director of Weston, took me to the factory for an on-the-spot investigation into the sacked workers' claim. The sacked workers, who constitute a group of packers, claim they are more productive than a similar group which works alongside them. They said they were more experienced than the other group

and packed more almost every day. Despite producing numerous daily records the management of Weston was not able to show me how the assessment of this group's diminishing productivity had been established. Ultimately management said it was its prerogative to make assessments on its workers. It regarded its productivity targets as reasonable, and these had been achieved in the past. Meanwhile the sacked workers again travelled to Johannesburg yesterday from Springs to discuss the issue with their union.

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- ② 138
- ③ 749
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Plea for Blacks to get union rights

ARGUS 14/11/75

union rights

The Argus Correspondent BLOEMFONTEIN. A strong plea for Blacks to have trade union rights was supported yesterday afternoon by the central congress of the United Party in Bloemfontein, as part of a series of attacks on Government policy mounted by U.P. delegates.

Senator Anna Scheepers called for Black workers to be given collective bargaining rights, but said these rights should be coupled also with the necessary obligations.

Introducing a resolution calling for Blacks to be included in South Africa's industrial conciliation legislation, Senator Scheepers hit out at the Government's plan to establish industrial committees as bargaining machinery for Blacks.

DANGER

Industrial committees would place the Black workers at the mercy of their employers, who would still always be able to find a way of paying the workers off if they got annoyed by workers' demands. Workers' jobs would always be in danger.

Senator Scheepers also claimed there could be no balance in a system where workers without much education or training would be required to bargain themselves with businessmen, most of whom had business administration degrees.

The MP for Green Point, Mr. Lionel Murray, speaking to a motion demanding that all races be appointed on Statutory boards said the country was entitled to a report from the Prime Minister, Mr. B. J. Vorster, on what he was doing to see all races were represented on such boards.

CANCER

Earlier in the year, he said Mr. Vorster said the

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position would be investigated and he would advise on what boards other races would sit. Mr. Vorster had not yet reported.

The MP for Constantia, Mr. David Baxter, lashed the Government on its handling of the inflation problem, which he described as 'an economic cancer.'

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one of 15 African liaison committee members and some National Union of Textile Workers' (Indian) shop stewards. MD Victor Datz, on the other hand, denies there was any firm undertaking to re-employ all. They had to re-apply. In the event, he says, about 100-120 were not re-engaged because NCWM had been busy hiring new workers during the strike. Those newcomers were now being trained.

He denied victimisation of workers' spokesmen, pointing out that of three shop stewards one had resigned, one had not been taken back, and the third was re-employed - and "he was the most vociferous of them all".

FM 14/11/75

NATAL LABOUR Communications gap

Industry won something of a Pyrrhic victory this week with the return to work of the majority of Blacks who went on a two-week strike at Natal Cotton & Woollen Mills (NCWM). The mill closed when workers alleged a number of men had been unjustly dismissed, and they demanded the firing of the mill's personnel officer, the source of their complaints, before they would return.

Workers claim that last Friday one of their spokesmen was given a management undertaking that all strikers would be re-employed if they returned to work. Moreover, they claim, those left out in the cold include anyone who was a workers' spokesman, including all but

Row over
new union
branch

Labour Correspondent

A ROW is brewing between a group of Black unions in Johannesburg and a Durban-based union which has started a new branch in the city, moving into the local unions area of organisation.

The Johannesburg group represents 35 100 workers and includes the powerful Engineering and Allied Workers Union, which has 8 500 members.

The new branch of the Metal and Allied Workers Union has 1 000 members in Johannesburg, and 7 000 members in Durban and Maritzburg.

HARSH

The Johannesburg unions claim the new union was established by the Industrial Aid Society, an educative and service organisation not a worker group.

The IAS countered this by saying the branch was established by workers who had been members of the IAS and who wanted their own union.

Mr Gavin Andersson, acting secretary of the new MAWU branch, said last night he was surprised to hear of the harsh reaction.

"As fewer than 17 000 Black workers in the iron, steel and engineering industries have been organised so far out of a possible 250 000, it is difficult to see why there should be competition between the unions."

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'It could be a battlecry!'

sta
17/11/75

The emerging Black labour movement will be seriously undermined by the Government's proposals for "improved" Black labour relations.

But by jeopardising the chances for co-operation with responsible Black labour leaders, the new scheme threatens to unleash the very elements it seeks to quash

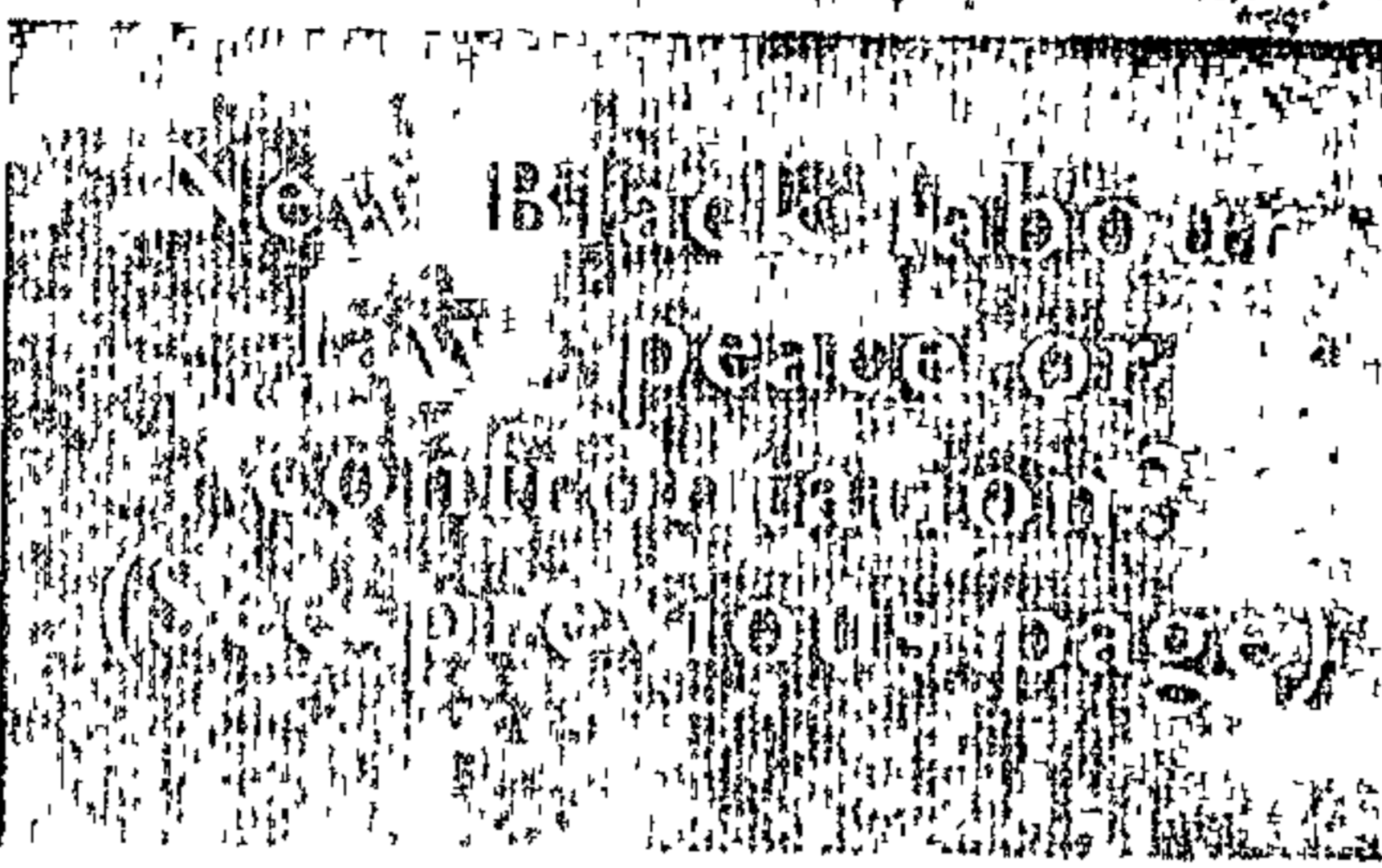
That is the opinion of Mr Loet Douwes Dekker, lecturer in industrial relations at the Graduate School of Business Administration of Witwatersrand University

"Previously there was no alternative to Black trade unionism. Now there is," Mr Douwes Dekker said

Enter arena

"By raising the committee system to industrial level the new scheme usurps the function of the trade union movement. Therefore it cannot be seen as a step in the evolution of trade unionism

"The purpose of the new scheme is to provide a complete substitute. If employers follow this sentiment to its logical conclusion, they will use the



new scheme to thwart trade unionism

"In that event trade unionism will become a battle cry and will enter the political arena instead of being a right to be exercised responsibly."

Mr Douwes Dekker explained that works committees used to be compatible with trade unionism. They were even complementary to trade unions

Black union members served on works committees and even controlled many - often against the wishes of the employers concerned. In this way they contributed to understanding and labour peace while developing the skills of labour leaders

"If they continue this process under the new system, they will sign their own death warrants - unless their union has the full recognition of employers at company level.

Shortcomings

"If employers do not recognise the union, its members on works committees and industry committees will soon lose credibility in the eyes of the workers they represent.

"Trade unionists have to account to their membership for achievements and failures. The new system is fraught with shortcomings which leave little scope for achievements. In addition

Mr Loet Douwes Dekker - the emerging Black labour movement will be undermined.

it does not automatically provide workers' representatives with adequate opportunity to report back to the workers in the way that would allow trade unionists to account to their members.

"What's more, it is the system - and not the trade unionist - that will take credit for any achievements if employers do not recognise the union."

Mr Douwes Dekker said the Minister of Labour had stated previously that the committee system would bleed Black trade unions of their lifeblood.

"Under the old system that was not possible, but the new one poses a real threat.

"Responsible Black labour leaders have warned that political elements are striving to replace them by making their position untenable. employers will open the door to confrontation," Mr Douwes Dekker said.

'We reject it completely'

South Africa's largest Black trade union, the 23 000-strong National Union of Clothing Workers, is in an ideal position to exploit the Government's proposed industrial committee system.

In the men's hat industry in the Transvaal, made up almost entirely by union members, there is no industrial council.

Don't Dare

"That means shop stewards of the union could now form an industry committee, assume full negotiating powers under the proposed legislation and negotiate binding agreements."

"We reject such an idea completely," said Mrs Lucy Mvubelo, general secretary of the union.

"The industry committee members would have to be employees who

are open to victimisation by employers, even though the law does not permit victimisation," she said.

"No employee dares to be as outspoken as an independent trade unionist and if he cannot speak out like a unionist he cannot satisfy the workers whom he represents."

"Secondly, no worker can be matched against highly-educated and highly-trained employers at the negotiating table."

"It takes a sophisticated negotiator, well versed in law and economics, to hold his own. Even a well-protected worker cannot stand up to employer arguments which call for immediate replies."

Mrs Mvubelo made it clear that her members had nothing to gain by creating themselves as the Government's proposals.

The employers in the men's hat industry

recognise the union and abide by their gentlemen's agreements reached with us at company level," she said.

The bulk of the union's members work in the Transvaal clothing industry, which also recognises the union.

Wrong view

"Neither the workers nor the employers in this industry, which has an industrial council, want works of liaison or industry committees," she said.

"The employers know only too well that a strike lasts only until a representative from our union arrives and undertakes to settle the problem with the management."

Mrs Mvubelo pointed out that the Government and many employers in correct regard trade unions as one-sided pressure groups.

"They forget that a trade union also has responsibilities towards employers and exercises discipline over its members," she said.

"Discipline is what enables our union to maintain labour peace, and discipline can never be built into a system which the workers do not regard as their own."

Another element which an imposed system could not provide, she said, was true leadership.

"Leadership is the prerequisite for discipline because only recognised leaders can discipline their followers in times of crisis."

"Trade unionism is the only means by which such leaders can be provided for the Black masses in white areas" where Black politicians have no say.

Mrs Lucy Mvubelo — workers are no match against employers in negotiations.

"It is the power of trade union leaders which the Government fears and seeks to minimise through the new labour legislation."

The alternative to trade union leaders, accountable to employers and workers alike, is truly dreadful — un-disciplined masses as well as by un-disciplined leaders. Mrs Mvubelo said.

The first real alternative to Black trade union rights has emerged more than two-and-a-half years after the worst Black labour unrest South Africa has known.

What does the proposed amendment to the Bantu Labour Relations Regulation Act really mean to workers, employers, Black trade unions and to labour peace?

The Star's Labour Reporter, SIEGFRIED HANNIG, spoke to some of the experts and found mixed opinions.

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Co-operation is essential'

Com

The extent to which the Government's new dispensation for Black workers ensures labour peace will depend on the support it receives from workers and employers alike.

"Employers will have to work hard at making the new system serve its purpose," said Mr Denis Keenan-Smith, group personnel consultant of South African Breweries.

"But the wholehearted co-operation of the Black workforce is even more essential."

Mr Keenan-Smith said the Government's proposals for improvements to the official labour relations machinery for Blacks included proposals:

Recognition

- To allow the creation of industry committees on which worker representatives of liaison and works committees are entitled to negotiate wages and working conditions for entire industries.

- To make possible legally-binding agreements between industry committees and employers in industries where no industrial council exists.

- To allow workers to elect works committees (representing workers only) where liaison committees (representing workers and employers) already exist.

- To compel employers to provide workers

representatives with "every reasonable facility" to perform their duties.

- To allow as few as 12 workers to form a works committee.

"The system has its limitations," Mr Keenan-Smith said. "But it provides a worthwhile framework which opens great opportunities for employers who are concerned about labour—the relations."

Depent

"The biggest innovation industry committee — implies Government recognition that bargaining power is a prerequisite for effective labour representation."

"True bargaining power is limited to industry committees operating where no industrial councils exist."

"But Black workers can now have their say on wages and working conditions in companies as well as industries — provided they take the initiative in requesting works committees and industry committees."

Whether the workers took advantage of this opportunity was another matter, Mr Keenan-Smith said.



Mr Denis Keenan-Smith — the system's effectiveness will depend on worker support.

sts

He pointed out that the majority of committees now in existence, namely liaison committees, were created by employers, not workers.

It remained for employers to expand the system to its new limits and to ensure that worker representatives were encouraged and equipped to represent workers effectively.

"Ultimately, the system's effectiveness will depend on worker support," Mr Keenan-Smith said.

'It could be a battlecry'
See overleaf

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STAR 18/11/75
Unions 'grab' bid

Labour Reporter
The Trade Union Council of South Africa believes a Durban group is "trying to capture control" of the African trade union

movement in South Africa

To do so the group found it necessary to prevent African unions from linking up with the other registered unions in the country, according to an article in Tucsas newspaper, "Labour Mirror"

"We suspect this is the reason why five Durban African unions invited to this year's Tucsas conference did not attend," the newspaper says

"Instead the group referred to, the Durban-based Trade Union Advisory and Co-ordinating Council (TUACC), tried

to gatecrash the conference in the name of the five unions"

A spokesman for TUACC, Mr Omar Badsha, said he was not prepared to comment until he had studied the article

The article said it was a lie that Tucsas had maintained a policy of apparent disinterest in the relationships its member unions established with Black unions

If Black unions wanted to co-operate with other unions the people to start co-operating with were the leaders. The entry of Black trade unions into Tucsas was a crucial issue

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Dispute: appeal to UK

Own Correspondent

DURBAN — The British Trades Union Council (TUC) is to be asked to intervene in the two-year struggle for recognition by an African union in the Leyland Motor Corporation — a wholly-owned subsidiary of the recently-nationalised British giant.

This move follows a refusal by the British Labour Government to force the company, which it now controls, to recognise and negotiate with an African union with a claimed 95 percent representation in the Durban plant.

The Union is the Metal and Allied Workers' Union.

A British Government spokesman told The Star's London Bureau that the Government did not interfere in the day-to-day running of any of the nationalised industries or corporations.

According to a memorandum recently prepared by union secretary, Mr Alpheus Mthetwa, the union has been 95 percent representative in the Durban plant since June 1973.

Following unsuccessful representations to the management for recognition of their union representatives, the workers went on strike in February 1974 and were all fired.

All but the leaders were subsequently rehired. The management's attempts to replace the leaders with new labour were met with repeated work stoppages and they eventually abandoned the plan.

Mr Mthetwa claims the company fired a man recruiting for the union in the Johannesburg plant and made it clear to the workers that it was done to deter them from joining the union.

Following the nationalisation of the parent company, the then South African chairman, Mr Basil

Landau, said the company's policies here were "accepted in good faith" and there was no cause for pressure to amend them.

He maintained there had been a tremendous improvement in wages.

Mr Mthetwa says that wages are of secondary significance to the workers.

Black labour dilemma

The Argus Correspondent
JOHANNESBURG. —
The Minister of Labour, Mr Marais Viljoen, believes his department will take a hand if Black workers do not take advantage of their proposed negotiating rights.

He was reacting to concern among employers at a Black labour seminar which he attended in Johannesburg.

The meeting, arranged by the National Development and Management Foundation, was told that employers and not workers had taken most of the initiative in forming committees for their Black workers.

Therefore the growth of Black industry committees — which are to negotiate binding agreements with employers — was expected to be slow.

Mr Viljoen suggested that employers might also

take the initiative in forming these committees, comprising only Black workers.

But he was sure that, if there was no movement in this direction, his department would do what was necessary to form industry committees.

NEGOTIATING

The Minister ruled out the possibility of such committees being given negotiating power on industrial councils.

The industrial council system was one of the pillars of industrial peace in South Africa.

'We simply can't discard that for something which has not been fully tried yet,' he said.

But Black workers could have 'meaningful participation' in the discussions of industrial councils.

The Minister also made it clear that the Government had no intention of prohibiting or encouraging the formation of Black trade unions.

'It has never been the policy to prohibit them,' he said. 'We could have done that years ago but we did not find it necessary. And, by the way, we are not so foolish as all that.'

RELATIONS

South Africa's labour relations system was working according to South Africa's needs, 'and not according to demands and wishes of people outside our borders,' Mr Viljoen said.

Mr Viljoen said the question was how to improve the committee system of representation whose soundness had been shown by experience over the past two years.



Mr Marais Viljoen

Black unions attack 'rival'

star 5/12/75

Labour Reporter
Black trade unionists in the Transvaal say they "denounce and deplore" the establishment of a "rival union."

They have resolved to stifle any organisation which "uses Black workers as a camouflage to further its own interests"

Both the Industrial Aid Society, against which the attack is directed, and the Metal and Allied Workers' Union, whose new branch in Johannesburg is the direct cause of the attack, have denied the allegations.

The attack comes in a joint statement by 12 Black labour leaders. It was obtained from Mr Scakes Sikhakhane and Mrs Jane Hlongwane.

Concern

The statement expresses concern at the recent activities of the Industrial Aid Society and goes on:

"Now that the IAS has knowingly formed a rival union, the Black trade unions denounce and deplore the move taken to form a branch of the Metal and Allied Workers' Union, based in Durban, while there is in existence the Engineering and Allied Workers' Union.

"The unions deplore the fact that some Blacks are being used by the IAS with the aim of furthering its ideologies which are unacceptable to the principles of the existing Black trade unions operating in the Transvaal."

The Industrial Aid Society and the Metal and Allied Workers' Union commented through their attorneys.

Initiative

The following points were made:

- The IAS did not form the Metal and Allied Workers' Union. It assisted in its formation but the initiative came from Black workers themselves and its present operations are controlled by them

- The Metal and Allied Workers' Union does not regard itself as a

Union leader Scakes Sikhakhane . . . issued statement.

"rival union" to the other Black trade unions. It has on more than one occasion extended a hand of co-operation which has been rejected for reasons it does not understand

- As far as can be established the union's aims and attitudes are on a parallel with those of the other Black trade unions in the Transvaal

- It is misleading for the other unions to suggest that the union is furthering any "ideology" at the instigation of the IAS or on its own initiative

- The union has no other aim than the advancement of Black workers in the industries which it represents.

- The implication that the union is a front to further an ideology of which other Black unions disapprove is not based on facts of which the union or the IAS are aware

- The implication that the Black unions wish to stifle the Metal and Allied Workers' Union is seen as "merely an expression of empire building rather than an outcome of the genuine concern of the union executives for the interests of Black workers," the union and the IAS said through their attorneys.

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Call for homelands trade unions

By CLIVE EMDON
Labour Correspondent

TRADE union leaders in the clothing industry have made an urgent plea to homeland leaders to give workers trade union rights in homeland industries.

The plea was made yesterday by Mrs Lucy Mvubelo, general secretary of the National Union of Clothing Workers, and Mr Adam Klein, general secretary of the Garment Workers Union, and backed by the Trade Union Council of South Africa (Tucsa).

It follows a report which detailed wages and work conditions in five clothing factories at Babelegi at Hammanskraal, near Pretoria.

The report showed that starting rates are R5 a week, qualified machinists are paid R10-R11 a week after 3-3½ years, that maximum 45-hour week is worked and that a minimum two weeks leave a year is given.

Both Mrs Mvubelo and Mr Klein said the same conditions applied to between 8 000 and 10 000 clothing workers in other homeland industries at Charlestown, Madadeni (Newcastle), Ladysmith and Hammersdale.

Mrs Mvubelo said workers in the homelands had no negotiating machinery by which they could better their pay and working conditions.

A wage determination applied to them over which they had no control. And the minimum standard of the Labour Act were applied by employers

in respect of hours worked and leave.

"I just don't know how they make out," she said. Mr Klein said by not having unions, workers in the homelands had no basic means of organisation for communication.

"They have very poor conditions of employment and low wages. Minimum facilities apply, and only one of two employers do anything special.

"It is a matter of urgency that the homeland leaders consider the plight of workers who are their citizens and give them trade union rights."

Mr Robert Kraft, assistant general secretary of Tucsa, said Tucsa had consistently called for trade union rights for all — "it is particularly important in areas such as the homelands where they would have a very positive role to play in tackling the problems of development.

"Workers must play a role in deciding the benefits, wages and policies which apply to them. At present these workers have wages and conditions imposed on them," he said.

Mr Kraft said certain homeland leaders had asked for a consultation with Tucsa to establish the council's views on labour policy, the establishment of unions and training procedures. A date for this meeting was still to be set.

"We have stated quite clearly that we believe homeland leaders should give trade union rights to all workers," he said.

(1) 138

(2) 102

R.D.M.
10/12/75

Proposed new legislation does not change the repressive nature of South African labour legislation, says a visiting international labour leader.

SA alternative to black trade unions is 'out'

(1) 133
(2) 134
(3) 138
(4) 148

SEN 17/12/75



Mr Dan Gallin (right), head of the International Trade Secretariat for Food and Allied Workers, with the leader of one of his South African affiliates, Mr Scakes Sikhakhane, of the Sweet, Food and Allied Workers Union. The two labour leaders visited South African companies employing nearly 100 000 workers.

Labour Reporter

A visiting international labour leader who interviewed employers of close to 100 000 South Africans found none opposed to black trade unionism in their companies.

"Most said they would deal with the respective black union in their industry," said Mr Dan Gallin, general secretary of the International Union of Food and Allied Workers' Associations.

"One company said works committees were a mere deception and

wanted to deal only with trade unions."

Mr Gallin was interviewed in Johannesburg before his departure after a week's visit to South Africa.

FIRST VISIT

The Geneva-based labour leader paid his first visit to his six affiliated unions of all races in South Africa. He returns to Geneva with hopes of signing up about 12 new South African affiliates soon.

South Africa's system of worker representation for Blacks would never gain acceptance internationally — among the trade union movement or employers.

"But, most important, it cannot gain the acceptance of the Black workers in South Africa itself," Mr Gallin said.

"The proposed new legislation does not change the repressive nature of South African labour legislation. It only evades the basic issue of trade union rights for Black workers."

SOLUTION

If works committees were to solve any problem they would have to be controlled by trade unions, as was the case in all other parts of the world where they existed.

Enterprise-based unions, as existed in Japan, were

also genuine trade unions with rights to strike or to form federations independent of management.

South Africa's system, however, was totally dependent on management, Mr Gallin said.

DISCRIMINATION

"There will never be any acceptance outside South Africa of labour legislation based on racial discrimination.

"We expect a start to internal detente with

Black workers. South Africa's international position will depend on progress made in this respect," Mr Gallin said.

He believed investments in South Africa were "extraordinarily profitable" because of the low wages being paid to Black workers.

Mr Gallin also visited Rhodesia, where he found that South Africa's liaison committee concept was favourably viewed and spreading.

5. (a) What in your opinion should the aim of tutorials be

(b) Do you feel these goals were achieved during the year?

STAR
30/12/75

Dec 30 1975

3

Black

Union

THE TUC

TO TUC

The Star Bureau

LONDON- The chairman of the international committee of the British Trades Union Congress, Mr Jack Jones, is expected to consider an appeal to the TUC to intervene in a South African problem.

The African Metal and Allied Workers' Union has asked the TUC to intervene in its two-year struggle for recognition by the Leyland Motor Corporation of South Africa.

The appeal alleges that Leyland South Africa has harassed and obstructed the union to the extent of sacking shop stewards and on one occasion calling in the Special Branch.

ACCEPTED

Disclosing this today, Adam Raphael of the Guardian says that though Leyland International has accepted some parts of the recommendations by the British select committee which inquired into wages and conditions of African employees of British firms in south Africa, it has not changed its attitude towards African unions.

In a memorandum drawn up for the TUC on the Leyland situation, the union's secretary Mr Alvin ... himself was a victim of hostility when he attempted to recruit new members at Leyland's Elands-



National Union of Clothing Workers (S A)
Secretary Mrs L Mvubelo
General Factory Workers' Benefit Fund
Secretary Miss J Dlamini
National Union of Textile Workers
Secretary Miss G Biyela
Metal & Allied Workers' Union
Secretary A Mthethwa

Engineering & Allied Workers' Union
Secretary Mrs J Hlongwane

Union of Clothing & Allied Workers
Secretary Miss J Gumede
Transport & Allied Workers' Union
Secretary J Hoffmann
Textile Workers' Union (Tvl)
Secretary Mrs E Seloro
African Chemical Workers' Union
Secretary D Tau
Chemical Workers Industrial Union
Secretary O Badsha
African Transport Workers Union
Secretary D Schutte
United Automobile Rubber & Allied Workers' Union (S A)
Secretary R Dlungwana
Sweet Food & Allied Workers' Union
Secretary L Sikhakhane
African Tobacco Workers' Union
Secretary N Hlongwane

(158)

Garment Centre, 75 End Street, Johannesburg 18 500
P O Box 7288, Telephone 23-3270
125 Gale Street, Durban Telephone 31-3654 18 000

125 Gale Street, Durban Telephone 6-9215 5 000

125 Gale Street, Durban 3 900
P O Box 8131, Pietermaritzburg Telephone 2-0145
(Durban)
6th Floor, Executive House, 27, West Street, Johannesburg 3 000
P O Box 61119, Ferreirasdorp Telephone (Jhb)
836-8502
127 Gale Street, Durban Telephone 31-3654 1 000

6th Floor, Executive House, 27, West Street, Johannesburg 700
P O Box 25271, Ferreirasdorp Telephone 836-8502
Garment Centre, 75 End Street, Johannesburg 800
P O Box 7288 Telephone 23-3270
2nd Floor, 17 Pasteur Chambers, 191 Jeppe Street, 600
Johannesburg
127 Gale Street, Durban Telephone 31-3654 500

2nd Floor, Vulcan House, Anderson Street, Johannesburg 600
Telephone 838-5861
127 Gale Street, Durban Telephone 31-3654 590

6th Floor, Executive House, 27, West Street, Johannesburg 400
P O Box 25271, Ferreirasdorp Telephone 836-8502
216 York House, 57 Rissik Street, Johannesburg 300
Telephone 836-9842

Trade Unions (cont.)

Furniture & Timber Workers' Union Secretary A Mncwabe	127 Gale Street, Durban Telephone 31-3654	300
Laundry & Dry-cleaning Workers Secretary Mrs A Molefe	6th Floor, Executive House, 27 West Street, Johannesburg P O Box 25271, Ferreirasdorp Telephone 836-8502	200
Paper & Allied Workers' Union Secretary B Ngoma	6th Floor, Executive House, 27 West Street, Johannesburg P O Box 25271, Ferreirasdorp Telephone 836-8502	100
Tobacco Workers' Union of African Women Secretary Miss C du Preez	216 York House, 57 Rissik Street, Johannesburg Telephone 836-9842	70
Transport & General Workers' Union Secretary A Mncwabe	127 Gale Street, Durban Telephone 31-3654	70
African Leatherworkers' Benefit Fund Secretary M Jordaan	Trade Centre, cor Mount & Dias Roads, Port Elizabeth P O Box 3039 Telephone 33-5935	3 900
National Union of Bank Employees Secretary T Alexander	Sasko House, 97 Simmonds House, Braamfontein P O Box 31537 Telephone 724-7374	150
Black Allied Workers' Union Secretary C Fanekiso	Downing Mansions, Plein & Eloff Streets, Johannesburg Telephone 23-7061	2 700
African Food & Canning Union Secretary Miss L Sibona	Ray Alexander Centre, Klein Drakenstein Road, Huguenot, C P	500
Western Province Workers' Advice Bureau Secretary Z Mehlamakulu	9 Benbow Building, Beverley Street, Athlone, Cape Telephone 65-4969	2 500

Botha quiet on Black unions

R.D.M. 7/1/76

138

By CLIVE EMDON
Labour Correspondent

THE Minister of Bantu Administration, Mr M. C. Botha, has refused to say publicly what his attitude is to the establishment of trade unions for Blacks in the homelands.

Chief Gatsha Buthelezi, the KwaZulu leader, recently said that at a meeting with the KwaZulu executive, Mr Botha had said he was against trade unions for Blacks — and that he wished Whites didn't have them either.

Mr Arthur Grobbelaar, general secretary of the Trade Union Council (Tuca), took up the issue and asked the Minister:

● Was it his legal prerogative as Minister to determine if trade unions should exist in homeland areas — particularly if homeland authorities gained their independence?

● Was it his personal view, or the view of his Government that trade unions for Whites should not exist in South Africa?

● If this view had been expressed, what were the

reasons for such a stand point?

Mr Grobbelaar asked for an urgent reply, saying that what the Minister was reported to have said was "undoubtedly of great concern to the organised labour movement of South Africa."

Mr Grobbelaar, in his letter to Mr Botha, said the Minister of Labour, Mr Marais Viljoen, said in a Parliamentary debate in 1974 that homeland governments could decide at any time to allow for the establishment of trade unions for Blacks.

He said at the time that this was solely their business, and that any such decision was of concern only to them.

In a replying letter Mr Botha said he would not make a public statement on the issue, nor, said his secretary would he "devote his precious time to public repudiations of unauthorised statements, more especially, if these statements are based on discussions at closed meetings."

The Minister's secretary made the point that the Minister had been quoted out of context.

"You will no doubt agree that the Minister cannot accept Chief Buthelezi as an interpreter of his, the Minister's, views," he said.

Blacks ^{R.D.M.} put UK on the spot

By IAN ROBBS

LONDON—Black workers at the British Leyland motor plant at Moberi, near Durban, have sparked off a major row between the British Government, Leyland's executive and British trade unions.

The workers have sent out an appeal for help, saying that in their efforts to establish a recognised trade union they are being sacked, harassed, and victimised by the Security Police.

The workers, members of the Metal and Allied Workers' Union, formed after the Natal strikes of 1972-73, also claim that the plant, now wholly owned by the British Government, is working in a glove with apartheid to maintain the "oppressive situation".

A three-page report by the Anti-Apartheid Movement, says the appeal was sent to the British Labour Movement.

I learn that the Trades Union Congress, although planning independent action, placed the appeal in the hands of the Labour Party executive and demanded a response from the Government.

A Labour Party spokesman confirmed that the entire situation of Black workers at Moberi was being examined by a special sub-committee of the executive.

RACIST
Leyland operation is part of an intensive study of British investment in South Africa.

A report would be published in a month, but the government was being asked to conduct an immediate investigation into the situation at Leyland.

The Black workers say the plant is totally ignoring the government's own guidelines for British companies.

The report of the Select Committee, which investigated the situation in 1971, said that the development of a bargaining system...

The committee should help 120,000... under African... The Metal and Allied Workers' Union, which claims 100 per cent support of the Moberi Black labour force... possible... happening... the... the... are described by the report.

- 1 372 - General
- 2 66
- 3 138
- 4 148
- 5 172

'Change Black union system' warning

7/2/76
ROM

By CLIVE EMDON
Labour Correspondent

IN A warning to the Minister of Labour, Mr Adam Klein, general secretary of the Garment Workers Union, has said works and liaison committees on their own are powerless to negotiate competently for Black workers

He says the inexperienced Black workers sitting on those committees

— dependent on management for their jobs — face highly qualified and skilled management representatives

The outcome of their negotiations would inevitably be detrimental to Black workers and would lead to a loss in faith in elected representatives on the committees, frustration and consequent industrial unrest

In a memorandum to the Minister opposing amendments to the Bantu Labour Relations Regulations Act, Mr Klein says

● International experience has shown that the security for industrial peace can be achieved only if works and liaison committees are linked to independent trade unions, not when they act in isolation;

● Full-time trade union officers, who have the time, training and expertise and are not dependent on management, are needed to help works and liaison committees and balance management - labour negotiations.

● The time is opportune for a commission of inquiry into legislation covering Black workers

Mr Klein's union of 4000 members of Whites, Coloureds and Indians operates on a parallel level to the National Union of Clothing Workers, which has a membership of 23 000 Africans

1976 calendar (Trist, Draper Ltd., Bristol); George Pierre/Sigma Photographs No 2582 Nude and Semi-nude Women (George Pierre/Sigma), Omnia Press Photographs of Nude and Semi-nude Women (Omnia Press)

Posters: Immorality, Life Sentence, Home is where the heart is, Soldiers of Fortune (all unknown)

De Stad behoort de Nacht (John Rechy)—i.e. translation in Dutch of original title "City of Night" which was previously found to be undesirable; Eve Today—Book Two (Playboy Press, Chicago); More Euro Girls (New English Library Ltd, Holborn, London), Motown Spares and Equipment 1976 calendar (printed in England); Jesus Christ Superstar/Gramophon Record (EMI Records).

A Schedule B notice says that the following, besides being undesirable under Section 47 (2) of the Publications Act, also come under section 9 (1) and every edition is declared undesirable These are

Eve Today — Book Two (Playboy Press Chicago), More Euro Girls (New English Library Ltd, London); Jesus Christ Superstar / Gramophone Record (EMI Records) — Sapa

(1) 134
(2) 135
(3) 141

(1) 138
(2) 141

Crash STAR course 9/2/76. on law

Labour Reporter

Senior law students of Witwatersrand University are about to involve themselves in the legal problems of Black workers through a legal aid clinic.

A three-day crash course for volunteer students and interested practitioners opened today with lectures by experts, including two Black trade unionists

The unionists outlined the problems posed by a maze of industrial legislation, pass laws, employers' attitudes and workers' ignorance.

The clinic — to be run on Saturdays at the Urban Training Project, a workers' education body — will cater for

- The need for special training of future attorneys and advocates in labour matters

- The need for legal advice for Black workers and their works committee and trade union representatives who do not know where to seek legal advice and where to find the money to pay for it



RDM 17/2/76

① 135
② 138

The woman who works for the workers

'SHE'S half tyrannical when giving advice and she has at least five conversations going all at once "Ja, hallo darling, take a seat, shalom, dankie — in die kantoor"

Simultaneously into the telephone and to the stream of garment workers who pop in and out of her small office, Sarah Chitja Khali, Assistant General Secretary of the National Union of Clothing Workers, copes

And if abrupt at times, it's always with a warm, well-rounded laugh

Recently back from an intensive three and half month course at the Afro Asian Institute in Israel — she is ready to impart what she's learnt to her union

The course, attended by 68 delegates from 24 underdeveloped countries, ran lectures, seminars and study groups on a wide range of subjects to do with economics and labour which was her speciality

The presence of a South African was something of an oddity. While South Africa has to a certain extent not used its labour force to the best advantage — it isn't strictly speaking an underdeveloped country

Resources

Every delegate was asked to present a paper at the Institute. In her paper, Sarah Khali said, "It is regrettable that for years South Africa has neglected its most crucial asset — human resources. The Black population has for many years been regarded as a pool of unskilled cheap labour but the needs of the industry and the workers themselves has long surpassed this."

She found the organisation of labour in Israel interesting. The Histadrut — a labour organisation, has fine training facilities and she considers this to be fun

PERSONALITY Vita Palestrant

had a long struggle for official recognition

The Native Labour Act passed in 1953 barred Blacks from belonging to registered trade unions. Until then Black women had been better off than their men, not being pass bearers. They were allowed to belong to the White and Coloured Garment Workers Union. But by 1959 they were also forced to carry passes and had to leave

Blacks formed the National Union of Clothing Workers that year. Not being a registered union they depend on their parent Garment Workers Union. Whatever the registered union achieves applies to both unions

Part of her course was spent on a moshav or collective settlement. The mechanisms of motivation fascinated her

"Motivation is no problem on the moshav — its benefits are shared by all. Lazy people become conspicuous quickly enough"

She pointed out that the moshav is "very akin to the traditional African way of life — land is collectively owned and labour is shared"

She attributes much of the motivation she found in Israel to the togetherness of the people and feels that it is through common suffering that this is so

Born and bred in the racially mixed environment of Vrededorp she believes that if Blacks and Whites can work together, they can also live together. "Blacks have been urbanised for so long — how can they identify



Sarah Chitja Khali

let alone vote for the homelands, a place most of them have never been to"

Her roots are very much in industry and the city

After leaving teaching in 1941 Sarah joined the garment industry and by 1943 she was elected to represent garment workers. Since then she has dedicated herself to improving the lot of workers, investigating backyard factories in the border areas, sorting out strikes and solving individual workers problems

Just before the closing ceremony on the course she realised that she was the only delegate without a flag. "I rushed off to the South African embassy. They were terribly friendly and wanted to know why I hadn't popped in earlier and gave me a flag. South Africa was as fully represented as any other country"

The Institute also made it known that it hoped to strengthen its ties with South Africa

damental "Workers are not born — they must be trained"

She says it was a wonderful experience to be in a country where labour is valued on grounds of ability rather than colour or sex

Her own Black union is powerful and has a membership of 23 000, making up 85 per cent of the labour force in the garment industry. Despite this, like all other Black unions it has

Law for
Black
workers
rejected

workers
rejected

Labour Reporter

A large cross-section of the Afrikaner community has rejected or questioned the proposed legislation designed to give Black workers bargaining rights at industrial level

Employer sources who have pressed for the legislation are beginning to wonder what is holding it up.

They point out that the former Minister of Labour, Mr Marais Viljoen, said last November that his department would do what was necessary to form Black industry committees if they failed to emerge otherwise

But that was before the deadline for objections to the proposed legislation

Since then leading Afrikaner bodies have expressed reservations regarding the proposed industrial committees — widely regarded as the key principle in the draft legislation.

CONSERVATIVE

● The 60 000-strong ultra-conservative Co-ordinating Council of Trade Unions has rejected the entire legislation in a strongly worded memorandum, according to reliable information

It claims the legislation opens the road to Black trade unions and aims at equality between Black and White

● The less conservative, but strongly divided 190 000-strong Confederation of Labour, has also questioned the principle of industrial committees

Although the confederation's general secretary, Mr Willie Grobler said previously the proposal looked like progress, ultra-conservatives regard the confederation's official comment on the legislation

clear — large selection of
glaze tiles in all sorts of
colours.

(1) 134
(2) 136
(3) 138
(4) 147

Law for Black workers rejected

Labour Reporter

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clear — large selec-

place Tiles in all sorts
square metre

(1) 134
(2) 136
(3) 138
(4) 147

Busmen claim victimisation

RDM 24/2/76

(1) 138
(2) 314
(3) 66

Labour Correspondent

THE 800-member Transport and Allied Workers' Union, representing Black bus drivers, has alleged that three bus companies run by a British group have launched a campaign of victimisation against the union which has resulted in the sacking of five union men since November.

The union has 554 bus-driver members working for Greyhound Bus Lines on the West Rand, African Bus Service, Pretoria, and Vaal Transport Corporation in the Vaal Triangle. Attempts at gaining recognition by the companies have failed.

It claims that a White bus depot manager at Randfontein had threatened he would fight the union with dismissals over

their request for a stop-order facility for a death benefits fund. Nine names of union members were attached to the letter of request, and five have since been fired for what the union claims are "flimsy excuses".

The union yesterday released details of the dismissals.

Mr Jacob Naano, a union shop steward, said he was fired for allegedly backing his bus on to a diesel pipe at 5 am in the morning — after reporting that the pipe was bent and he could not fill his bus.

Mr Samuel Joga, also a shop steward of the union, claims he was summarily fired for bringing in a damaged bus after the brakes had failed and found to be dangerous after being tested by traffic police.

Mr Phineas Tshabala, was demoted to a "teaboy" after a driving accident. He was fired after the union asked for an interview to discuss the reasons for the demotion.

Mr James Makhaza, fired for reported dishonesty, in that tickets were allegedly not issued on receipt of money. He was allegedly not given a proper hearing.

Mr Koos July, also for alleged dishonesty. A member of the company's works committee who tried to defend Mr July, after he claimed there was a lack of clarity in the case, was in turn threatened with dismissal.

Yesterday Mr John de Wet, United Transport Holdings personnel executive, said he would investigate all the dismissals.

The union claims the dismissals have been the actions of one man, a depot chief, but that every attempt to bring the matter to the company's attention has been ignored.

The union's latest letter to the parent company's managing director, Mr A. W. Kent, of United Transport Holdings, has been ignored since December 10.

In the letter to Mr Kent the union asked for a meeting with him to discuss the company's policy towards African trade unions, as well as internal facilities, including stop orders on wages for funeral benefits, and the right to negotiate with the bus companies in association with the works committees.

RDM 26/2/76

U
(2) 138

Black clothing workers rejoin Tucsa

By CLIVE EMDON
Labour Correspondent
THE National Union of
Clothing Workers, the
largest African trade
union, with 23 000 mem-
bers, has decided to rejoin
Tucsa.

This at a time when the
State threatens to bar up
to 8 000 workers in the in-
dustry from their jobs
under the Physical Plan-
ning Act.

The decision to rejoin
Tucsa was taken by the
union's 17-member execu-
tive unanimously and back-
ed yesterday by a meeting
of 300 shop stewards in
Johannesburg.

The union is the first to
rejoin the council after
Tucsa barred African
unions from its member-
ship in 1969. The union
left a year before.

The winning back of the
NUCW is certainly a mas-
terful move by Tucsa, at a
time when it needs to gain
an image abroad of being
representative of South
African workers.

Nine other Black unions
which had formed a con-
sultative committee of
unions with the NUCW
were informed a week ago
by Mrs Lucy Mvubelo, the
clothing union's general
secretary, of the decision
to rejoin Tucsa.

Some may follow suit,
but the stronger unions,
such as the 8 500-member
Engineering and Allied
Workers' Union, are un-
likely to as they regard
Tucsa with suspicion
because of its policies and
1969 decision to bar Afri-
cans.

Mrs Mvubelo confirmed
yesterday that the threat
of retrenchments in the
clothing industry as a re-
sult of State action under
the Physical Planning Act
was very real, and the
union hoped to gain new
muscle, through its affilia-
tion to Tucsa, in resisting
it.

Under the Act job ratios
of African workers in the
clothing industry on the
Witwatersrand were speci-
fied and pegged at 12 000
in 1968. At present the
union has 20 000 members
working on the Witwaters-
rand — thus jobs of 18 000
members are threatened.

Referring to her union
as being separate to the

Garment Workers' Union,
which represents 9 000
White, Coloured and In-
dian workers, Mrs Mvubelo
said: "We would have pre-
ferred an integrated union
but have accepted the divi-
sion because of the law.
"We support Tucsa pol-
icy, and have practised
it ourselves," she said.

Star 26/2/76.

Black union in 'breakthrough'

Labour Reporter

The interrelationship of Black trade unions in the Transvaal will not suffer as a result of the decision by the largest Black trade union to join the multi-racial Trade Union Council of South Africa.

"There will always be a need for Black trade unions to meet as a group and to consult one another on matters of common interest," said Mr Dan Tau, leader of the Black South African Chemical Workers' Union and secretary of the consultative committee of Black unions in the Transvaal.

Mr Tau said the 23 000-strong National Union of Clothing Workers had consulted the other 10 Black unions on the consultative committee on its intention to join TUCSA.

"We hope other Black unions will follow this example if they intend joining TUCSA," he said.

The decision is seen as a major breakthrough for TUCSA which so far has only three affiliated Black unions with a total membership of about 1 500.

By its sheer size, the National Union of Clothing Workers is seen as holding a leading position in the Black labour movement.

And it enjoys the de facto recognition of the employers in the industry it serves.

The NUCW's affiliation to TUCSA is now only a matter of "administrative formality," according to Mrs Sarah Chitja, the union's assistant general secretary.

"We believe TUCSA membership will strengthen our union."

~~1 135~~
2 138

BLACK UNIONS: TUCSA'S COUP

Tucsa seems to have pulled off a major coup. The news this week is that the 23 000-strong National Union of Clothing Workers, SA's biggest African trade union, will apply for affiliation.

Although Tucsa decided to readmit Africans in 1974, Black unions have been reluctant to join (only three have done so, and they are regarded as mere adjuncts of White unions by most African unionists). Suspicion that Tucsa is more concerned with international credibility than with African worker demands remains, and few have forgotten Tucsa's 1968 decision to expel Africans. Black trade unionists have also pinned their hopes on a co-ordinating body of their own, preferring to consolidate Black unity before considering closer links with Tucsa. The NUCW decision should thus be a major feather in Tucsa's international cap.

Says NUCW's Lucy Mvubelo: "If we affiliate, we can persuade Tucsa's unions to organise African workers. An African

co-ordinating body would be unrecognised and has no power to influence industrial legislation. We are faced with retrenchments in our industry, and Tucsa can exert pressure on legislators on our behalf. The idea of a Black co-ordinating body is now out of the question, as Tucsa will only accept applications from individual unions."

Nor did she feel that Black union unity would be impaired by the decision. "I have informed the other Reef unions of our plans, and they have endorsed them. Some, in particular the Engineering and Allied Workers' Union, have expressed interest in following us."

The only opposition Mvubelo expects is from the five Trade Union Advisory and Co-ordinating Council (TUAAC) unions in Durban. She is critical of the Durban unions, arguing they have made little headway.

Will other Black unions follow Mvubelo's lead? It seems unlikely, judg-

ing by a statement issued this week by the Reef Transport and Allied Workers' Union. "There is no evidence that affiliating to Tucsa will bring about co-operation from registered unions."

"Tucsa unions have failed African workers in the past, and Tucsa's re-admission of African unions is not enough. Only when Tucsa-affiliated transport unions make specific undertakings to improve by negotiation the disadvantaged position of Africans in the areas of wages and working conditions will we be in a position, with other Black unions, to consider recommending to our members co-operation with Tucsa."

TUACC, while unwilling to comment on the NUCW's move, is known to be opposed to joining Tucsa until such changes are made. So Tucsa may have won a battle — but more than a decade of misgivings will have to be removed and a lot more sympathy to Black workers shown before they win any wars.

~~(1) 135~~
(1) 138

~~135~~
(2) 138

R.D.M.
27/2/76

Mixed reaction to union's move

By CLIVE EMDON
Labour Correspondent

THE DECISION by the 23 000-strong National Union of Clothing Workers to join Tucsa has been welcomed by the Trade Union Council. But the militant Transport and Allied Workers Union has openly opposed the move saying there seems to be no purpose in Black unions seeking Tucsa affiliation.

Mr Arthur Grobbelaar, Tucsa's General Secretary, said yesterday: "We hope this lead by the clothing union will be followed by other African unions."

"It is our belief that we cannot afford to have division in labour. This is true for Whites as well as for Blacks."

He said that, in order to practice "meaningful détente in South Africa, it was essential for all organisations and institutions to encourage affiliation with Black groups and to have meaningful partnership with them.

The Transport and Allied Workers Union — representing 800 African bus drivers — in a statement yesterday said: "There is no evidence that affiliation to Tucsa will bring about cooperation for Black unions with the registered unions."

"Tucsa unions have failed African workers in the past."

"Only when Tucsa-affiliated transport unions undertake to improve by negotiation the disadvantaged position of Africans in wages and working conditions will we be in a position, with other Black unions, to consider recommending to our members cooperation with Tucsa."

Mr Grobbelaar said yesterday that Tucsa could not give such guarantees. "We can't compel our White

unions to cooperate with Black unions — we can only influence them to. We have rules that prevent the council from interfering in the domestic affairs of any union."

"I think that, by participation in the council's activities, African unions stand a chance of cooperation with their White counterparts. But no one can guarantee this."

● The decision by Tucsa in 1969 to bar African membership was taken when unions representing 68 000 members, and bringing in R16 000 over two years, withdrew because of Tucsa's race policy. There was a threatened loss of a further 22 000 members. All but two of the Tucsa unions voted for the barring of Africans. The decision was reversed in 1974.

Black union to rejoin Tucsa ^{DD} 27/2/76.

(1-135)
(138)

JOHANNESBURG — The National Union of Clothing Workers, the largest black trade union, with 23 000 members, has decided to rejoin the Trade Union Council of South Africa at a time when the state threatens to clamp down on 8 000 workers in the industry under the Physical Planning Act.

The decision to rejoin Tucsa was taken by the union's 17-member executive unanimously and backed by a meeting of 300 shop stewards here.

It is a historical one, as the union is the first to rejoin the council after Tucsa barred unions from its membership in 1969. The union left a year before.

Tucsa is comprised of 62 unions with a total membership of 211 000. These are unions mainly with white, Coloured and Indian membership. But three small black unions, with 1 300 members also belong.

The winning back of the National Union of Clothing Workers is certainly a masterful move by Tucsa, at a time when the needs to gain an image abroad as being a representative federation of union of South African workers.

Nine other black unions who had formed a consultative-committee of unions with the NUCW were told last week by Mrs Lucy Mvubelo, the clothing union's general secretary, of the decision to rejoin Tucsa.

Some may follow suit, but the stronger unions such as the 8 500 member Engineering and Allied Workers Union are unlikely to as they regard Tucsa with suspicion because of its policies and 1969 decision to bar blacks.

Mrs Mvubelo has confirmed that the threat of retrenchments in the clothing industry as a result of state action under the Physical Planning Act was real and the union

hoped to gain new muscle through its affiliation to Tucsa in resisting it.

Under the Act job ratios of black workers in the clothing industry of the Witwatersrand were specified and at 12 000 in 1968.

The union now has 20 000 members working on the Witwatersrand.

Referring to her union as being separate to the Garment Workers Union which represents 9 000 white, Coloured and Indian workers, Mrs Mvubelo said "We would have preferred an integrated union but have accepted the division because of the law. We support Tucsa policy, and have practised it ourselves. Our rejoining them will strengthen our ranks."

She said the step would be an example to other black unions — "and I believe some will follow us."

The decision by Tucsa in 1969 to bar blacks was taken when unions representing 68 000 members bringing in R16 000 over two years, withdrew because of Tucsa's race policy.

The decision was reversed in 1974.

Mrs S. Chitja, assistant general secretary of the union, said "We want to show South Africa it can only survive if the workers stand together."

"We stand for integration into the community — that is why we are going into Tucsa. We must sacrifice our pride in doing this. We will fight from within Tucsa for rights of all workers," she said.

Mrs Mvubelo told the meeting the union had left Tucsa in 1968 because the government had wanted to take action against the organisation owing to presence of the black clothing workers union.

Affiliation to Tucsa will cost the union upwards of R6 400 a year. — DDC

Black union seeks 56 pc pay rise

DM 12/3/76

Labour Correspondent

A DURBAN-BASED trade union representing Black engineering and metal workers has tabled proposals for an increase in the minimum rate of 56 per cent — from 45c an hour to 70c

The general secretary of the 7 500-member Metal and Allied Workers' Union, Mr Alpheus Mthethwa, said yesterday his union's proposals would be tabled by the Confederation of Metal and

Building Unions at negotiations for a new agreement within the next three months

The present minimum rate for workers in the industry was 45c an hour or R20,25 a week and his union's proposals were for a rise in this rate to 70c an hour, or R31,50 a week

Mr Mthethwa also detailed the following proposals by the union.

- That overtime be paid at time-and-a-half

- That a holiday bonus scheme be introduced, based on the same proportion to wages that other workers in the industry were receiving, providing ascending rates of R37 in the first year, R42 in the second, R47 in the third and R67 in the fourth

- Inclusion of sickpay fund or medical scheme

Mr Mthethwa said although the African union could not be present in negotiations between the registered unions and the major employers, the registered unions were obliged to table his union's proposals in terms of an agreement with the International Metal Workers' Federation.

① 138

② 326

③ 148

Workers say no to works committees

17/3/76 RDM

By CLIVE EMDON
Labour Correspondent

EIGHTY per cent of the African workers at Heinemann Electric (SA), Elandsfontein near Germiston, have rejected Government backed liaison and works committees saying they want their trade union to represent them.

This is the first time a large majority of workers in one factory have rejected the committee system. The 480 workers belong to the 1 500-member Trans-

vaal branch of the Metal and Allied Workers Union which has not been recognised by the Heinemann management.

The rejection of the company's liaison committee came in the form of a petition to management signed by the 480 workers.

"We, the workers of Heinemann Electric, wish to state that we are members of the Metal and Allied Workers Union (Tvl) and that we reject liaison and works committees. We

want the union to represent us and not a liaison or works committee."

The petition was handed to the company's managing director, Mr W. E. Wilckens, by three union organisers at a meeting on February 20.

The union claims the petition was preceded and followed by numerous attempts by the company to get its African workers to accept a liaison committee. The union claims

① The liaison committee became defunct in early February.

② The management tried to hold an election for a panel of new worker representatives, but only 27 out of 606 voted.

③ On February 19 factory foremen tried to persuade workers to vote in a new election for a liaison committee, and this time all the workers boycotted it, and

④ Workers were asked to vote in a new "Heinemann Workers and Management Committee" — a liaison committee in any other terms.

Various spokesmen for the Steel and Engineering Industries Federation (SEIISA) have tried unsuccessfully to persuade workers to adopt a liaison committee and so it has gone on.

Yesterday the Heinemann management tried to conduct a new ballot — this time an either, or. Either the "Heinemann Workers and Management Committee" or a works committee. Only three people voted in the ballot.

Heinemann's management has made it clear it has no objections to its workers being members of the union or union men sitting on in-company committees. But it will have nothing to do with the union.

One of the problems the company seems to be facing is finding a representative group of workers that think its way

(1) 150

(2) 138

(3) In total - Workers' Org -
Works Committees

Blocking of Black unions 'explosive'

Own Correspondent

LONDON — The International Confederation of Free Trade Unions (ICFTU) yesterday said that at least 23 major foreign companies in South Africa were creating an "explosive situation" by victimising efforts to form Black trade unions.

The ICFTU said the "potential danger" dwarfed the violence that erupted after the mass sacking of Black workers at the Heinemann Electric Company in Germiston last month.

A spokesman said leading foreign employers like British Leyland (Mobeni), Volkswagen and Siemens

29/4/76, ROM
were as much at fault as Heinemann's American subsidiary, which has been harshly condemned in a report

ICFTU spokesman, Mr Andrew Kailoembo, said "We are drawing up a report on the activities in South Africa of major foreign companies which, like Heinemann's, are obstructing the formation of legal trade unions for Black workers

"We will be naming at least seven American, six British, six German, two Dutch, and two Swedish companies, including Leyland, Volkswagen and Siemens"

He said they were also

increasing their biggest effort yet to end the migration of workers to South Africa

More than 50 000 pamphlets had been sent to shop floors in every industrialised nation in the world urging workers to stay away from South Africa

The pamphlet says: "Don't be lured by the false propaganda of the good life" It says there can be no security in a country like South Africa, where institutionalised racialism must eventually lead to violence.

Mr Otto Kersten, the ICFTU general secretary,

said in a statement that smooth industrial relations depended on trade unions which were legal in South Africa, even though they could not be registered.

He said that without these unions there would be stoppages, violence and the withdrawal of foreign investment. He said the "direct victimisation of workers" at Heinemann's and the deliberate sacking of two shop stewards with the attempt to mask this purpose by also dismissing other workers was directly responsible for the subsequent "police violence". The company was responsible for the "gross violation" of basic human rights.

① 65
② 138
③ 148

(1) 65
(2) 138

New pressure on firms in S Africa

CAPE TIMES

30/4/76

Own Correspondent

LONDON. — The International Confederation of Free Trades Unions (ICFTU) has said that at least 23 major foreign companies in South Africa are creating an "explosive situation" by victimizing efforts at the formation of Black trade unions. The ICFTU said the "potential danger" dwarfed the violence that erupted after the mass sacking of Black workers at the Heinemann Electric Company in Germiston last month.

A spokesman said leading foreign employers like British Leyland (Möben), Volkswagen and Siemens were as much at fault as the Heinemann's American subsidiary, which has been harshly condemned in a report

MAJOR REPORT

ICFTU spokesman Mr Andrew Kailoembo told me "We are drawing up a major report on the activities in South Africa major foreign companies which, like Heinemanns, are obstructing the formation of legal trades unions

for Black workers. We will be naming at least seven American, six British, six German, two Dutch and two Swedish companies including Leyland, Volkswagen and Siemens'

He said they were also increasing their biggest effort yet to end the migration of workers to South Africa. More than 50 000 pamphlets have been sent to shop floors in every industrialized nation in the world urging workers to stay away from South Africa. The pamphlets urge men to tell fellow workers tempted to go to "the land of sunshine and plenty" the true facts of the "evils of apartheid".

PROPAGANDA

The pamphlet declares: "Don't be lured by the false propaganda of the good life." It says there can be no security in a country like South Africa, where institutionalized racialism must eventually lead to violence.

Workers are also urged to put pressure on employers who have interests in South Africa to "review their policies".

In the meantime, the ICFTU has blamed Heinemanns for the crisis at the Germiston factory last month.

VIOLENCE

Mr Otto Kersten, the ICFTU general secretary, said in a statement that smooth industrial relations depended on trades unions which were legal in South Africa even though they could not be registered. He said that without these unions there would be stoppages, violence and the withdrawal of foreign investment

1 138
2 147
~~3 148~~

Job bars will be eased

John Patten, Political Correspondent.

CAPE TOWN — The Minister of Labour, Mr S P Botha, indicated in Cape Town today that he is willing to grant exemption from job reservation measures in cases where they would cause possible disruption in commerce and industry.

But he made it clear that job reservation would continue to be applied "as in the past, with the necessary discrimination".

The Minister was speaking at the meeting of the executive committee of the South African Federated Chamber of Industries, to introduce the chamber's discussions on labour relations.

Mr Botha said again the Government would not recognise Black trade unions, but he urged industrialists to give special attention to ensuring "ready and effective means of dealing with problems concerning Black workers".

He pointed out that 55 percent of workers in the manufacturing industry were Blacks. "I cannot over-emphasise the necessity for you to take a positive attitude to acquainting yourselves with the problems of Black workers and taking appropriate action to resolve them, where justified," he said.

Employers should encourage their supervisory staff where necessary to take courses in African languages.

TAKEN STEPS

He noted also that employers' organisations and private undertakings had taken steps to devise simplified methods of achieving better communication with Black workers.

All constructive steps in this direction were to be commended.

Dealing with the establishment of works and liaison committees, the Minister said many employers had still not taken positive action to establish committees.

"The present bargaining system between employers and workers in South Africa had stood the test of time, in amending existing legislation everything possible had to be done to avoid errors which might jeopardise this system," he said.

Blacks undeterred by Govt veto

By CLIVE EMDON
Labour Correspondent

BLACK trade union leaders said yesterday they will continue their fight for recognition despite a new Government declaration that it will not budge from its present policy.

One warned that the Government's rigidity was aggravating an already explosive situation

And the Trade Union Council says Black unions will force employers and the Government to give them official and legal recognition once they demonstrate clearly they represent a majority of the work force

"This has been the experience of labour in all countries," Mr Arthur Grobbelaar, Tucs's general secretary, said last

night

Mr Mcebisi Mqhayi, president of the Engineering and Allied Workers Union, said "We have come to expect Government statements against the Black trade unions. It doesn't hurt us any more — in fact it gives us new courage to fight for recognition"

The Minister of Labour, Mr Fanie Botha, told the executive council of the Federated Chamber of Industries in Cape Town earlier yesterday that the Government will continue to refuse to recognise Black trade unions

He said the Government thought the interests of Black workers were best served by the present system of works and liaison committees. It had stood

the test of time and improvements were planned to avoid possible errors

Mr Gavin Andersson, acting secretary of the Metal and Allied Workers Union in Johannesburg, said "The Minister's statement is saddening in that it shows a total disregard for the Black workers

"They have repeatedly asked for their unions to be recognised. It is astounding that the Government plans to continue forcing an odious committee system on them"

He said "The Minister's posturing about the practicability of the committee system cannot conceal the injustice of Government policy

"The Minister should realise that Black workers will continue to call for

trade union rights. The Government is aggravating an already explosive situation by its rigidity."

Mrs Sarah Chitja, assistant secretary of the National Union of Clothing Workers, said "The Minister and the Government must start to realise that trade unions are the workers' right"

Elsewhere in his speech, Mr Botha said the Government would maintain job reservation, although it would be enforced with "the necessary discretion"

At the same time he indicated that White trade unions would get little joy in their attempt to pressure the Department of Labour into enforcing or re-enforcing job reservation where it had been relaxed

RAM

6/5/76

Scheepers warns of labour unrest

DD
10/5/76

PRETORIA — The Government's refusal to grant full trade union rights to black workers and to abolish job reservation would sooner or later lead to serious industrial unrest and worse in South Africa, Sen Anna Scheepers said yesterday.

She was reacting to a reassertion of Government policy on the two issues by the Minister of Labour, Mr S P Botha, when he addressed an executive meeting of the Federated Chamber of Industries in Cape Town last week.

Sen Scheepers, who is president of the Garment Workers Union, said the Deputy Minister of the Interior had stated last week that race relations were as important as, if not more important than, defence preparedness.

Good race relations, she said, started with a fair deal for black workers and peace and security in the

country. The unrest among workers at the Heinemann electric factory recently and the resulting police baton charge were a curtain-raiser to what lay ahead unless black workers were granted an effective liaison with employers.

"The works committee system is useless and, what is worse, is seen to be useless by the mass of African workers."

Black workers, she claimed, would continue to get a raw deal from employers until their claims were backed by the orderly and sophisticated negotiations which could only be carried out by a registered trade union.

She pleaded for the appointment of a commission to inquire into and revise drastically the country's labour laws where they applied to black workers. — DDC

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(2) 138

(3) 144

Putting in the boot

F.M. 21/5/76

CURRENT AFFAIRS

There are more than enough problems in White management-Black worker relations without Justice Minister Jimmy Kruger putting in his boot

Yet he has made it abundantly clear that one of the targets of his new SS Bill will be the various student wages commissions and the unregistered African trade unions

Under a veritable arsenal of enabling legislation, Kruger already has powers to detain and ban people and to proscribe organisations without giving them a fair trial. He will now, *inter alia*, have the added power to intern people without even contemplating charges against them

Despite the fact that the Bill has been attacked by the bar councils of Johannesburg, Cape Town, Durban, and the OFS, it went through its third reading in the House of Assembly this week

The State already has more than adequate machinery to deal with real threats to security through normal court procedures. Further, in terms of the Industrial Conciliation Act — which effectively

prohibits registered trade unions from engaging in political activity — the State has adequate powers to ensure that unions confine themselves to legitimate industrial issues such as wages and working conditions

Kruger's new powers are therefore redundant, unless he means to go further than merely safeguarding State security and to proscribe perfectly legitimate activities

The student wages commissions have done much useful work in researching wages and working conditions. Certainly in the *FM's* experience, the information they have published has generally been accurate

They have also submitted memoranda to the Wage Board, and encouraged African workers to attend hearings of the Board and speak directly to its officials. This is a constructive approach.

For several years they have been distributing pamphlets informing workers of their (albeit limited) rights. Again, a constructive step towards building industrial democracy

If Kruger uses his new powers as he has threatened to do and thus cripples the attempts by African workers to improve their collective bargaining position through trade unionism, he will be endangering sound industrial relations

Government's works and liaison committee machinery clearly does not have widespread support among African workers. The recent events at Henemann Electric — when virtually the entire work-force rejected committees and said

BRIEFING

"The ANC's major failure in this regard"

Black trade unions —they must come...

Employers and industry should help finance and make facilities available for the training of Black workers in political bargaining and labour relations. This is the contention of Mr P J H Roodt, general secretary of the Footplate Staff Association.

"We, the experienced White trade unionists, should prepare Blacks for trade unionism rather than let them be trained and manipulated by overseas trade unions," he said.

Mature level

Although present legislation provided for workers' liaison committees on a wider basis than previously, the question now was: Who is to school

the Blacks in political bargaining and labour relations? Who is going to train them, and help them find their own feet?

"We have a very mature trade union movement in South Africa. If we took the initiative it would enable Black unions to be based on a mature level and prevent them being manipulated.

"I do not think industry is aware of this," said Mr Roodt. "Many in industry are still anti-trade union—a legacy which they inherited from England."

Mr Roodt said that although the majority of Black labour was unskilled and thus not ripe for trade unionism, he believed unions must come for Blacks.

The works and liaison committees had provided a valuable training ground for Blacks for eventual trade unionism. He mentioned that there

are already many Black trade unions, but these were not recognised by the Government.

His union broke away from the conservative Confederation of Labour over the issue of contact with non-Whites.

More contact

He believed inter-racial contact was growing. The Government was also changing, but some groups were being left behind.

The Footplate Association has given over jobs traditionally reserved for White firemen to Blacks.

"The attitude of my members has been very open. They realise this is inevitable.

"I think this is happening in other spheres. There is not enough skilled White labour. "We already have the

How do Afrikaners see the future of their people at this crucial juncture in the history of a rapidly-evolving South Africa? For what they decide will affect the rest of the population.

MERVYN HARRIS spoke to five people representing various facets of Afrikanerdom. They ranged from a verkrampte trade unionist on the far right of the Government to a young academic who has been considered a liberal by some of his own people. Today, in the second article, he presents the views of a trade union leader of the more verligte kind.

classic instance of Black and White working side by side in a confined space. This has been going on for nearly two years on the footplate of the locomotive."

"It will be suicide for the economy to slow down too

greatly," he said. He thought the threat of Whites being displaced by Blacks could be overcome by retraining.

Mr Roodt believes the majority of workers will accept change as long as it does not come too fast.

Mr P J H Roodt — "We already have the classic instance of Black and White working side by side in a confined space."

But will change come too slowly? He admits this is a problem. Habits, bias and ideology can hinder progress.

The changing pattern of South Africa will not, however, lead to a culturally-integrated and politically-integrated society. "We Afrikaners have struggled so hard to retain our identity. I am sure a way will be found for co-existence with other groups."

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① 138
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The Cape Times, Thursday, June 3, 1976 7

SA Black unions 'stronger'

GENEVA — An International Labour Organization (ILO) report said yesterday that Black trade unions were becoming stronger in South Africa in spite of government "repression", and that apartheid was being increasingly opposed both inside and

outside the country. South Africa's Black labour market was "in a greater state of flux than it has been since the discovery of minerals a century ago," the report — to be presented to the ILO's annual general assembly today — said.

"There are as yet no visible signs that the present regime, is ready to modify or change its racist and repressive policies, but loud voices calling for a change of purpose, direction, policies, and leadership are now being heard from prominent members of the White population in South Africa," it said.

The latest available figures showed that White South Africans earned 14 times as much on average a year as Black people and that the gap continued to widen, in spite of wage increases for Black workers in recent years, it said. — Sapa-Reuter

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2138

refusing outright and each of the others informing the union that the matter had been referred to its board or to Assemp, the employers' association. So organising is being done outside employers' premises only, which is likely to create a type of enrolment which could lead to victimisation.

An *FM* survey of employers reveals that while some claim to be fairly sympathetic to Black unions, none is prepared to grant facilities. OK, Edgars and Edworks remain committed to the works and liaison committee system, as the Assemp, Greentmans and Edworks refuse to grant facilities on the grounds that the union is not legally recognised.

Pick n Pay is prepared to deal with union officials so far as complaints are concerned, but still adopt a hard line against officials recruiting members on company premises.

Both Woolworths and Edgars shelter behind the law, claiming that they would favour Black workers joining registered unions (if possible at present), but will not grant facilities unless Black unions have official sanction. CNA is adopting a wait and see attitude and three firms -

John Orr, Dovvintown and Foschini - say they have not received the letter.

One personnel manager told the *FM* that while his company was sympathetic to the union, "we are not going to recruit their members for them. Only when the union had carried a majority of staff at the firm and had thereby demonstrated its effectiveness and support, would it be granted facilities."

While many of the attitudes expressed are symptomatic of the normal employers' response to Black trade unions in SA, the *FM* understands that some employers have been subjected to Department of Labour pressure not to have anything to do with the union. Employers have been told that they are only to deal with Department of Labour officials and that dealing with the union may endanger import permits. Load purveyors have also been told that they could expect visits from Health inspectors if they play ball with the union.

The union is therefore faced with the twin problems of employer suspicion and government interference. To add to its

difficulties, it is under the "wing" of a registered union which is itself not granted automatic recognition by employers, because there is no industrial council in the trade. At least one firm has apparently attempted to withdraw recognition from the White union because the Black union had begun organising workers. This has naturally led the registered union to advise Ccawusa to adopt a cautious approach in its attempts to organise on shop premises.

AFRICAN UNIONS

FM. 4/6/76

Admission reserved.

Despite the support of the registered (White) National Union of Distributive Workers (NUDW), the nascent unregistered Black union in the commercial distributive trade, the Commercial, Catering & Allied Workers' Union of SA (Ccawusa) has been refused organising facilities by employers.

Ccawusa, formed last year, has signed up about 500 workers, who have elected Emma Mashinini as general secretary.

Soon after the union's formation, NUDW's Morris Kagan circularised all major employers in the trade, requesting them to grant Ccawusa "the same facilities as are extended to NUDW officials regarding access to premises". Employers were asked to permit union officials to enter premises at lunch and tea breaks to enrol members and collect subscriptions. Kagan pointed out that works and liaison committees could never substitute for trade unionism, but argued that committees should nonetheless operate side by side with unions.

The response to the circular has not been encouraging. Mashinini tells the *FM* that only five firms have replied, one

Avoid multiracial unions, BPC urges blacks 3/6/76 DD.

MAFEKING — Black workers should avoid multi-racial trade unionism and encourage and support trade unions based solely on black consciousness, the national president of the Black Peoples' Convention (BPC), Mr H Rachidi, said here

Mr Rachidi was addressing BPC members from throughout the country at the close of a four-day seminar on black peoples' communalism which was defined as "a modified version of the traditional African lifestyle being geared to meet the demands of a highly industrialised and modern economy"

Mr Rachidi said the BPC rejected the Bantu Labour Act.

"We envisage a society where every adult has a vote or a say in the running of the country. We en-

visage a free Azania (South Africa) where we shall know no race, and where all the inhabitants of the country shall have the franchise in an egalitarian society"

The seminar ended with the release of a 30-point economic policy, still to be approved by the BPC congress which included the following main points

All industry and land should be owned by the state

Churches and sports groups shall be allotted land rented from the state

Industries of strategic importance to the nation shall be owned by the state

There shall be no provision made for private ownership of public transportation except by special licence. All railways, harbours and

airways shall be owned by the state

Dealing with the question of mass-media, the policy statement said fair competition would be allowed between privately-owned mass-media enterprises, but all radio and television stations would be either wholly, or jointly, owned by the state — SAPA

① 138

② 150

③ 312 - Pol Trials

Charges against trade unionists dropped

Day Dispatch 8/6/76

DURBAN — Charges that three Durban trade unionists incited a strike were withdrawn when they appeared in a magistrate's court here yesterday.

Similar charges against the secretary of the National Union of Textile Workers, Mrs. June Nala,

were withdrawn in her absence. She is in security police custody under Section 6 of the Terrorism Act.

Mrs. Nala, Mr. Christopher Alberty, organiser for the Textile Workers' Industrial Union; Mr. Thazi Khumalo, organiser for the NUTW, and Mr. John Copely, secretary of the TWIU, were alleged to have incited a strike at Natal Cotton and Woollen Mills last October.

All four were alleged to have incited black employees to take part in a continuous strike. It was alleged that the purpose was to induce Natal Cotton and Woollen Mills to agree or comply with their demands for a proposal concerning terms or conditions of employment made by them.

The alleged strike involved about 400 workers who stayed out of the factory for about ten days.

After the charges were withdrawn, Mr. C. Nicholson, counsel for the four unionists, said he was "unhappy" that the charges had been withdrawn before they were asked to plead.

He said the accused had waited a considerable period of time for the trial and had experienced a lot of anguish. — SAPA

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~~(2) 132~~
(3) 138

Govt won't alter labour policy

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CAPE TIMES 138
15/6/76

HOUSE OF ASSEMBLY.—The new Minister of Labour, Mr Fanie Botha, said in the Assembly yesterday that he would not change the country's labour policy but that, instead, he would encourage the natural progress of the policy.

He was opposed to trade unions for African workers and he would not scrap job reservation

Replying to the debate on his vote in committee on the Budget, Mr Botha promised round-table discussions on labour relations between employer and employee representatives and members of his department

"Trade unions have not worked in Africa and I do not believe they will work for the Black workers of South Africa"

The next few years would be of critical importance to labour relations in South Africa, because the guidelines for the future development of the economy would be laid

The hallmark of the South African economy was peaceful labour relations and this had been

built on the responsible attitude of workers from all races

"It will be my policy to remain within the proved framework of the Government's labour policy and to strengthen the image of stability which has for so long attracted foreign investment to South Africa"

It was true that there was a great deal of critic-

Parliament

ism of South Africa's labour position from abroad, but the critics could not overlook the peace and prosperity which characterized South Africa

JOBS FOR ALL

The prospects for growth in the pipeline for the next 10 years would provide job opportunities for the workers of all races, while at the same time South Africa would be helping the economies

of nine other countries to become established

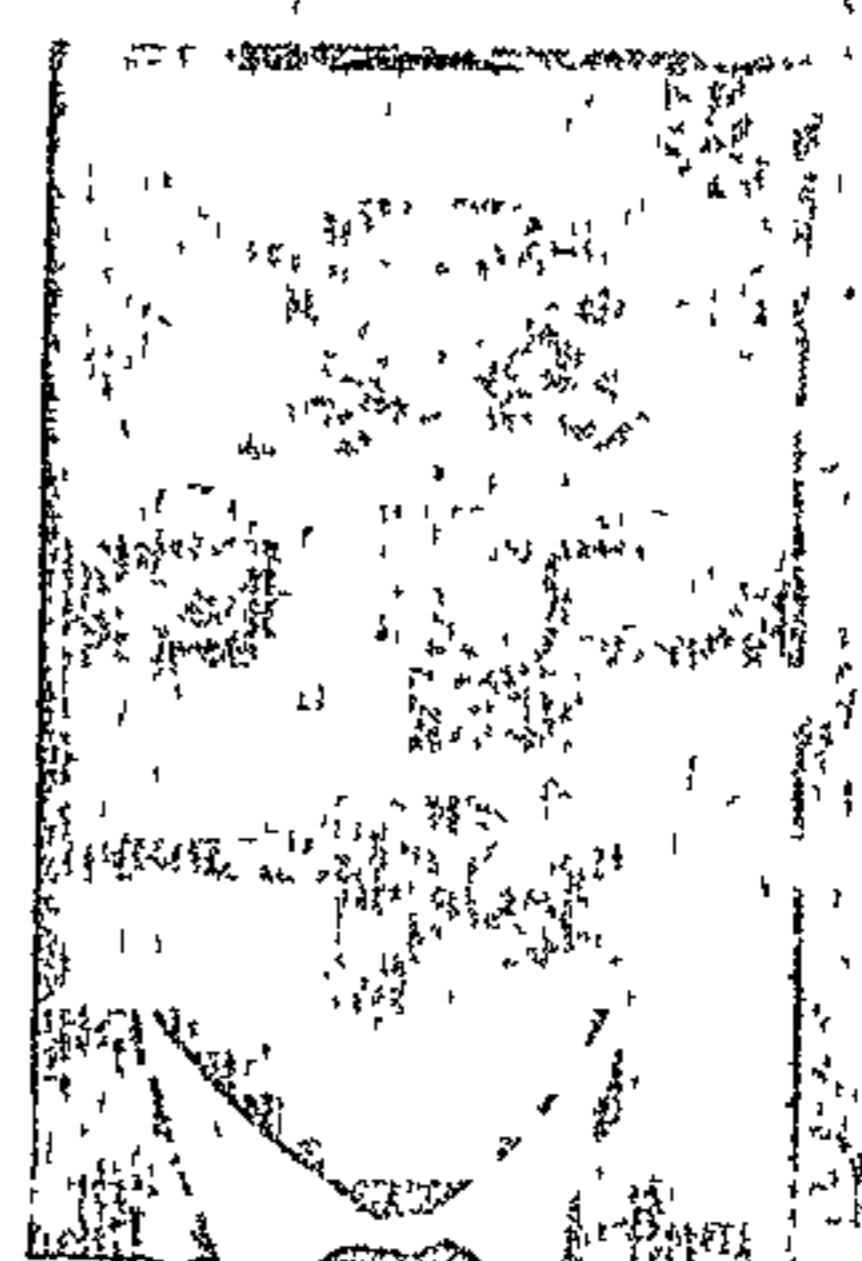
It was important to realize that the labour situation in South Africa was unique, in that there was a factor of responsibility and an absence of labour clashes

He was aware that many large employer groups had evolved workable systems for negotiating with their Black workers, and he wanted them to sit at a conference with his department, and with workers, in order to discuss the methods to be used for the future

"I do not believe trade unions will work in our situation but we have already been partially successful with our works committees and we must build on this success for the future"

It was noteworthy that the Black workers were not asking for trade unions, but that other people were asking on their behalf

Where there had been unrest, it had usually



Mr Botha

resulted from outside interference and rarely from within the ranks of Black labour, Mr Botha said

"I can quote the Heineman Electric incident as an example because it was clear that a certain White man was involved and when he was removed, the peace was restored"

Mr Botha said he would participate in the search for a method of negotiation between employers and workers during the parliamentary recess

ENTITLED

Because of the good work they produced, White workers were entitled to be protected by job reservation

It would be wrong to assert that Whites did not care about Black workers. The vote was approved — Sapa

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ASSOCIATION OF CHAMBERS OF COMMERCE OF SOUTH AFRICA
Incorporated Association not for Gain

VERENIGING VAN KAMERS VAN KOOPHANDEL VAN SUID-AFRIKA
Ingedyde Vereniging sonder Winmotief

Allied Building/Gebou, Bree Street/Straat, Johannesburg, P O Box/Posbus 694
Phone/Foon 28 2820, Telex/Teleks 43 7502, Telegrams/Telegramme "Assocom"

ALL CORRESPONDENCE TO BE ADDRESSED TO THE SECRETARY
ALLE KORRESPONDENSIE MOET AAN DIE SEKRETARIS GERIG WORD



*Text of Press Release by Assocom in respect
of Black Trade Unions.*

ASSUCOM directs attention to the ^{fact} that, under existing legislation, Black Trade Unions can and have been formed, although these are not formally recognised under the legislation, nor is there any organisation to register such unions.

To allow the situation to continue presents a threat to industrial peace, and a reappraisal is urgently required of the provisions of the Industrial Conciliation Act - with a view to registering and controlling trade unions, irrespective of racial composition.

reappraisal

M. Kagan

As explained to your secretary, the above press release was expanded verbally at the press conference.

G. A. V. Breda

WARNING OF 'MILITANT UNIONISM'

nm Mercury Correspondent 8/10/76
JOHANNESBURG — Mr. Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa, yesterday warned top businessmen of a spreading militant Black trade unionism

He told the National Development and Management Foundation business outlook conference in Johannesburg:

"Recent strike action among Black workers has not been aimed at gaining improved conditions of employment, it has been taken to win recognition for the Black trade union involved

"Trade union development throughout the world has always been violent when fundamental rights were denied to the workers, and opposition towards granting these rights only makes the workers more determined to win through, irrespective of the cost"

It was extremely perturbing that industrial strife of this description would almost certainly be identified with that of a racial conflict.

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Stayaways— union pleads for caution

STAR

9/11/76

Labour Reporter

A black trade unionist has appealed to employers not to judge black workers too hastily and harshly for obeying student calls to stay away from work.

"They should treat every case on its merits after a full investigation," said Mrs Emma Mashinini, general secretary of the

Commercial, Catering and Allied Workers' Union

In Mofolo Village, Soweto, for example, many residents stayed away from work last week because their township's shebeens had been raided on the day before the stayaway was to have begun. Elsewhere workers had less reason to be afraid.

One of the members of her union, Mr Arthur Mithebula (47), a breadwinner with four dependents, said he stayed home last week because his house was looted and damaged when he failed to obey a previous stayaway call.

Mr Mithebula was dismissed when he reported for duty at John Orr's department store in Johannesburg yesterday.

The store's general manager, Mr K Broderick-Clarke, denied that Mr Mithebula was dismissed for obeying the stayaway call.

"He was dismissed because of his lack of effort. Furthermore, he was seen in town at the time of the stayaway when he claimed to have been at home," Mr Broderick-Clarke said.

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DD 28/11/76

JOHANNESBURG — The Government crackdown on black trade unions continued yesterday with the banning of eight people in Natal — bringing the number of bannings to 13 in the past three days.

The trade unionists served with five-year banning orders yesterday in terms of the Internal Security Act had all been associated with the Natal-based Trade Union Advisory and Co-ordinated Council (TUACC) representing five black trade unions with membership of 50 000 to 60 000 workers, or the Institute for Industrial Education (IIE), a service organisation to TUACC unions.

They are

Mr Alpheus Mthetwa, the general secretary of the Metal and Allied Workers' Union, which has 8 000 members in branches in Durban, Pietermaritzburg and on the Reef

Mr John Copeland, secretary of the TUACC and of the Textile Workers' Industrial Union

Mr Charles Simpkins, a former research officer for the Institute for Industrial Education, who is now a lecturer in economics at the University of Natal

Mr Chris Albertyn, secretary of the registered Textile Workers' Industrial Union

Mrs Jeanette Murphy, former secretary of the TUACC, who was previously banned and whose banning order was lifted in May last year

Mr Mike Murphy, acting secretary of the Transport and General Workers' Union, who worked part time. He teaches English at Grosvenor High School

Miss Pat Horn, an education officer for the IIE, involved in literacy projects for black workers

Mr Mfundise Ndlovu, a Pietermaritzburg organiser for the Metal and Allied Workers' Union

In Johannesburg, Miss Jeanette Curtis, an archivist at the Institute of Race Relations since 1973, was served with a banning order under the Internal Security Act. She is a past official of the Industrial Aid Society, an organisation providing education, and legal advice to workers

Last year Miss Curtis was held in solitary confinement for 65 days in terms of the Terrorism Act. No charges were brought against her

Miss Curtis is a sister of the banned former Nusas president, Mr Neville Curtis

Earlier this week five people associated with black trade unions were banned for five years under the Internal Security Act. They were Mr Loet Douwe Dekker, Mr Eric Tyacke and Mrs Jean Tyacke, all officials of the Urban Training Project — a service organisation to unions in Johannesburg — and Mr Sipho Khubeka and Mr Gavin Andersson, the secretary and an organiser of the Metal and Allied Workers' Union's Transvaal branch

Last night the Metal and Allied Workers' Union's Transvaal branch issued a statement deploring the bannings of the TUACC and UTP unionists and their own officials

The union said trade union activities among blacks were not illegal. In banning these officials the Government had shown it was incapable of bringing them to court and accusing them of illegal activities in terms of the country's laws

The acting director of the Institute of Race Relations, Mr J G Wolfson, said the institute strongly condemned the use of banning as a means of punishing a person who had not been accused of any crime

Meanwhile, the German Embassy in Pretoria has confirmed that a grandson of Mr Clements Kadali, the pioneer of trade unionism among black workers, is being held by the Security Police

The grandson, Mr Kwacz. Kadali, is a German citizen — DDC

(138)

143/325

Govt ban on fourth unionist

17/11/76
Star

Labour Reporter

A fourth white involved in black trade unionism — Mr Gavin Anderson, organiser of the Johannesburg branch of the black Metal and Allied Workers' Union — has been banned.

News of the latest banning has come from a source close to the union in Johannesburg, but details were not immediately available.

It followed five year banning orders under the Internal Security Act served yesterday on three leaders of the Urban Training Project (UTP), a Johannesburg worker education body which has helped to launch about half a dozen black unions.

The three are Mr Loet Douwes Dekker, chairman of the UTP, Mr Eric Tyacke, its full time director, and his wife Jean, an administrative assistant.

The 10 black unions whom the UTP served have been regarded as more moderate than some other black unions.

Mr Arthur Grobbelaar, of the 220 000-strong Trade Union Council of South Africa has "deplored" all the bannings without trial.

South Africa's best-known black labour leader, Mrs Lucy Mvubelo, did not know Mr Andersson, but said about the UTP bannings:

"These people played an invaluable role in creating responsible black labour leaders, thus promoting racial harmony.

"This is a serious blow

to moderate and responsible black trade unionism."

The Archbishop of Durban, the Most Rev Denis Hurely, described the banned UTP leaders as dedicated anti-communists, and devoted Christians, reports our Durban correspondent.

Eight of the 10 black unions associated with the UTP said the UTP bannings were calculated to cripple the unions and silence the voice of black workers.

REALISE

The authorities should realise that elements wanting to use black workers for their own aims were waiting for opportunities such as the banning of people operating within the law.

The UTP is to continue its work in spite of the bannings, and a meeting to reorganise it is to be held soon.

Mrs Sany Douwes Dekker and her husband and Mr Tyacke were to seek legal advice to establish how their other activities would be affected by the ban.

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17/11/76.

6 The Cape Times, W

3 unionists banned

Own Correspondent

JOHANNESBURG - Three White officials of the Urban Training Project, a service organization to 10 African trade unions in Johannesburg have been banned for five years under the Internal Security Act.

They are:

- Mr Toet Douwes Dekker, the UIP chairman and a part-time lecturer in the Department of Industrial Sociology at the University of the Witwatersrand.
- Mr Eric Ivacke, UIP administrator and Mr foundation in 1971.
- Mrs Jean Ivacke, the UIP administrator and Mr Ivacke's wife.

138/328/299

Workers' security wanted

Mercury Reporter

WITH the number of unemployed workers increasing, urgent arrangements must be made by the Government for better job security for African workers, a spokesman for the Trade Union Advisory and Coordinating Council said in Durban yesterday.

TUACC represents 60 000 African workers in Natal and has five trade unions affiliated to it. They are the National Union of Textile Workers, Transport and General Workers' Union, Chemical Workers' Industrial Union, Metal and Allied Workers' Union and the Furniture and Timber Workers Union.

He said workers were too easily retrenched when profits dropped in spite of promises.

Workers had no recourse to the traditional trade union financial and organisational benefits and there was no meaningful unemployment insurance available.

He said Government plans to alter the Unemployment Insurance Act, made under trade union pressure, would have to wait until Parliament re-opened next year.

The council intends submitting a memorandum to the Minister of Labour, Mr. S. P. Botha, on the present unemployment and workers' compensation.

New blow to black union movement

325 (138) 142

For
17/11/76

Labour Reporter

Six more people in the black trade union movement were banned today to bring the recent tally to 13, 11 white. Seven are Durban-based.

Neither the Minister of Labour, Mr S P Botha, nor the Minister of Justice, Mr Kruger, was available today for comment.

From the personalities involved it appears that

• the action is concentrated on Whites involved in the black labour movement,

• it is probably aimed at the more militant black union faction represented by the Trade Union Advisory and Coordinating Council (TUACC)

• moderate black labour leaders in the Transvaal are likely to be left largely unhindered.

Six orders were served in Durban today and another was served in Johannesburg yesterday on Miss Jenny Curtis, archivist at the Institute of Race Relations and formerly involved in the Industrial Aid Society.

DURBAN LIST

The bannings served in Durban today were on Mr John Copelyn, secretary of TUACC, Mrs Jeannette Murphy, assistant secretary of TUACC until three months ago who had been banned once before. Mr Mike Murphy, her husband who was part-time acting secretary of the black Transport and General Workers' Union, Mr Charles Simpkins, former research officer for the Institute for Industrial Education, Mr Chris Albertyn, of the Textile Workers' Union, and Miss Pat Horn who was involved in black literacy projects.

The States London Bureau reports that the British Trades Union Congress is 'deeply concerned' at the bannings and will do what it can to help those affected.

The ILO has given about R40 000 this year and last to the Urban Training Project, a black literacy programme in South Africa.

325/145/43
138.

5 now banned in crackdown on trade unions

Own Correspondent

JOHANNESBURG. — In a new Government crackdown on the Black trade unions, five people have been banned in the past 48 hours, and seven trade unionists are being held under security legislation.

Banning orders of five years have been served on Mr Siphokubekha, 23, and Mr Gavin Anderson, 24, the secretary and organizer of the Johannesburg-based branch of the Metal and Allied Workers Union.

On Tuesday three White officials of the Urban Training Project (UTP), a service organization to eight African unions on the Reef, were banned.

Yesterday two international trade union federations and

local Black trade unions voiced their protests at the latest spate of bannings by the State.

The 13-million member International Metalworkers' Federation (IMF) warned that if the bans were not lifted immediately, it would within the next week launch a worldwide campaign of support and solidarity for the victims of this latest infringement of human rights by the South African Government.

In a telegram to the Minister of Justice, Mr Kruger, the International Food and Allied Workers' Associations based in Geneva called the bannings of the UTP officials "a brutal attack

on an organization which had given entirely non-political service to unregistered trade unions".

The eight Johannesburg-based African unions served by the Urban Training Project, who represent 19 300 workers, described the banned UTP officials, Mr Loet Douwes Dekker, Mr Eric Tyacke and his wife Mrs Jean Tyacke, as the driving force behind emerging Black trade unions.

In a joint statement the unions said if individuals who operate within the South African system of law continue to be banned, then surely the authorities must realize they are instrumental in bringing

about economic and political chaos.

The seven trade unionists who have been detained by the security police for periods of up to six months are:

- Mr Pendile Mphete, secretary of the Industrial Aid Society, detained May 10;
- Miss June Rose Nala, a secretary for the National Union of Textile Workers, May 18; Mr Samson Ndou, a trade unionist from Johannesburg, August 13;
- Miss Zora Ngudla, secretary of the Western Province Advice Bureau, September 2;
- Mr Halford Ndzokoyana, September 2, and Mr Alpheas Mdude, both bureau members, September 2; and Mr Sidney Zotwana, an official of the Black Workers' Union, Rhodes University.

325/143/138

Union ban list grows

JOHANNESBURG — In a new Government crackdown on black trade unions, five people have been banned in the past 48 hours and seven trade unionists are being held under security legislation.

Bannings have been served on Mr Siphokhanya, 23, and Mr Gavin Anderson, 24, the secretary and organiser of the Johannesburg-based branch of the Metal and Allied Workers Union.

On Tuesday three white officials of the Urban Training Project, a service organisation to eight black unions on the Reef, were banned.

Meanwhile, three Cape Town men, Mr Temba Nolutshunhu of the Institute of Race Relations, Mr Conference Fesi and his brother, Mr Kidman Fesi, have been released by police after spending 11 days in detention. — DDC.

325/138-

Eight more unionists banned

19/11/76

JOHANNESBURG — The Government crackdown on Black trade unions continued yesterday with the banning of eight people in Natal — bringing the number of bannings to 18 in the past three days

The trade unionists served with five-year banning orders yesterday in terms of the Internal Security Act had all been associated with the Natal-based Trade Union Advisory and Co-ordinating Council (TUACC) or the Institute for Industrial Education (IIE), a service organization to TUACC unions

They are Mr Alpheus Mthetwa, the general secretary of the Metal and Allied Workers Union

Mr John Copelyn, the secretary to TUACC and to the Textile Workers' Industrial Union

Mr Charles Simpkins, a former research officer for the Institute for Industrial Education, who is now a lecturer in economics at the University of Natal

Mr Chris Alberty, secretary of the registered Textile Workers' Industrial Union.

Mrs Jeanette Murphy, former secretary of TUACC, whose previous banning order was lifted in May last year.

Mr Mike Murphy, acting secretary of the Transport and General Workers' Union

Miss Pat Horn, an education officer involved in literacy projects for Black workers.

Mr Mfundise Ndlovu, a Maritzburg organizer for the Metal and Allied Workers' Union

20/11/76

Unions defiant

DURBAN — "We are determined to carry on the organisation of black trade unions although eight of our leaders have been banned," Mr. Ravi Joshi, administrative secretary for the Institute for Industrial Education, said yesterday.

The institute forms part of the Trade Union Advisory and Coordinating Council under which five black unions have been formed, representing 60 000 workers in Natal.

The remaining TUACC officials met yesterday to re-organise the three offices in Durban and one in Pietermaritzburg.

Mr Joshi said the bannings had affected the education and literacy aspect of the movement.

He said it meant more work for everyone, but new organisers would be

electd by each union and workers would continue to be recruited.

This week's bannings, 14 in all, has virtually destroyed the entire leadership of the black trade union movement in South Africa.

Meanwhile, the biggest trade union group in the non-communist world — representing 90 million workers in 50 countries — yesterday called on South Africa to lift the ban on the leaders of black unions.

From its Brussels headquarters, the International Confederation of Free Trade Unions (ICFTU) urged the United Nations and the International Labour Organisation to take up the issue.

— SAPA-RNS.
Unions plan boycott, page 9.

Textile workers^{at} to get 10pc rise^{11/12/77}

EAST LONDON — Consolidated Textile Mills employees in East London have been guaranteed a 10 per cent salary increase in the new year

But the Joint Managing Director of the Frame Group which owns the mills, Mr S Lurie, has made it plain that this will not necessarily be granted to all staff on January 1, but might be granted at any stage during the year, depending when each staff member received his most recent salary increase

In addition to this the head of the group of companies, Mr P Frame, announced at a shareholders annual meeting in Durban that there would be no retrenchment within the group next year

"Retrenchment would be a disaster. We employ 30 000 people and spend R500 000 a year on training

"We will continue to expand in the decentralised areas in spite of recent unrest among blacks. It is in the interests of our group and the country that we should do so," Mr Frame said

In reply to recent criticism in the financial press about his group's dividend policy, Mr Frame said the group's policy had enabled it to remain in full

production

"Our dividends have been increased because from time to time we give bonus shares, as a result shareholders receive more dividends and their holding is increased

"This has been our policy for 50 years. We feel our responsibility is not only to shareholders, but to the people we employ," Mr Frame said
— DDR DDC

IT WAS CASE OF QUIT, OR LOSE MEMBERS

Staff Reporter
JOHANNESBURG.
One of South Africa's big-

gest trade unions has with-
drawn its affiliation to the
Trade Union Council of

South Africa — if it hadn't, it claims, it would have suffered "a tremendous blow" through the resignation of members.

The stage had been reached where "the policies and principles of our two organisations no longer share common ground so far as labour matters are concerned," explains Mr B Bouwer, General Secretary of the S A Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society.

REVERSED

He does so in a recent issue of "The Crucible", official organ of the Society. When TUCSA was originally established, and for many years thereafter, its affiliates consisted of a composition of a majority of White unions. However, with the passing of time, this position had now been

reversed to the extent that the greater portion of TUCSA's affiliates are Black.

The Society had made it clear that it had no objection to Black unions being affiliated. But it had also indicated that this could only be agreed to for as long as the membership of the Society (i.e. Whites, Coloureds and Asiatics) was not in jeopardy. First loyalty was to ensure that the jobs of the members "for whom we cater are secure without any encroachment by Black labour."

Employers in the iron, steel, engineering and metallurgical industries were employing more and more Black labour. They were therefore "daily" making a greater number of applications to the National Industrial Council to grant authorisations to employ Blacks on various jobs "which are now the preserves of our Coloured and Asiatic members

"As such this Society continually has to resist and reject these applications to employ Blacks indiscriminately in the industry to safeguard the interests of its members."

As a result of numerous press policy statements made by the General Secretary of TUCSA about the greater utilisation of more Black labour and the establishment of more Black unions, the Society had been "bombarded" with demands to spell out its labour policy.

The demands came from members and officials, the management of the National Industrial Council and employers.

They correctly claimed that on the one hand the Society was affiliated to TUCSA and as such associated itself with the views and policies expounded by that organisation.

"Yet on the other hand we see fit to reject applications for authorisations to employ Blacks in the industry. Which side of the fence is this Society really on?"

"The time has come for us to make a decision as to which road we are going to take. Gone are the days when we could run with the hares and hunt with the hounds. The moment of truth has come, and we have to face facts," says Mr Bouwer.

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INDUS. REL. - Workers' Org. -
Unaffiliated Unions

1-1-79 - 31-12-80

City council pay 138 513 *Argus* negotiations continue *12/3/77*

Municipal Reporter
PAY talks will continue between Cape Town City Council and the city branch of the Municipal Workers' Association, which unanimously rejected an offer at a meeting yesterday.

The association asked for pay increases of between 15 and 20 percent in four instalments over

the year, the first retrospective to January 1

The council offered consolidation of a five percent emolument which employees have been carrying since January last year, with a further increase from April 1 and a third increase from October 1

TOWN CLERK

The Town Clerk, Mr H G Heugh, said today the council had not yet been informed officially that the offer was refused but

he expected negotiations between the association and the council's Executive Committee to continue

Mr Heugh said there was no difference in pay between the council's white and coloured employees and that rates were 'not out of step' with what was paid by the private sector in the Western Cape

Municipal workers are barred from striking, under the terms of the Industrial Conciliation Act, because they provide an essential service

The association's secretary, Mr J H Ernstzen, said his committee was authorised to continue to negotiate with the council in an attempt to avoid confrontation.

In a statement issued today Mr Ernstzen said the association had been careful not to submit proposals of a contentious nature because members were 'in urgent need of immediate financial relief'

He said the rising cost of living meant that some lower-paid workers were living on the border-line of starvation.

Diamond cutting factories heading for boom

Own Correspondent

DURBAN — Diamond cutting factories in South Africa are heading for a boom. The rapid expansion of the past two years has been given an extra lift by the signing of a new demarcation agreement, which came into effect on March 2.

Race barriers are being broken down and the industry, which three years ago comprised about 1 000 white artisans, is now near the 3 000 mark — the new workers being Coloured operatives.

Further expansion is expected this year.

The original demarcation agreement was reached in 1976 after a ten week strike and laid down that operators could only saw diamonds up to 1,19 carats in size or polish sawn diamonds up to 0,60 carats in size.

Further talks were held late last year and this year between the Diamond Workers Union and the Master Diamond Cutters Association in which the limits were raised to 1,69 carats for unsawn diamonds and 0,85 carats for sawn diamonds.

Mr Robin Rich, secretary of the union, said this was a tremendous increase and an un-

precedented move for our union.

On the old demarcation, 60 percent of the work normally done by artisans is being done by operators. The new rules will increase the operators share to something like 70 to 75 percent.

Mr Rich said "Naturally, we must accept this but we believe it will prove prejudicial to our members and time will tell whether we are right or not."

Mr Hugo van Zwam, Association chairman, said "From the employers side, it will give the industry more flexibility in organizing its workers. However, all guarantees to skilled workers are still effective."

The use of Coloured operators for handling small diamonds — known as melee — is possible because automatic machines have been introduced to handle this size of gem. Operators do not have to undergo an apprenticeship as is the case with journeymen who are the only workers allowed to process the

larger diamonds.

This breakthrough, which is rapidly creating a small diamond industry comparable to the Israeli or Indian pattern — although employment is not as high yet — was made possible by recognizing that operators could handle small diamonds and that they did not need the skills of journeymen.

As the diamond mines are dug ever deeper, the size of diamonds becomes smaller. Even new mines produce small diamonds.

Manufacturing index higher

PRETORIA — The index of the physical volume of manufacturing production for the period November, 1978, to January, 1979, stood at 195,0 — an increase of 1,6 percent compared with the period from August to October, 1978.

The base is 1963-84 equals 100 and the figures are seasonally adjusted — Sapa

Contd from previous page.

(FSA March 2) Another source believes that there will be new restrictions on unions which fail to pass the tests. It will be a further source says for an employer to enter into a written agreement with a union does on its behalf. Agreements like the unique one reached between Union Iron Smith & Nephew and the (un)ited National Union of Textile Workers would thus be illegal unless the union succeeded in passing the registration tests.

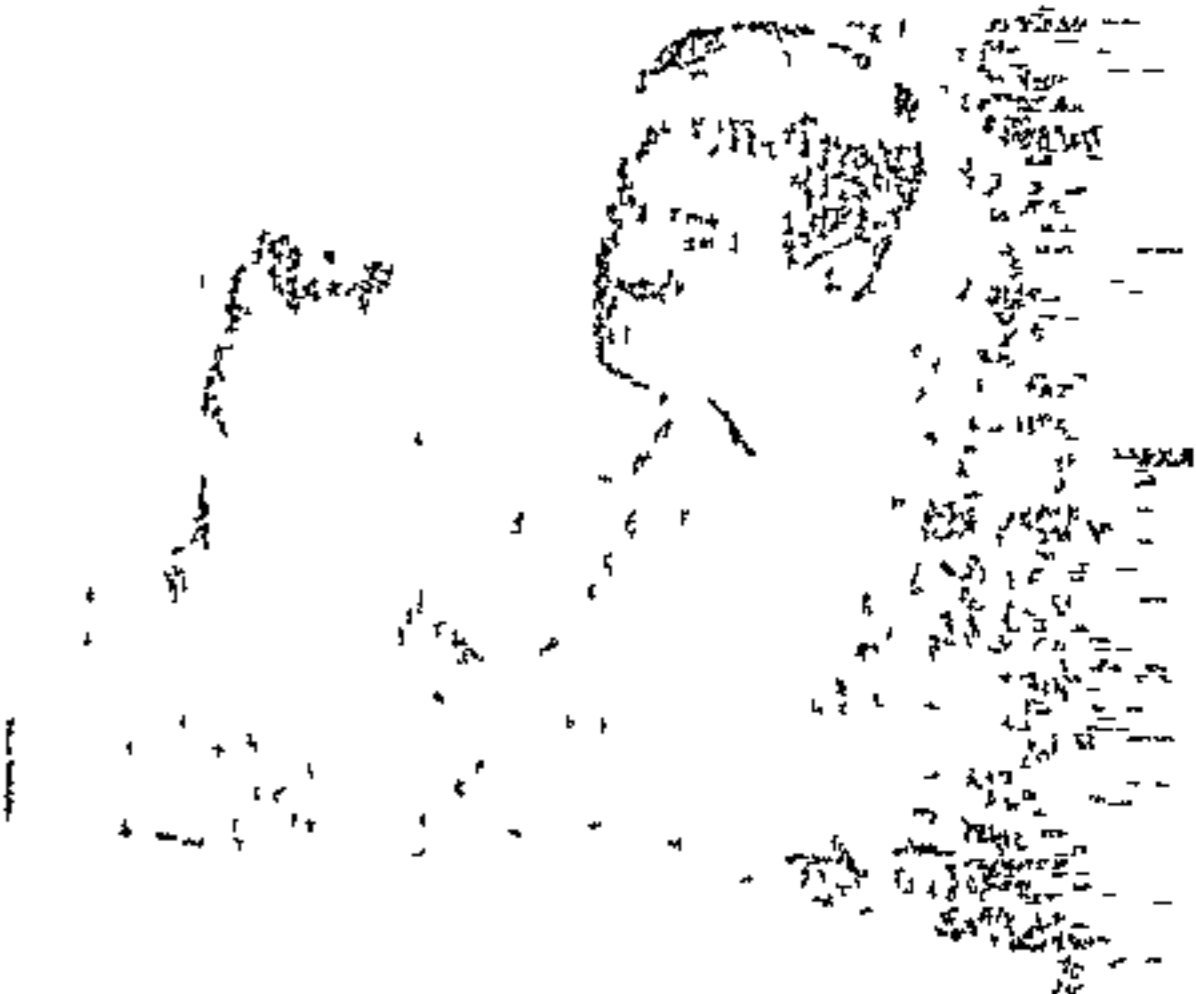
Union Officials Accused.

MR Brian Williams, an electrician and a member of the South African Electrical and Allied Workers' Union said at the weekend that the wage promise made at last week's meeting of the union at Kensington, Cape was unrealistic and refused to be named as keeping the present officials and executive members in their positions after the next election due to be held some time in July.

Cape Herald 7 April 1979

Another point which Mr Williams was concerned about was that the increase of the previous minute of the previous meeting were incomplete in that what he regarded as an important question, union members were not asked that the officials were not invited and that he stated that the Press was not invited and that he hoped could be held out. He told Cape Herald that the fact that the officials were not invited and that he hoped could be held out. He told Cape Herald that the fact that the officials were not invited and that he hoped could be held out.

Paulus down, but not out



Building on the future

AFRICAN EDUCATION
Mandela Road
05 APR 1979

One of the most important but little marked features of last week's budget was the allocation of R10m for the building of schools in African townships in the urban areas done through Kous. The new schools will help the Department phase out the 'pilot' system, in which the same buildings house two distinct schools — one in the morning and one in the afternoon. Teacher training also gets a financial boost. The 1979/80 allocation is up to R2.2m (89%) on last year's budget. Three new teachers training colleges, at Mabopane, Imbali and Fort Beaufort, are among the main projects.

New group
fires koka
1st 30 Mar

Neither SA nor the mining industry has heard the last of the Mine Workers' Union. Indeed, some sources believe a new confrontation between the union and the Chamber of Mines may be imminent. The immediate issue which could provoke confrontation is the loss of benefits.

ARRIE PAULUS Bouncing back

Arrie Paulus is not worried by Meiring or Coetzee. He adds that Meiring has few legal grounds for a lawsuit on the loss of benefits. He was one of the most active supporters of the strike and helped to organise it at Impala. How can he now sue about something he helped to start?

Press reports have focused on a union shaft steward Maurice Meiring who wants to sue the MWU hierarchy on the loss of benefits and ex-union official Flip Coetzee who has resigned. Does this imply a groundswell of dissent in the union? Paulus obviously thinks not, repeating a challenge to Botha to hold a secret ballot among miners to gauge MWU strength.

But whatever the outcome of that issue some mining unionists say that reports about the MWU's demise — backed to some extent by Minister of Labour Frank Botha — who has said that the union's support is weak — are greatly exaggerated. Indeed they believe MWU members may soon rally round in a new show of strength though not necessarily a strike.

The conciliation board set up to discuss the dispute on this issue has ended in deadlock and the union can now legally call a strike ballot. MWU general secretary Arrie Paulus tells the FSA — we will decide as soon as possible.

At the meeting the secretary, Mr C. Sheldahl had said that a new wage agreement was due to be signed in September and that there was every hope that the minimum wage would rise from R2.35 an hour to R3 an hour. Mr Williams who was present at the meeting said that in the present economic conditions he could not see how such hopes could be held out. He told Cape Herald that the fact that the officials were not invited and that he hoped could be held out.

Union assets seized by angry SOA workers

Arrie Paulus is not worried by Meiring or Coetzee. He adds that Meiring has few legal grounds for a lawsuit on the loss of benefits. He was one of the most active supporters of the strike and helped to organise it at Impala. How can he now sue about something he helped to start?

WHITE UNIONS
Power struggle

Arrie Paulus's Mine Workers' Union is seeking a new power base — literally it claims to have recruited 80% of the white workforce at some Escom power stations, and has applied to the industrial registrar for registration as the representative of these workers

The MWU application follows attempts by the union to recruit non-mining members of other unions late last year

But unions with members at power stations have vowed to fight the new MWU move. Ken du Preez, general secretary of the SA Engine Drivers', Firemen's and Operators' Association, says the unions — there are six of them — will all object to the MWU's application

The application asks the registrar to extend the MWU's scope of registration to

Financial Mail July 13 1979

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water detail. Dis-

ences of the 'coloureds'
The imbalance between the age specific mortality rates of whites and 'coloureds' has improved or remained constant for persons between the ages of 5 and 64. However, for children less than 5 years of age, the gap between whites and 'coloureds' is widening. In 1941, white children under one year old experienced 28,0% of the mortality of 'coloured' children;

include a wide range of occupations at Escom power stations in the Belfast, Sasolburg, and Middelburg magisterial districts. The union says most workers in these districts have joined the MWU "because they are dissatisfied with their own unions"

Unions represented at Escom say they don't know how many non-unionists the MWU has recruited. Says du Preez: "There is no closed shop at Escom, and about half the work-force is not unionised. They may have recruited some of them. But they've taken virtually no members away from the existing unions." White unionists who were lured away by the MWU are said to have now returned to their own unions

In terms of the Industrial Conciliation Act, a union is entitled to registration if it represents more than 50% of the relevant workforce

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The infant mortality rates (IMR) and standardised mortality rates (SMR) for whites and 'coloureds' are provided in Fig. 2 and Fig. 3. Whilst the whites have experienced a steady decline in both of these indices since 1929, the 'coloureds' after an initial decrease, show a comparatively static IMR since 1950 and an increase in their SMR since 1960. From 1941 to 1970, the white IMR has fallen from 50,9/1 000 to 21/1 000, an improvement of 57,6%. During this period, the 'coloured' IMR has decreased from 164,8/1 000 to 132,6/1 000, a change of only 19,7%. This is of particular concern when it is appreciated that the greater the IMR, the more easily should improvements be accomplished. The decrease in SMRs between 1941 and 1970 were 28,4% and 25,7% for whites and 'coloureds' respectively.

The age specific mortality rates are summarised in Fig. 4. Since death is inevitable, it is to be expected that decreases in the mortality experience of younger age groups will give rise to a corresponding increase in mortality amongst elderly persons. Thus, although it is to be expected that for both whites and 'coloureds' the mortality rates for persons over the age of 65 years have shown a rising trend, it is of some concern that the mortality rates have also increased between 1960 and 1970 for 'coloureds' in the 25-44 and 45-64 years age groups.

(iv) Proportional Mortality, accounted for by specific conditions.
(v) Expectation of Life. This was calculated both at birth (e_0) and at 45 years of age (e_{45}) for both males and females. It expresses the average number of additional years an individual would be expected to live beyond birth and 45 years.

For Africans, the proportional mortality was the only index calculated.

RESULTS

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The age specific mortality rates are summarised in Fig. 4. Since death is inevitable, it is to be expected that decreases in the mortality experience of younger age groups will give rise to a corresponding increase in mortality amongst elderly persons. Thus, although it is to be expected that for both whites and 'coloureds' the mortality rates for persons over the age of 65 years have shown a rising trend, it is of some concern that the mortality rates have also increased between 1960 and 1970 for 'coloureds' in the 25-44 and 45-64 years age groups.

The imbalance between the age specific mortality rates of whites and 'coloureds' has improved or remained constant for persons between the ages of 5 and 64. However, for children less than 5 years of age, the gap between whites and 'coloureds' is widening. In 1941, white children under one year old experienced 28,0% of the mortality of 'coloured' children;

by 1970, this figure had decreased to 15,7%, indicating that the whites had improved disproportionately to the 'coloureds'. Similarly, for children 1 to 4 years of age, during the period 1941 to 1970, the white mortality experience as a percentage of the 'coloureds' had decreased from 15,2% to 7,1%. It should be noted that the 0 year age specific death rates are higher than the corresponding IMRs. This is because the denominator for the former is the number of live births whilst for the latter it is the mid-year populations under one year of age.

Fig. 4 provides an indication of the proportional contribution of selected mortality experience of the white, 'coloured'

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SABC REVOLT ~~Pat Rogers~~
Storms on the air

22x 13/7/79
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A political showdown is looming at SABC HQ in Johannesburg's Auckland Park following popular TV man Pat Rogers's controversial Advocate-General Bill telegram last month

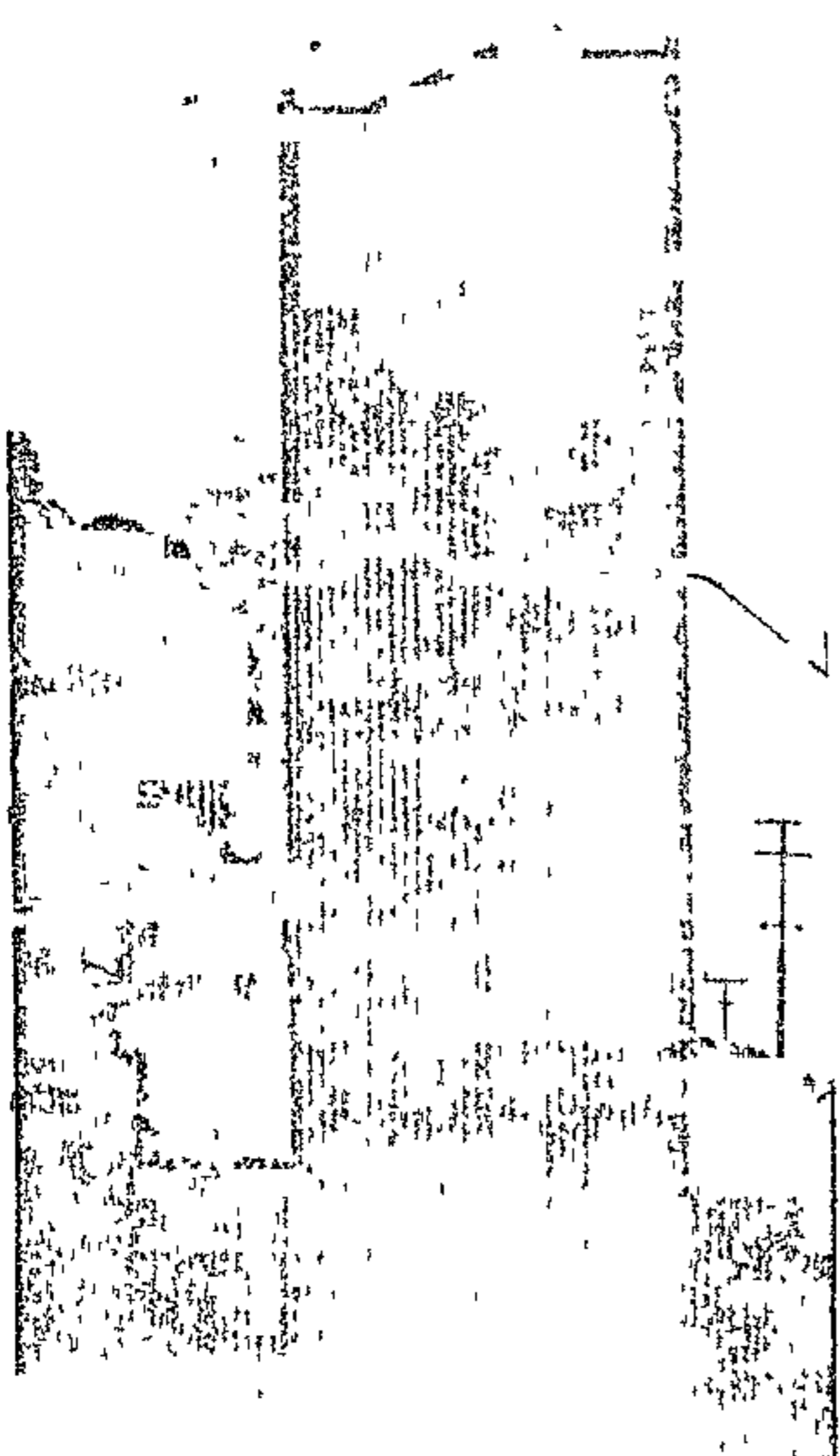
The SABC has long been regarded as a bastion of the Broederbond, but even before the telegram there were signs of staff dissidence for instance, the disquiet among a group of radio and TV men over the initial exclusion from news reports, on the orders of higher authority, of the bombshell Mostert disclosures on Muldergate There was even a mini walk-out over that issue, led by Radio Today's Julian Potter

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subscribe to volume(s) of Peter Horn,

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Signature



Auckland Park 2104
 the

Then, in March this year, Rogers was elected national president, and Chris Copeman chairman of the Johannesburg branch of the SABC Staff Association (Sabsa, a registered white trade union), which had been largely inoperative for years

There followed Rogers's famous telegram to P W Botha last month, protesting at the Press gag clauses of the AG Bill. But the Sabsa telegram did not have the support of Sabsa branches outside Johannesburg

In swift order SABC chairman Piet Meyer and director-general Jan Swane-poel (both Broeders) distanced themselves from the telegram and expressed loyalty to Pretoria. Then, after a hasty recruitment drive led by senior newsman Sakkie Burger — a "verkrampte," according to some — Sabsa's members rapidly rose to over 1 000 by last week, when a show of hands at a special meeting compelled Copeman to resign his branch leadership

A new branch executive will have been proposed by the weekend, and voted in by about July 20. Will it be a Broeder executive which will bring Sabsa to heel?

Sakkie Burger's group denies that it is being manipulated by middle and senior management men in the name of "patriotism" and "good order." But an ultra-right faction is gunning for Rogers himself

with whispers that "Pat Rogers wants the SABC to become multiracial." Rogers himself regrets the publicity, and speaks of "an over-emphasis in the Press on political angles"

There are allegations aplenty that the boosting of membership to over 1 000 was specifically aimed at bringing in elements hostile to Copeman's executive; that the bulk of the members were in the crucial meeting half an hour before it was officially scheduled, and that many others were turned away

The loser can only be Sabsa itself — as a union. Its ousted executive points to genuine grievances over pay and service conditions.

"Why can't we be proud of our bosses, instead of rejecting them?" complains one member, alluding to all those directors Mercedes in the foyer. "The whole anti-Copeman plan was brilliant in execution and masterly in propagation."

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F. U. 13/7/79 (M) (38)

That the Mine Workers Union has expressed its gratitude to Minister Fanie Botha for the first time in years?

The union's journal *The Mine-worker*, greets Botha's departure from the Mines portfolio (F W de Klerk is the new minister) with the simple headline "Thank You, Fanie, For Going"

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about his

JOB COLOUR BAR F.M. 13/7/79
Out of the wood (138)
As a result of the new agreement, the furniture industry is now open to all workers, including those who were previously excluded from the industry.

The agreement, which has not yet been gazetted, will come into force in three months' time. Employers and unions both claim it will effectively abolish the job colour bar in the industry.

Until now, employers have not been allowed to employ Africans in Grade I (journeyman's) work at all. Furthermore, Africans have been allowed into Grade II jobs only under a "learnership system," which stipulates that no non-African labour must be available, that the African candidate for the job be 21 years old, and that he must have been in the industry for four years.

The new agreement scraps the industry's "restrictive employment" clause. But a stumbling-block remains: Africans cannot be indentured as apprentices, the employers arguing that there is no college training available to them in the "white" areas.

However, Winston Smith, secretary of the Transvaal Furniture Manufacturers' Association, says that Africans will still be able to occupy Grade I jobs by making use of the "learnership" system previously applicable to Grade II workers.

Those who qualify under this system will be able to do journeymen's work at journeymen's pay scales, despite the fact that they will not have official artisan status, says Smith.

Some furniture employers argue that



Coloured furniture worker . . . making room for Africans

the "learnership" system stacks the cards heavily against Africans. But Michael Lalaram, secretary of the National Union of Furniture and Allied Workers, says that "many blacks are doing skilled work as a result of the scheme."

Although Smith says employers are "very happy" with the new agreement, he adds that they are still restricted by Section 3 of the Environment Planning Act, which has resulted in restrictive African labour quotas being laid down by government. "Until the Act is removed, promoting a black still means that you can't replace him with a new worker lower down the scale," he says. This, he

argues, may slow African promotion.

Lalaram tells the FM that his union did not oppose the relaxation of Grade I restrictions because "we can now organise blacks into a registered union. We have always said that we will allow the barriers to go as soon as we can."

His union, which represents coloured workers, has started organising a "parallel" African union and will apply for registration for it "as soon as the law permits it." Lalaram adds that his union would amalgamate with the new African union — and with the small whites-only union in the industry — "within 24 hours" if legislation permitted mixed unions.

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UNION OUSTS WHITE FROM DRIVER'S SEAT

MEMBERS of the African Transport Workers Union decided to dismiss their white secretary general after he had locked them out of their meeting office and forced them to hold a meeting on the pavement of a Johannesburg street.

After the ousting of Mr Gert van der Walt Mr A Mkhonza, formerly an organiser of the union, was appointed as acting general secretary.

According to the president of the union, Mr Joseph Mavi, union members were dissatisfied with the treatment they received from Mr van der Walt.

Mr Mavi claimed that: ● He was made to sign more than 30 blank cheques a month by Mr van der Walt.

● Mr van der Walt refused to inform the executive committee of the union's financial position.

● Mr van der Walt threatened to influence companies to withdraw stop-order facilities to the union, should he be dismissed.

Mr van der Walt was

also accused of being uninterested and negligent in handling the affairs of the union. The union members claimed he was not sympathetic to their problems.

Some said he had an fact written to their new employers testimonials in which he spoke badly of the bearer and spoiled their chances of employment.

Union members felt that if their problems were to be satisfactorily attended

to, they should appoint or elect a fellow black driver. Thus, they said would make it easier for them to explain their problems.

They strongly objected to having white officials because these could not experience the same kind of difficulties as they did.

PROMISES

To support their argument some of the drivers who were dismissed from their employment told the meeting of the promises

made by Mr van der Walt after he had held meetings with the expelled drivers: that the union would negotiate on their behalf. They had not heard from Mr van der Walt ever since.

The president of the union was himself subjected to this type of treatment from the secretary general. He said they had attended a drivers' meeting together with Mr van der Walt, after which they both had to go and

meet the management alone and only informed the chairman of the outcome of the meeting.

One of the thorny issues mentioned at the meeting was a petition which was sent to the president suggesting that the entire union demand the immediate expulsion of the president.

On contesting the petition the president was later informed that the decision had been withdrawn.

At the meeting all those present were surprised to hear of such a petition. They unanimously agreed that the president continue with his work.

Mr Mkhonza will assume his new duties with immediate effect.

versiteit van Kaapstad
professor C I R Ellis, en mede-professor D J van der Walt
Biskop A W Habelgarn verteenwoordig die Lede van die Maatskappy

Terry I professor G.F.R. Ellis met navorsing- en studie- veriof is, dien dr Robert Schrire as sy plaasvervanger op die Akademiese Advieskomitee en die Raad van Beheer

PERSONNEL

Die vaste personeel bestaan uit die Direkteur, professor Hendrik W van der Merwe, M.A (Stellenbosch), Ph.D. (Kalifornië), die Administratiewe Assistent, mev H Albertyn en h deelydse sekretaresse, mev. B J Chapman. Gedurende die jaar is mej. Norma Cornell en Ruth Rutherford as tydelike klerklike assistente en mej Judith Cornell, B.A (Universiteit van Kaapstad) as deelydse navorsingsassistent in diens geneem. Twee ere-

Desember 1978

Hendrik W. van der Merwe
Direkteur

Union may rejoin Tucsa

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By RIAAN DE VILLIERS

A LEADING metal union, the South African Boilermakers' Society, may reaffiliate to the Trade Union Council of South Africa (Tucsa) after withdrawing three years ago

This follows a resolution adopted at the union's triannual conference held this week, instructing its executive committee to reaffiliate if this was in the union's interest

Mr Ike van der Watt, general secretary, said yesterday a union delegation would attend the Tucsa conference to be held in Cape Town this month and a decision would be taken afterwards

He said the union withdrew from Tucsa because too much emphasis was being laid at the time on black job advancement and not enough on trade union rights for blacks. This was contrary to trade union principles

"We are not opposed to black job advancement, but our policy is to promote trade union labour of all races and we oppose trade union labour being replaced with non-union labour."

But following the Wiehahn Commission report the union felt circumstances had changed, he said

The union may also form a parallel union for blacks in the steel and engineering industry because it is concerned about blacks in higher job categories who are not being organised by existing black unions

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METHODS

In this paper, deaths are analysed at approximately 10 yearly intervals corresponding to the census years. These years have been selected in order to reduce errors in estimating the age specific composition of the populations. The first complete year for which all death certificates were examined by a medical assessor attached to the office of census and statistics was 1929, and this year has therefore been chosen as the starting point for the present study.

but those for 'Coloureds' and Asians are available only from 1938 onwards. Information about African deaths occurring in the principal municipalities are available from 1949 onwards; there is still no information on African deaths outside these areas. Deaths of military personnel outside South Africa have been published separately.⁶

Complete censuses were held in South Africa during 1911, 1921, 1936, 1946, 1951, 1960 and 1970; for whites only they were also performed in 1918, 1926, 1931, and 1941. Life tables are available for the complete census

Van der Watt seeking a broader base

While Van der Watt acknowledges that the new union will herald a stepped-up coloured organising drive by his union, he adds that the new union's chief purpose will be to accommodate coloured workers already enrolled by his union.

These mineworkers have been union members for some years, he says, but the vagaries of labour law have made it impossible to gain registration for them.

Of late mine employers have been reluctant to deal with the union as a spokesman for these workers because it is not registered to represent them. Hence the need for a newly registered union.

MSOA general secretary Robbie Botha says that competition between his union and the new one may well be inevitable. He adds that the Chamber of Mines has told him that the closed shop that white mining unions enjoy will not be extended

MINING UNIONS

A touch of colour

A new trade union, which will cater for coloured workers in the mines and related sectors, has applied for government registration, heralding a further step in the competition among mine unions for coloured members.

At the same time, the union behind this move - the SA Boilermakers Society - is considering organising an African 'parallel' union.

The new coloured union - the Federated Mining Explosives and Chemical Employees' Union - will cater for all coloured mineworkers, according to Boilermakers general secretary Ike van der Watt. It will thus be competing for membership with a coloured union set up by another mine union, the Mine Surface Officials Association (MSOA).



to the new coloured unions, thus opening the way for unrestricted competition between them.

Meanwhile, as the FM went to press the Boilermakers were due to decide whether to give effect to their long-standing policy that they should organise a "parallel" union for Africans.

'Parallel' unions are unpopular among the independent African unions but Van der Watt has argued that his union may be forced to organise one because African workers in the higher job grades in the steel and engineering union are largely unorganised and the independent African unions have been unwilling to organise them.

African engineering unions say they would reject any attempt by the Boilermakers to form a "parallel" union. 'It would be just another attempt to control us,' says unionist Jane Hlongwane.

'They should co-operate with us instead of competing. We hope they won't go ahead,' says Calvin Nkabunde, another African unionist.

Both deny that they have refused to organise workers in the higher grades.

'We don't distinguish,' says Hlongwane.

** The new social is fire it is append South little an ethnic defines 'colour' within terms of its 'colour' written cular

This procedure eliminates the differences in the age structure of the two communities, differences which are apparent from Fig. 1. The absolute values of the rates depend on the population used for standardisation, and consequently the SMRs should be used for comparison between groups. The population used for standardisation was representative of a developed country ($e_0 = 65, r = 0.01$).⁸

(iii) Age and cause specific death rates. Age specific rates were grouped into twenty year intervals except in the early years of life. To avoid inconsistencies caused by differences in the revisions of the ICD over the years, the causes of death have been collated into twelve categories,⁶ which are summarised in Table I.

The age and cause specific mortality rates for the years 1941, 1951 and 1960 had previously been calculated by Preston *et al*⁸ and this data has been used in the present study.

SECRETARY of the Mine-workers Union Arrie Paulus, who this week described blacks as baboons, bounced back into the storm yesterday by heaping further insults.

The latest round of insults from Arrie come in the wake of rising anger among blacks and some Afrikaans newspapers over his remarks.

In an interview with the Nationalist

afternoon newspaper, *Die Vaderland*,

the defiant — and unrepentant — Paulus said that “*Die Vaderland*, **POST**, Motlana and all the kaffirs can go and ...”

There have been calls by this paper and other leaders to have Paulus brought before the courts for causing tensions among the country's races

Chairman of the Soweto Committee of Ten Dr Nthato Motlana this week laid formal charges against the stormy trade unionist

He was advised by police to formulate the charges and these would

POST can go and...

Paulus defiant



Mr Arrie Paulus

POST REPORTERS

be sent to the police in the area where Paulus made his remarks and then be sent to the Attorney-General for his decision

Two Johannesburg-based Nationalist newspapers, *Die Beeld* and *Die Vaderland*, took Paulus to task in their editorial comments

Die Vaderland reported yesterday that when the paper's reporters asked Mr Paulus for his comment on charges by blacks that he is fermenting race hatred in South Africa with his remarks, he allegedly told the reporter that “*Die Vaderland*, **POST**, Motlana and all the kaffirs can go and ...”

Dr Motlana said “It looks as if Mr Paulus is compounding a felony I shall indeed go ahead with my action against him”

Mr Legau Mathabathe, former principal of Mor

ris Isaacson High School said. “What is worth commenting on such a clot? He must be taken to court and charged

“If he can't be charged he must be forgotten as an undesirable element in the society not worthy to be followed up It is a great pity that there should be people who believe in him”

Feelings

Mr Mathabathe urged white miners to kick Mr Paulus out as their leader if they had humane feelings about blacks He said they could not afford to have a man of his calibre as a leader

“Paulus must be brought to Soweto to live a little white with the people so he can turn and be a human being But the sooner we forget about him the better for all,” he said

Mr Fanyana Mazibuko said “It's such a waste of time to comment on such things It makes one despondent to expect an amicable solution to the problems of this country, when there are people like Paulus around. On the other hand, it is unbelievable that a man who said such things lives in this century”

Brigadier Jan Visser, head of the Public Relations office in the police, yesterday said investigations into the Paulus affair were being conducted He said this after asked what the Commissioner of Police, General Mike Geldenhuys, was going to do on calls that Paulus be charged.

Brigadier Visser said the docket would be presented to the Attorney-General after investigations had been completed for his decision

Assume the tax rate remains 42%

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/2

Trade Union Split Over Cape Strikers

A CALL for "full moral and financial support" to strikers sacked by Fatus and Monis in Cape Town and Eveready SA in Port Elizabeth has divided the Trade Union Council of South Africa.

The annual conference of the 240 000-strong TucsA in Cape Town rejected the call for support by a low margin of one vote at first. And a recount confirmed the defeat by 71 votes to 63, with 12 abstentions.

Both the labour struggles were marked previously by calls for consumer boycotts in support of the workers involved

The one in Cape Town made news this week with an early morning raid on the Postels housing the strikers while the one in Port Elizabeth was called off some time ago. Two of TUCSA's vice-presidents and two deputy vice-presidents spoke against the support.

But two of South Africa's veteran unionists, Mr Morris Kagan and Miss Dulcie Hartwell, insisted on support for the con-

tinuation of the struggle at F & M. Arguments against the support were that TUCSA had always opposed disinvestment and boycotts. The unions involved were not affiliated to TUCSA. The leader of the Port Elizabeth union was "one of TUCSA's biggest enemies", and The strikers had received 75 000 Swiss francs (R38 520) from the Inter-

national Metal Workers Federation. Mr Kagan said the call was not for a boycott. He was surprised and disappointed. When workers go on strike everybody must come to their assistance," he said. Miss Hartwell, honoured this week as TUCSA's first general secretary 25 years ago, said "We have a duty to speak up. I will not buy Fatus and Monis products until these workers are reinstated. I don't give a damn if the Food and Caring Workers Union is affiliated here or not. "The workers were hungry, persecuted and being woken up in the middle of the night because they have fought for principles for which they have fought in the past — trade union recognition," Miss Hartwell added.

27/9/79

3 unions have reservations over govt move

By RICHARD WICKSTEED

THREE trade unions, two of them unregistered, representing a combined total of 20 000 workers yesterday expressed strong reservations at the government's decision to open trade unions to contract workers and migrant labourers.

Spokesmen for the General Workers Union which represents 10 000 workers, the Food and Canning Workers Union and the African Food and Canning Workers Union said in separate statements that the concessions increased State control of a registered union's finances, the election of office-bearers and a union's educational activities.

An executive member of the General Workers Union said although the decision to allow contract workers to join a registered union had brought the government into line with an important aspect of the Wichahn Commission, his union opposed the commission itself.

In fact, the criteria for registration are not yet clearly specified and if the system envisaged by Wichahn is implemented it will still remain extremely difficult for those unions which attempt to organize contract workers to apply for registration.

In other words, the ministerial concession only means that unions seeking registration will have to police themselves by constitutionally excluding contract workers from the scope of their organizational activities. This is completely unacceptable, he said.

Moreover, he said, it was clear that racially-mixed registered trade unions are to remain prohibited.

'This is also unacceptable. Furthermore, the unions are still being invited to register under a system of rigid control and surveillance over their affairs.'

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X

the cost of raising the necessary funds has to be taken into account. The funds themselves are already justified by comparison with the alternative methods of provision, but there are additional costs involved in raising them: interest on loans, or administrative and incentive costs of raising taxation. These are normally insignificant for any given project, but may affect the overall amounts available for the health budget.

Where the methods of providing a given service use the same kinds of resources in different proportions, the decision-making can be simplified by means of Linear Programming, though health service choices cannot usually be presented in the simplified way required by this method.

2. CHOICE OF PROGRAMMES

So far, we have discussed methods of choosing means to obtain a given objective. But what tools are available to aid the choice of objectives themselves? Can anything be said on the question of the priority to be given to particular diseases or age groups, whether to allocate more to child welfare clinics or care of the aged?

Overall criteria are needed, and they have to be expressed in such a way that they can guide these detailed questions. Essentially, the problem is not only to relate resources used to objectives achieved, but to relate the various objectives to each other.

(c) to know the effectiveness of a given amount of money when spent on different objectives, so that choices can be formulated in terms of the alternatives we might afford - so many geriatric day care centres, so many child welfare clinics, etc.

Financial statistics are not traditionally arranged on this basis but in categories such as 'salaries', 'transport', 'medicines', etc. A separation, e.g. between expenditure on different disease groups or age groups cannot be made.

The grouping of expenditure into programmes is an art. Pole, an economist in the U.K. Department of Health, writes:

"Programme structure should, in my view, be mainly determined by the decisions to the taking of which one wishes it to contribute... One might suggest that where decisions are primarily a matter of political or moral judgement - of determining basic priorities - one would want the activities to be compared to reside in different programmes - the mentally handicapped against the alcoholics, but where it is a more technical question of how particular objectives can best be achieved - drug therapy against behavioural therapy - one would want the activities to be compared to be within a particular programme. This distinction ties up with an economic jargon of slightly older vintage - that of cost-benefit and cost-effectiveness, and through that to the main stream of neoclassical welfare economics, which attempts to make a distinction between the choice of the composition of the basket of outputs and the choice of the set of resources from which each output is to be produced. The former is, in a broad sense, a question of tastes, values, or utilities, the latter is a question of techniques".

The union obviously believes that miners are behind the leadership. General secretary Arrie Paulus tells the *FM* that the union organised a delegation of miners to attend a house meeting at which Botha spoke on Monday and "there were only two miners there when our people got there".

It was at the house meeting that the hostility between Botha and the MWU came to a head. According to the MWU, Botha told that meeting that he had been instrumental in getting the Chamber of Mines to restore some of the lost benefits of miners who struck this year. Union president Cor de Jager - who attended the meeting - then apparently accused the Minister of "telling a blatant lie".

The union is also bitter about a remark of Botha's in which he said that the MWU had never asked for a job reservation order on the mines.

Replies Paulus "When employers and one of the officials' associations tried to introduce blacks into some jobs some years ago, we managed to get an order reserving those jobs".

This week will tell how Rustenburg voters feel. But, whatever the result, it is likely to have little effect on government's new labour deal. Government men do not fear another miners' strike.

By the time this issue of the *FM* appears on the streets, the result of the Great Battle of Rustenburg should be known. To many observers, the by-election there is as much a battle between the Minister of Manpower Utilisation and the Mineworkers Union as it is one between NP and HNP.

According to the MWU, there are 1 750 union members in the constituency. They have always been among the most militant MWU members and, together with their families, could account for over 3 000 Rustenburg voters.

To add to the excitement, relations between Manpower Minister Fanie Botha and the MWU, anything but cordial over the past few months, burst into open hostility this week.

Thus the by-election has become a test of strength between it and the Minister. If the HNP gain over 3 000 votes, as most sources predict, the union can say (at least privately) that miners voted *en bloc* against the NP in general and Botha in particular.

If the HNP do considerably worse than that, of course, the Minister will be able to say (probably privately as well) that many miners reject the MWU leadership. Even if the HNP do as well as expected, NP men may well claim victory, arguing that they have taken on the Right with all the cards stacked against the NP.

Arrie Paulus: A G 343 must now decide ^{8/10/79 Post}

ICE

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THE chairman of the Soweto Committee of Ten, Dr Nthato Motlana, has lodged his complaint regarding the Arrie Paulus remarks with the Attorney-General (AG)

This was announced at the weekend by a spokesman of the firm of attorneys acting for Dr Motlana

The spokesman said they had sent an affidavit detailing Dr Motlana's complaint and demand that Mr Paulus be charged by the AG. A copy of the affidavit was also sent to the Soweto Divisional Commissioner, Brigadier J J Hamman

It could yesterday not be established from the AG or police if the affidavit had already been received.

The Motlana action is now the latest in a series of outbursts since remarks made by Mr Paulus were published in POST. Mr Paulus told an American publication that blacks were 'like baboons'. He has refused to retract this statement and instead told POST reporter Joe Thibodeau, that if he did not

believe in the remarks he would not have made them

The SA Institute of Race Relations also last month wrote a letter to the AG asking him to charge Mr Paulus. This letter was handed over to the police. The AG responded and police confirmed they were looking at the matter.

Both Dr Motlana and the Institute have demanded that Mr Paulus, who is secretary of the right-wing Mine Workers' Union, be charged under the second General Law Amendment Act of 1964. This law makes it an offence for anybody to arouse feelings of racial hatred.

Meanwhile Dr Piet Koornhof, Minister of Cooperation and Development, has been asked to state his views on

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Paulus docket in ^{8/10/79 Post} ⁽²⁰⁰³⁾

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From Page 1

the matter, and if he intends doing anything about the remarks in his capacity as Minister in charge of black affairs

POST sent him a letter on September 28 that as Minister of black affairs, which inter-alia involves their dignity, welfare and well-being, and asked to respond to the following

- What is your attitude to the remarks?
- Have you taken any action on the remarks? If so, what? If not why?
- Has this matter been brought up at

Cabinet level as Mr Paulus has not only challenged the integrity of the Government, but has also cast doubt on the good intentions of yourself and of the Prime Minister on the future of blacks as respected citizens.

This letter was written to Dr Koornhof after we had received calls from the public demanding to know what Dr Koornhof was doing about the insults to blacks, blacks being his responsibility according to the parliamentary structure of the country, and in the light of recent statements by Dr Koornhof and Prime Minister Mr P W Botha

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4. How does the answer to 3. change if the R70 000 is now a deductible loss, which can be set off against the taxable income from other sources of R50 000? Draw up the income statement assuming the deferral method is used.

5. Further to Note 4, assume now that the company has a set profit before depreciation of R60 000 in 19.8.

Draw up the income statement for the 19.8 financial year under a) liability method

b) deferral method

Assume the tax rate remains 42%

In-house unions: bosses warned

By RIAAN DE VILLIERS
Labour Correspondent

A LEADING trade unionist has warned employers not to promote in company unions and plant committees in an attempt to undermine trade unionism.

The warning came from Mr Tommy Neethling, general secretary of the Amalgamated Engineering Union, one of the largest and most powerful unions in the country.

In the latest issue of the union's magazine, Metalworker Mr Neethling draws attention to increasing effort by some employers to promote in-company unions in opposition to existing registered trade unions.

He says employers could not honestly believe such committees would serve their employees legitimate aspirations in the long run.

Employees should not be fooled into believing such "in-house unions" could represent their interests adequately in all fields.

The union was not opposed to

committees dealing merely with in plant problems.

"But where committees clearly precede an assault on trade unions, we will oppose them with all our power," he said.

Mr Neethling's warning follows fears expressed by many top unionists that the committee system envisaged for South Africa's new labour dispensation could be used to undermine unionism.

In its first report, the Wiehahn commission — of which Mr Neethling is a member — recommended the extension of the committee system to workers of all races. It said committees should only have bargaining powers in areas where no industrial councils existed.

While accepting this in its White Paper, the Government nevertheless said committees should be allowed to negotiate on as many matters as possible, and enjoy the same autonomy as industrial councils.

The new committee system is likely to be enacted next year.

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Logically, basic to economics, is that a rand should yield approximately the same value in whichever programme it is spent. If the net social benefit from the marginal expenditure on one programme much exceeds that on another, one can do better by withdrawing funds from the second programme and increasing expenditure on the first. By simply looking at a breakdown of the budget between programmes, the amounts spent on each may be compared with our intuitive notions of how much 'ought' to be spent on these things. Our judgement will depend on what we consider the benefits of expenditure under each programme to be, a process which cost-benefit analysis seeks to formalise (see below). For example, if it can be shown that expenditure on preventive medicine constitutes approximately 2% of all expenditure on health, it may be felt that the benefits from this kind of provision warrant an increase in the share of the budget allocated to it. Unfortunately, such intuitive processes can pick out only the grossest incongruities which are recognised by all, whatever criteria of 'value' are used. The optimum level of expenditure on a particular objective is, from the point of view of intuitive judgement, highly uncertain, because of the wide variation in benefits attributable to a particular type of spend-

ing. This is partly due to a deficiency in information on the results of the programmes which can be resolved by recourse to appropriate data. Nevertheless, there will also be differences of judgement which cannot be resolved without prior agreement on the relative valuation of different benefits which have to be fed into the analysis; and in the intuitive process, these two factors may not be differentiated.

A very large proportion of decisions are now taken with no further analysis than this. Any further steps involve a way of systematically valuing the benefits of different programmes to render them comparable to one another.

2.4 An Informal Method for Setting Objectives

The following method for guiding the choice of priorities has been described by John Bryant. It has been used by medical and nursing students in Thailand, and one of its advantages is that it can be used where no numerical data is available. It, therefore, lends itself to discussion, to draw on the experience of a group of people.

Potential health problems are first listed, and then given a score (from one to four pluses) under each of four headings:

Diagram 1: A method of ranking health problems

Problem	Prevalence	Severity	Community concern	Vulnerability to management	Total
Large & poorly spaced families	++++	++++	+++	++	96
Inadequate antenatal & obstetric care	++++	++	++	+++	48
Malnutrition	+++	+++	++	++	36
Need for medical care	++	++	++++	++	32
Specific diseases:					
V.D.	++	++	++	++	16
Dental problems	++++	+	++	++	16
TB	+++	+++	+++	++	54
Common cold *	++++	+	+	-	0
Yaws *	-	++	+++	++++	0

* Added to test scoring method

The prospect of a black mining union, possibly outnumbering the combined membership of white mining unions, has been raised by the extension of trade union rights to migrant workers.

Now only foreigners from countries which never belonged to South Africa remain excluded from trade union rights.

This means that more than half of the 436 588 blacks on coal, gold and platinum mines (roughly 55 percent), have trade union rights

The discriminatory provisions of the Mines and Works Act have no bearing on trade union rights

Therefore there is nothing to prevent the formation of a black mining union, it would seem.

This is a matter of serious concern to the white Mineworkers' Union (MWU) which has taken a firm stand against any labour reforms and disrupted much of the mining industry with its illegal strike on job reservation in March

An investigation by the MWU has revealed that its own members are outnumbered by 41 to one at a Stilfontein mine by blacks who are eligible for trade union rights

The investigation showed that 8 216 (63 percent) of the 13 000 black labourers at the mine were entitled to these rights

"At the same mine the MWU has 200 members and altogether there are about 1 000 whites earning a living on the mine," writes MWU leader Mr P J "Arrie" Paulus in the latest edition of his newspaper

"What hope have the

MWU feels threatened by blacks

Star 28/10/79

Labour reporter SIEGFRIED HANNIG examines a new development in the mining industry - the prospect of a black mining union.

white unions and associations to measure up to a black union which will have in the vicinity of 8 000 members on an average mine?"

Even if only a quarter of the blacks formed a union, the employer would have to accede to any demand by the union to share white facilities, Mr Paulus argued

The alternative would be a paralysing strike.

He attributed the National Party's "poor showing" in the Rustenburg by-election to concern about this kind of development

Mr Johann Liebenberg, industrial relations adviser of the Chamber of Mines, commented

"The industry has discussed the matter of black trade unions in very general terms with some of the existing registered unions

"But we have had no approaches regarding the formation of black trade unions and are waiting to see how matters develop"

Indeed, there has been

no news of any attempt to organise black miners from within South Africa in recent years

The reason is generally seen as lying in the difficulties which migrant labour poses to those who want to organise a union of migrant workers.

Short terms of service mean a continuously changing membership and entail administrative problems

Nevertheless, strong black trade union membership existed in the mining industry many years ago

And the trend towards longer terms of service among mining migrants, combined with shorter gaps between terms of service and the "growing popularity of the re-employment guarantee certificate," is creating a more stable black labour force on the mines

As the mining industry succeeds in its efforts to stabilise its black labour force, the prospects of black trade unionism in the industry will improve.

1-4	0,05	0,06	0,02	0,10	0,15	0,02	0,04	
0-1	0,51	0,33	1,10	0,21	1,80	0,13	0,10	
	M	F	M	F	M	F		
	W		A		C		B	

1-4	0,01	0,01	0,02	0,01	0,01	0,01	0,01	
0-1	0,02	0,03	0,20	0,21	0,06	0,16	0,06	
	M	F	M	F	M	F		
	W		A		C		B	

0,02	0,02	0,01	0,01	0,01	0,01	0,01	0,01
0,03	0,06	0,04	0,04	0,01	0,01	0,03	0,03
0,15	0,13	0,15	0,15	0,03	0,03	0,03	0,03
0,02	0,02	0,03	0,03	0,01	0,01	0,01	0,01
7	21	31	23	21	21	21	21

TOUS SYSTEM AND SENSE ORGANS

0,41	2,02	1,56	1,26	1,20
0,07	0,45	0,26	0,23	0,18
0,04	0,09	0,06	0,09	0,07
0,05	0,23	0,09	0,13	0,06
0,11	0,36	0,13	0,26	0,07
0,15	0,47	0,18	0,44	0,15
0,06	0,25	0,14	0,17	0,12
23	289	164	366	187

DISCUSSION

The crude death rates and the standardised mortality rates for whites, Asians and 'coloureds' and urban Africans are presented in Fig. 1. The interpretation of these figures is confounded by the differences in the underlying structure of the population. The population pyramids of the various groups were pictured in Part I with the exception of the urban Africans, which appears in Fig. 2. This population shows an excess of healthy working males and lack of elderly persons as a result of the migratory labour situation.

The standardised mortality rate provides a single figure for the mortality experience of a population which can only be fully expressed in terms of a series of age specific death rates. The SMR is calculated by multiplying all the age specific mortality rates in the observed population by the corresponding numbers in the standard population, adding the number of deaths so obtained and dividing the total standard population. While

Fattis strikers return to work

CAPE TOWN — The Fattis and Monis strike ended yesterday when 28 of the 56 strikers returned to the Bellville factory to be welcomed by the general manager, Mr Anthony Terblanche.

"Bygones are bygones and we look forward to working in co-operation with you," Mr Terblanche told the first returning workers. The other 28 will start on Wednesday.

In a statement released yesterday morning, Mr Terblanche said "No reasonable grounds exist for continuing the boycott and I trust the organisers will end it quickly."

"I am glad an agreement has been concluded satisfactorily to all parties involved and I want to assure the returning workers that they will find no cause to be unhappy with the conditions of their re-employment."

Most returning workers will be immediately reinstated into the jobs they held at the time of the dispute.

Mr Terblanche said the boycott and related actions in support of the striking workers had clouded the original issues behind the dispute. No element of political activity should remain, "which is neither to the advantage of our workers nor of the business community in general," he said.

Causes of Death. Life Expectation of Life. Calculated for 1970, the last census year. This is the mortality experience of a hypothetical conditions which would exist if a use of death were eliminated. It gives an indication of the effect of that cause on the expectation of life.

These rates involves a knowledge of the base population age structure. No official estimates of this are available for inter-censal years. For whites, Asians and 'coloureds', the 1970 population has been projected forward using the age specific survival rates from 1970 and taking into account the actual births and deaths in the 0-4 age group. Allowance was made for migration.

Infant mortality rates are summarised in Fig. 3. Once again, difficulty is experienced in obtaining data for Africans. Birth statistics for Africans are not published by the central government. The various medical officers of health⁹ have estimated the infant mortality rates for their urban areas. These show considerable variation. (See also ref.15). A mean figure and the range are given in Fig. 2. These *de facto* figures should be interpreted with caution as sick infants are often brought to the cities from rural areas. An indication of the situation in the rural areas is given by a sample survey carried out in Cape Town and Transkei among Xhosa-speaking Africans.¹² An increase in infant mortality was observed with decreasing urbanisation, the figure for the completely rural areas being of the same magnitude as those parts of the world devoid of medical services. Fig. 4 summarises the age specific mortality rates of

(Personal Communication). At least 50 000 deaths among Africans were registered. These occur mainly in the rural areas. It is estimated that about 10% of the deaths in the main urban districts are not registered for Africans.

METHODS

The following indices were calculated.

1. Crude Mortality Rates.
2. Standardised Mortality Rates. Two standard populations were used: England and Wales representing a developed population and Mexico 1960 for a developing one.
3. Age and Cause Specific Death Rates. Calculated mainly in five year age groups for the seventeen major divisions of the eighth revision of the International Classification of Diseases (ICD).

For Africans, a different procedure was adopted as a population figure for only part of the country was required. The 1970 age distribution¹⁰ by magisterial district was used, the numbers being adjusted by the 1974 gross population estimates by economic region.¹¹

Union uproar at brewery plans to lay off workers

By Alex Hannig
Labour Reporter

Trade unionists were in an uproar today as news was leaked of retrenchments arising from the newly created South African Breweries monopoly in the beer industry.

Mr Lauris van der Watt, head of SAB's beer division, declined to comment on a report that at least 200 whites and an unknown number of other workers were to be laid off.

He said a Press conference was being arranged for this afternoon because "every person in the country has been on to me."

It is understood that the SAB management met East Rand staff of Intercontinental Breweries yesterday and people were "given" the golden handshake.

More such talks were expected to take place elsewhere today.

Mr Ted Frazer of the Brewery Employees' Union (Cape Peninsula) said he had heard three people had been laid off

by the Intercontinental Breweries in the Cape.

Mr Frazer saw retrenchments as an inevitable consequence of the merger of the two groups.

"We deplore any move which increases unemployment and imposes hardship on workers," he said.

Mr Arthur Grobbelaar, General Secretary of the Trade Union Council of South Africa, said if retrenchments were to benefit the consumer there might be justification in it.

"But by all accounts no benefits will accrue to

consumers," he said.

The Government doesn't seem to have acted in terms of the Monopolistic Conditions Act.

Senator Anna Scheepers, another well-known labour leader, said: "South Africa's anti-monopoly legislation seems to serve no purpose."

An SAB statement on the merger said: "SAB prides itself on the fair treatment of staff and if rationalisation should result in redundancies, everything possible will be done to treat such cases in a responsible and fair way."



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NOTICE 931 OF 1979

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Mine Coloured Staff Association of South Africa

Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

*Name of trade union—*Mine Coloured Staff Association of South Africa.

*Date on which application was lodged—*16 October 1979.

*Interests and area in respect of which application is made—*Coloured persons who are employees for purposes of the Act and are employed in a clerical, metallurgical, engineering, hospital and general administrative capacity in the gold mining undertaking in the Magisterial District of Klerksdorp

*Postal address of applicant—*P.O. Box 6849, Johannesburg, 2000.

*Office address of applicant—*41 Biccard Street, Braamfontein, Johannesburg

Attention is drawn to the following requirements of section 4 of the Act,

(a) The representativeness of any trade union which objects to the applications shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

J. N. HITCHCOCK, Industrial Registrar
(30 November 1979)

KENNISGEWING 931 VAN 1979

DEPARTEMENT VAN MANNEKRAGBE-
NUTTING

WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN 'N VAK-
VERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregis-
strateur, maak ingevolge artikel 4 (2) van bogenoemde
Wet hierby bekend dat 'n aansoek om registrasie as 'n
vakvereniging ontvang is van die Mine Coloured Staff
Association of South Africa. Besonderhede van die
aansoek word in onderstaande tabel verstrek

Enige geregistreerde vakvereniging wat teen die aan-
soek beswaar maak, word versoek om binne een maand
na die datum van publikasie van hierdie kennisgewing
sy beswaar skriftelik by my in te dien, p.a. die Depar-
tement van Mannekragbenutting, Laboriagebou, hoek
van Paul Kruger- en Schoemanstraat, Pretoria (pos-
adres. Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van vakvereniging—*Mine Coloured Staff Association of South Africa

*Datum waarop aansoek ingedien is—*16 Oktober 1979

*Belange en gebied ten opsigte waarvan aansoek gedoen word—*Gekleurdes wat vir doeleindes van die Wet werknemers is en in diens is in 'n klerklike, metal-
lurgiese, ingenieurs-, hospitaal- en algemene admini-
stratiewe hoedanigheid in die goudmynonderneming
in die landdrosdistrik Klerksdorp

*Posadres van applikant—*Posbus 6849, Johannes-
burg, 2000

*Kantooradres van applikant—*Biccardsstraat 41,
Braamfontein, Johannesburg

Die aandag word gevestig op onderstaande vereistes
van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereni-
ging verteenwoordigend is, word ingevolge subartikel
(4) bepaal volgens die feite soos hulle bestaan het op
die datum waarop die aansoek ingedien is, en wat die
lidmaatskap betref, word alleen lede wat ingevolge
artikel 1 (2) van die Wet op voormelde datum vol-
waardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by subartikel
(2) moet gevolg word in verband met 'n beswaar wat
ingedien word

J. N. HITCHCOCK, Nywerheidsregisrateur
(30 November 1979)

Press pay dispute for arbitration

**By Sieg Hannig,
Labour Reporter**
Pay negotiations for journalists on most English-language newspapers in South Africa broke down on their opening day in Johannesburg yesterday. But agreement was reached to refer the dispute to arbitration.

The deadlock followed demands for increases which would bring journalists "back in line with the rest of the economy."
In fact the Southern African Society of Journalists demanded increases totalling 22,5 percent of the December salary bill — 15

percent across the board and the rest for distribution on merit.
The employers replied yesterday with an offer of 11 percent based on last January's salaries — a five percent minimum rise for all staff and the rest for allocation at edi-

tors' discretion.
Most of the SASJ's other demands were reported to have been rejected out of hand. One was a R2,50 daily shift allowance for those who start work before 7 am.
The SASJ is understood to have submitted figures indicating that teachers — widely regarded as underpaid and due for an increase in April — were better paid than journalists.

It is also reported to have claimed that Perskor, the Afrikaans newspaper group which has no journalists' union, to negotiate increases, is paying its journalists more than the English newspapers. "The fact that only nurses and teachers have recorded their plight in the Press does not mean journalists are not as seriously affected," the SASJ president, Mr John Matisson, said recently.

- (5) No copy of such resolutions shall be sent out and the report not be read out at any meeting, on the application of the company or person who claims to be aggrieved. The Court is satisfied that the rights of a section are being abused to secure an unjustified publicity for a defendant matter.
- (6) The Court may order the company's or the said officer or person application under subsection (5) to be paid in whole or in part by the defendant notwithstanding that he is not a party to the application.
- (7) Nothing in this section shall be construed as depriving a person under of compensation or damages which may be payable to him in respect of his appointment as director or of any appointment terminating with or as derogating from any power or authority which may exist in relation to the company.

Restrictions on Directors, their Powers and Certain Acts

221. Restriction of power of directors to issue share capital—(1) Notwithstanding anything contained in its memorandum of articles, the directors of a company shall not have the power to allot or issue shares of the company without the prior approval of the company in general meeting.

(2) Any such approval may be in the form of a general authority to the directors, whether conditional or unconditional, to allot or issue any shares in their discretion, or in the form of a specific authority in respect of any particular allotment or issue of shares.

(3) If any such approval is given in the form of a general authority to the directors, it shall be valid only until the next annual general meeting of the company but it may be varied or revoked by any general meeting of the company prior to such annual general meeting.

(4) Any director of a company who knowingly takes part in the allotment or issue of any shares in contravention of subsection (1), shall be liable to compensate the company for any loss, damages or costs which the company may have sustained or incurred thereby, but no proceedings to recover any such loss, damages or costs shall be commenced after the expiration of two years from the date of the allotment or issue.

222. Restriction on issue of shares and debentures to directors.—(1) No provision in any memorandum or articles or in any resolution of a company authorizing the directors to allot or issue any shares or debentures convertible into shares of the company at the discretion of the directors, shall authorize the allotment or issue of any such shares or debentures to any director of the company or his nominee, or to any body corporate which is or the directors of which are accustomed to act in accordance with the directions or instructions of such director or nominee, or at a general meeting of which such director or his nominee is entitled to exercise or control the exercise of one fifth or more of the voting power, or to any subsidiary of such body corporate unless—

- (a) the particular allotment or issue has prior to the allotment or issue been specifically approved by the company in general meeting, or

Row brews over workers' committee

① 138 ② 145 ③ 149 ④ 152 ⑤ 373

RDM
6/12/79

Own Correspondent

CAPE TOWN. — A major conflict is looming between Cape Town's 2 000 black dockworkers and their employer organisation over the workers organising themselves and negotiating with management through their own elected workers' committee.

Mr David Lewis, a spokesman for the General Workers' Union, of which several hundred of the stevedores are members, said yesterday the workers had asked the Cape Town Stevedores Association in May to meet them to discuss the formation of a workers' committee

The proposed workers' committee holds out as its task to negotiate about wages and working conditions

But the Stevedores Association — a body comprised of the managements of three Cape Town stevedoring firms — did not see its way clear to meeting the workers

Mr Lewis said the workers held a mass meeting on Saturday and appointed a delegation to meet the association. On Monday the delegation met Mr. R S Field, manager of the association, and was told that there was "confusion" among stevedoring firms on the whole issue

It would be discussed at a

meeting of the association's national body in Durban today and the worker delegation was requested to return to Mr Field tomorrow for further discussions

Yesterday, Mr Field denied he had told the delegation he would be attending the meeting in Durban

He said he had told the delegation he "would be away" and would discuss the matter with his directors

Mr Field confirmed, however, he had asked the delegation to return to him tomorrow

But he refused to reply to further queries, saying he had been instructed to respond with a "no comment"

NOTICE 979 OF 1979

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the S.A. Musicians' Association Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Building, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union—S A Musicians' Association

Date on which application was lodged—6 July 1979

Interests and area in respect of which application is made—White persons who are employees for purposes of the Act and who are employed as musicians or singers in a full time or part time capacity in any one or more of the undermentioned industries, trades or undertakings in the Magisterial Districts of Bloemfontein, Durban, East London, Johannesburg, Klip River, Pietermaritzburg and the Cape

- (a) Broadcasting and/or Television undertakings
- (b) Gramophone Record Manufacturing Industry
- (c) Tearoom, Restaurant, Catering and/or Hotel Trades.
- (d) Local Authority Undertaking
- (e) Theatre, Cinematograph and/or Entertainment Industries
- (f) Enterprises in which musicians or singers are associated with their employers for the purpose of providing music and/or song at weddings, dinners, banquets, dances, concerts, church memorial or funeral services and/or other private or public functions

Postal address of applicant—P O Box 2698, Durban, 4000

Office address of applicant—904 Carillon, Prince Street, Durban

Attention is drawn to the following requirements of section 4 of the Act

- (a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration
- (b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

J N HITCHCOCK, Industrial Registrar
(14 December 1979)

KENNISGEWING 979 VAN 1979

WET OP NYWERHEIDSVERSOENING 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die S A Musicians' Association Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriegebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres. Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—S A Musicians' Association

Datum waarop aansoek ingedien is—6 Julie 1979

Belange en gebied ten opsigte waarvan aansoek gedoen word—Blankes wat vir die doeleindes van die Wet werknemers is en as musici, musikante of sangers in 'n voltydse of deeltydse hoedanigheid in enigeen of meer van ondergenoemde nywerhede, bedrywe of ondernemings in diens is in die landdrostdistrikte Bloemfontein, Die Kaap, Durban, Johannesburg, Kliprivier, Oos-Londen en Pietermaritzburg

- (a) Uitsaai- en/of televisie-ondernemings
- (b) Grammofoonplaatnywerheid
- (c) Teekamer-, restourant-, spyseniers- en/of hotel-bedrywe
- (d) Plaaslike Owerheidonderneming
- (e) Skouburg-, bioskoop- en/of vermaaklikheids-bedrywe
- (f) Ondernemings waarin musici, musikante of sangers met hul werkgewers geassosieer is met die doel om musiek en/of sang te verskaf by huwelike, dinees, bankette, danse, konserte, kerkgedenk- of begrafnisdienste en/of ander private of openbare funksies

Posadres van applikant—Posbus 2698, Durban, 4000

Kantooradres van applikant—Carillon 904, Princestraat, Durban

Aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

- (a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem
- (b) Die prosedure soos voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word

J N HITCHCOCK, Nywerheidsregistrator
(14 Desember 1979)

NOTICE 976 OF 1979
INDUSTRIAL CONCILIATION ACT, 1956
CANCELLATION OF REGISTRATION OF A
TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, hereby notify in terms of section 14 (1) of the Industrial Conciliation Act, 1956, that as I have reason to believe that the Durban and Districts Hotel and Liquor

KENNISGEWING 976 VAN 1979
WET OP NYWERHEIDSVERSOENING, 1956
INTREKKING VAN REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak hierby kragtens artikel 14 (1) van die Wet op Nywerheidsversoening, 1956, bekend dat aangesien ek rede het om te vermoed dat die Durban and Districts Hotel and Liquor Employees' Union

28 No 6776

GOVERNMENT GAZETTE. 14 DECEMBER 1979

Employees' Union has been wound up, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice

J N HITCHCOCK, Industrial Registrar
(14 December 1979)

gelikwadeer is, sy registrasie ingetrek sal word tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word

J N HITCHCOCK, Nywerheidsregistrator
(14 Desember 1979)

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NOTICE 1007 OF 1979
 INDUSTRIAL CONCILIATION ACT, 1956
 APPLICATION FOR REGISTRATION OF A
 TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Verulam Indian Municipal Employees' Association. Particulars of the application are reflected in the sub-joined table.

Any registered trade union which objects to the application is invited to lodge its objection, in writing, with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address, Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

KENNISGEWING 1007 VAN 1979
 WET OP NYWERHEIDSVERSOENING, 1956
 AANSOEK OM REGISTRASIE VAN 'N
 VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregis- strateur, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Verulam Indian Municipal Employees' Association. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aan- soek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres. Privaatsak X117, Pretoria, 0001)

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TABLE
 Name of trade union.—Verulam Indian Municipal Employees' Association

Date on which application was lodged.—24 September 1979.

Interests and area in respect of which application is made.—Employees belonging to the Indian Group and who are employed in the Local Authority Undertaking as undertaken by the Municipality of Verulam in the Municipal Area of Verulam

For the purpose of this notice the expressions "employees" and "Indian Group" shall have the same meaning as that assigned to it in the above-mentioned Act and paragraph 5 of Proclamation R 123 of 1967, respectively.

"Local Authority Undertaking" means the under- taking in which employers and employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority.

Postal address of applicant.—P.O. Box 288, Verulam, 4340.

Office address of applicant.—c/o Municipality of Verulam, Verulam, Natal, 4340

Attention is drawn to the following requirements of section 4 of the Act:

- (a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.
- (b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

J. N. HITCHCOCK, Industrial Registrar.
 (21 December 1979)

TABEL
 Naam van vakvereniging —Verulam Indian Municipal Employees' Association

Datum waarop aansoek ingedien is.—24 September 1979.

Belange en gebied ten opsigte waarvan aansoek gedoen word.—Werknemers wat tot die Indiërgroep behoort en wat in diens is in die Plaaslike Owerheid- onderneming soos onderneem deur die Munisipaliteit van Verulam in die munisipale gebied van Verulam

Vir die doel hiervan het die uitdrukkings "werk- nemers" en "Indiërgroep" dieselfde betekenis as wat daaraan verleen is in, onderskeidelik, bogenoemde Wet en in paragraaf 5 van Proklamasie R 123 van 1967

"Plaaslike Owerheidonderneming" beteken die onderneming waarin werkgewers en werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van enige handeling, skema of aktiwiteit wat deur 'n plaaslike owerheid onderneem word

Posadres van applikant.—Posbus 288, Verulam, 4340

Kantooradres van applikant —p/a Munisipaliteit van Verulam, Verulam, Natal, 4340.

Aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

- (a) Die mate waarin 'n beswaarmakende vakvereni- ging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum vol- waardig was, in aanmerking geneem
- (b) Die prosedure soos voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

J. N. HITCHCOCK, Nywerheidsregisrateur.
 (21 Desember 1979)

INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF A
TRADE UNION

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(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

J. N. HITCHCOCK, Industrial Registrar
(21 December 1979)

WET OF NYWERHEIDSVERSOFTING, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

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Departement van Mannekrachtbenutting, Laboraerbou,
hoek van Paul Kruger- en Schoemanstraat, Pretoria
(posadres: Privaatsak X117, Pretoria, 0001)

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(a) Die mate waarna 'n beswaarmakende vakvereni-
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ingedien word

J. N. HITCHCOCK, Nywerheidsregisrateur
(21 Desember 1979)

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Deadlock in fishing

THE DEADLOCK at the fishing factory at Saldanha Bay ended its first day yesterday when 1000 women went back to work.

The stayaway follows a mass meeting held at Hopefield on Tuesday night at which the women unanimously decided not to return to work until their demands for minimum weekly wage of R30, plus overtime pay, are met.

The meeting was attended by hundreds of women who came in buses from Saldanha Bay and Vredenburg. One main speaker was Ph. Oorba, national organiser of the Food and Catering Workers Union.

He said yesterday he reported on the union's meeting with the management of the Saldanha Corporation (Pty) Ltd on Saturday.

"The women were adamant -- they will not go back until their minimum demand is met" he said. The union was to ask for a meeting with executives of the factory to discuss the deadlock.

This is the third stayaway from the factory since September. Women claim some of them earn as little as R9 a week and say the average in-home pay is in the region of R17 a week.

Meanwhile the bulk of the catches being made by the company's trawlers are being used in the manufacture of fishmeal. It is understood that the average daily catch is in the region of 100 tonne. The factory has cooling facilities for 65 tonne.

The company is said to be concentrating its small labour force on the handling of smaller fish.

Officials of the company were yesterday not available for comment.

Recommended

1 bottle

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pp

villy

spek

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die

34

119

BEVERAGES

"Ah my Beloved, fill the cup that clears Today of Past Regrets and Future Fears" Omar Khayyam



GINGER BEER

Judy Morris, Port Elizabeth

- 10 bottles (750 ml) water
- 4 cups sugar
- 1 1/4 (20 ml) bottles Jamaica Ginger
- 1 t cream of tartar
- 1 1/2 heaped t dry yeast

Mix all together and leave for 6 hours. Then bottle in screw top bottles. Leave for a couple of days to mature. Keep it in fridge when mature.

MCM'S GINGER BEER

Sharon Young, Rondebosch

- 16 bottles later
- 3 1/2 lbs sugar
- 2 lemons
- 2 pkts cream of tartar
- 2 oz braised ginger
- 2 cakes yeast/2 pkts dried yeast

Mix yeast with 1 cup lukewarm water. Mix all the ingredients (except the yeast) together in a large saucepan and boil. Cool and add the yeast. Leave overnight, strain, bottle - tie the corks down. Leave for a week before drinking.

IRISH COFFEE

May Bennett, Ridgeway

Heat Irish Coffee Glasses, or goblets. Put 3/4 tot Whiskey in goblets and 2 t brown sugar. Pour hot percolated Mocca Java (or Maccono instant) coffee to about 3/4 of the glass. Top up with whipped fresh cream, poured slowly over the back of a silver teaspoon.

TIA MARIA

Jane Rullock, Durbanville

- 2 cups dark brown sugar
- 7 t Nescafé
- 1 cup sugar
- 1 pt cold water
- 1 t vanilla essence
- 2 t cocoa
- 1/2 t rum essence
- 1 bottle Mainstay

Bring white and brown sugar and water to the boil, and simmer for 1/2 hour stirring frequently. Add Nescafé and cocoa which has been mixed with a little water. Boil up again. Remove from stove and add rum and vanilla essence. Leave to cool and then add Mainstay. Bottle (preferably strained through a muslin cloth).

Union 'without members registers

By STEVEN FRIEDMAN
Labour Reporter

A CONTROVERSY has been sparked off in trade union circles by a registration application submitted to the Department of Manpower Utilisation by a 'parallel' black trade union.

The application has been submitted by the Transvaal Radio, Television, Electronic and Allied Workers' Union, whose general secretary is a veteran of the Trade Union Council of South Africa (Tucsa), Mr Steve Scheepers.

It is the third black trade union to make public its application for registration. The other two are also "parallel" unions with close links with Tucsa-affiliated unions.

The application is certain to evoke an official objection from Mr Ben Nicholson, general secretary of the SA Electrical Workers' Association, who is organising a parallel union for electrical workers which will shortly apply for registration.

Mr Nicholson said yesterday: "This application is a lot of hogwash. This union has no members as far as I am aware and major employers also say they have not heard of it. I don't even understand how the application got as far as being published in the Government Gazette."

The electronics union was also mentioned recently in a document prepared by the Federation of SA Trade Unions (Fosatu). The document complained that the union was attempting to organise workers in a factory in which a Fosatu-affiliated union was already active. It claimed management at the firm had allowed parallel union officials to address workers.

Black unions were allowed to register for the first time on October 1, but many unions have been reluctant to register.

Mr Scheepers was not available for comment yesterday as he is ill.

A DECISION has not yet been reached about remarks made by the leader of the white Mine Workers Union, Mr Arrie Paulos, that blacks were like baboons.

The office of the Senior State Prosecutor in Johannesburg said yesterday that a dossier on the remarks had been received from the investigating police and the matter was still being looked into.

Mr A de Vries said

(138) (15/4) Post 23-1-50
**Baboon remarks:
No decision yet**

"It is correct that we have the docket with us but, we have not yet reached a conclusion"

Police started investigations into Mr Paulos' "blacks are like baboons" remarks after Dr Nihato Motlana, chairman of the Soweto Com-

mittee of Ten and the South African Institute of Race Relations laid charges against him

Mr Paulos, leader of the powerful all-white Mine Workers Union, caused a storm when he told The New York Times that blacks were like ba-

boons

Mr Paulos repeated the remark when POST phoned him to ask about his wild beliefs. His reply was: "If I don't believe that, I wouldn't have said it"

Members of the community were angered by the remarks and it was demanded that the police charge him as his remarks caused racial friction and were derogatory to a huge section of the population

Union chiefs' stormy clash with De Klerk

By STEVEN FRIEDMAN
Labour Reporter

TENSION between the Government and white labour leaders surfaced again yesterday, when white union leaders clashed with the Minister of Mines, Mr F W de Klerk, at the official opening of the Mine Workers' Union general council.

Mr De Klerk heard two speakers — the president of the Confederation of Labour, Mr Attie Nieuwoudt, and the MWU's president, Mr Cor de Jager — attack the Minister of Manpower Utilisation, Mr Fame Botha.

Both accused Mr Botha of not consulting the white worker about changes to labour legislation which abolished statutory job reservation and extended registered trade union rights to blacks.

Mr De Klerk then departed from his prepared speech to defend Mr Botha and the new labour dispensation which evolved from the Wiehahn Commission report.

He said "I regret the fact that you have taken this opportunity to attack a Cabinet colleague. He did not make these decisions alone. The entire Cabinet did."

Mr De Klerk defended the new labour dispensation, which, he said, offered numerous safeguards to the interests of groups, including the white worker.

"You have the right to protect the interests of your members. But you do not have the only right to decide what is in the interests of the white worker," he said.

"We are just as concerned

about the white worker, and if you do not agree with our method of protecting him, then let us discuss our differences and avoid confrontation."

Mr De Klerk's speech was interrupted several times by cries of "noot" (never) and "skande" (shame).

Earlier, Mr Nieuwoudt — a member of the Wiehahn Commission — whose speech was punctuated by bursts of loud applause — complained that "people of other colours are consulted all the time, but we were not even given the time to formulate our views on the changes which were introduced."

He accused the Government of "hasty action which gives rights to those who will not know how to manage them."

Mr Nieuwoudt said he had "grown tired of certain politicians who attack conservative labour leaders. If you don't want to negotiate with us, don't attack us."

"If this happens again, there will be a confrontation and it will not be our fault", he said amid applause.

Mr Nieuwoudt, who submitted a minority report dissenting with the major Wiehahn recommendations, said "I was expressing the views of the conservative labour movement and I will do it again. We will carry the struggle further."

Mr De Jager said the miners had been "delighted" when Mr De Klerk replaced Mr Botha as Minister of Mines.

"A number of issues led the union to believe that the truth and Mr Botha were bad friends. It often appeared that Mr

Botha was not a friend of the miner and would never be one."

Mr De Jager claimed Mr Botha had assured the Confederation of Labour that black trade unions would never be allowed in South Africa. Now he had allowed them, and had abolished job reservation which protected the white worker.

He also criticised the Minister of Finance, Senator Owen Horwood, for announcing that some of the benefits of the high gold price would be used to improve black housing and schools, but not announcing any relief for whites living below the breadline.

"In 1964, Advocate Ras Beyers said that the whites in this country have one fault and that is that their skins are white. It is beginning to look as if he knew what he was talking about," Mr De Jager said.

He complained that allowing blacks to do skilled work would "turn a labour market which favours the worker into one which favours the employer."

Mr De Klerk, who was obviously upset by the attacks, responded by telling the meeting that "the total onslaught against South Africa is not a political trick — it is a reality. We need labour peace and economic growth to withstand it."

He asked miners to consider "what you would do if you were in the Prime Minister's place."

Some observers said afterwards that many general council members had been impressed with the Minister's speech but were afraid to show it. None of them applauded it.

For almost a month 88 workers at the Fattis & Monis factory in Bellville South have been on strike. They struck because five of their fellow workers were dismissed. The workers say the dismissals were because all five were members of a trade union. The union was trying to negotiate for better pay and hours of work — R40 a week and these demands are "out of disruption" in his fit officials of the 10 00 the dismissed men had for better conditions says the men were replaced staff. Although those dismissed strike are African cont brothers and sisters of labour tried to separate outside the factory. There for the same purpose of solidarity with last week more than 500 Peninsula Training College be re-employed and for the Western Province Trade sell the factory's products. The South African Council schools affiliated to SA a boycott of the factory. More than 400 students called for a boycott of The Women for Peace movement workers. The Cape branch of Nafco has issued a statement. Fattis and Monis insist firm says he is worried by blacks because much of kept production going by workers. However products who are Fattis and Monis following products. The Bread flour, Sifted flour Philadelphia flour, Koeb Fattis & Monis brand name macaroni, spaghetti, large and green, pain rings, di products under the following name brand, Checkers a bakeries in the Cape Town River, Wrench Town Bakery.

Fattis & Monis Strike

Whisson (*14), Watts (*7) and Holdstock (*15) show that diviners and herbalists continue to practise widely in the town as well as in the country. Westcott (Ch.12) and Holdstock note that problems dealt with extend far beyond the strictly medical, to a wide variety of problematic relationships and material losses or needs.

Monica Wilson (Vol.2) and Schweitzer (Vol.2) also regard many prophets and priests in indigenous healers, they see healing as a large part symbolic pre environment

important re Christian b larly conce A number of healers from Wha

'Baboon' docket - no decision

(138)

The docket on the "Blacks are like baboons" remarks made by Mr Arrie Paulos, leader of the white Mine Workers Union, is still in the hands of the Senior State Prosecutor in Johannesburg.

Police said yesterday they had not yet been informed whether charges would be brought against Mr Paulos or not. *Post 31-1-80*

The office of the Senior Prosecutor has confirmed that the dossier is still with them. "We have the docket with us but we have not yet reached a conclusion," a spokesman said.

Investigations into Mr Paulos' remarks were started after Dr Nthato Motlana, chairman of Soweto Committee of Ten and the South African Institute of Race Relations laid charges against him last year.

The remarks were made in an interview with The New York Times and later repeated when POST reporter spoke to Mr Paulos.

On occasion referred patients hospitals. Schweitzer notes she does not appear satisfied. Patients and their apparent man, herself a practising for this success. (See Ch.13,

- (i) Lack of knowledge views underlying to the West with a scientific of the outcome of indigenous treatment is often biased as it is based on samples of patients who came to them after a failure in the hands of a traditional practitioner' (Solomon). She adds 'The fact that many of their own patients perceive treatment failure at their hands and seek out help in the traditional sector goes unreported. The case of the Thalidomide baby should be a constant reminder'.
- (ii) The harmfulness of some treatments which is perceived, resulting in physical illness or death. However, harmfulness may also be partly related to:
 - (iii) The presence of charlatans practising beside healers who have undergone an apprenticeship, which she notes is a matter of concern to qualified healers. They would prefer the recognition of a professional association, but Wilson feels that the best control is exercised by patients themselves, who go to those who help them.
 - (iv) Whites tend to confuse divining and witchcraft (Wilson).
 - (v) The belief in a personal causation of disease can exacerbate quarrels or personal anxiety. Wilson concedes that there is some truth in this charge, although in the case of mental illness the belief in personal causation may be, in a sense, accurate; and divining techniques may be anxiety-relieving as well as anxiety-causing.

No mention is made of professional jealousy among competing practitioners. It may be that the secure position of the Western-trained medical practitioner is not threatened by indigenous healing, as its manifest effectiveness in certain conditions ensures a demand already in excess of supply.

It is probably on the basis of their effectiveness or otherwise that indigenous practitioners will ultimately be recognised by the wider medical profession or not. The papers presented contributed much on this score,

It is difficult to evaluate the effectiveness of treatment are not a notion of 'normality' and on occasion referred patients hospitals. Schweitzer notes she does not appear satisfied. Patients and their apparent man, herself a practising for this success. (See Ch.13, recognition of indigenous healers more so than their Western-trained counterparts, though a better understanding of the reasons for this effectiveness may be needed before scientifically trained health personnel can support this. Additional grounds are that so few medical practitioners are available in many urban and rural locations. Holdstock notes that there are as yet 'no registered Black clinical psychologists or psychiatrists in any of the urban townships, there is only a handful of social workers'. A large proportion of physical ailments are psychosomatic and less likely to be treated effectively by Western medicine. Further, recognition would enable a dialogue to take place which would result in an attitude less damaging to the patient on the part of Western-trained doctors (Watts *7) and enable both sides to learn from each other.

9. MENTAL HEALTH SERVICES

9.1 Historical Background.

Solomons (Vol.2) describes the origins of the mental health service in South Africa. Overcrowding grew from 8% in 1916 to 25% in 1960. Commissions

second is more thorough and enables surveillance for TB and other diseases to be done. The first entails people gathering at stopping places and waiting, sometimes for hours, until the clinic van appears. Neither provides help in emergencies, and in either case rapid repeat visits (e.g. the reading of Heaf Tests, managing pneumonia, etc.) are difficult. The mobile clinic system is probably better for surveillance and dealing with chronic ailments, family planning and immunisation than for ongoing preventive or urgent curative work; for this, easy access to some kind of permanent worker, however simply trained, is a necessity.

3.8 EFFECTIVENESS OF CLINICS

Clinics have clearly eased the load on doctors and centralised hospital facilities and reduced costs, both to the patient and to the providing authority (Westcott, Ch.12, and *55), but in some areas they are not regarded as equally effective, and GP's and hospitals are still often preferred. Westcott argues (Ch.11) that in areas where nurses are not specially trained as clinicians, acceptance could be speeded by enabling nurses to take a fuller role, examining, diagnosing and prescribing for a wider range of ailments; in many circumstances the present range of restrictions (e.g. on tentative diagnoses) seems unnatural.

A great reduction in the incidence of TB has been achieved in the Sundays River Valley by the clinic nurses. In the Graaff-Reinet area, clinics have continued work which keeps the rate of VD in that area well below the national average (Scott *58). More broadly, their effect on health status has not been assessed, but a few clues are available, e.g.

Frankish's finding that around a remote hospital with only mobile clinics the child death rate increased with distance from the hospital whereas in an area with permanent clinics, it did not. (This picture is, however, complicated by the higher income and better communications in the latter area, both of which would enable people to be more mobile).

Miners' Council meets

By STEVEN FRIEDMAN
Labour Reporter

THE general council of the conservative Mine Workers' Union gathers today for a meeting described by the union's general secretary, Mr Arrie Paulus, as "perhaps the most important in the history of the union."

Observers believe some surprise decisions will emerge from this meeting.

The union, which bitterly opposed last year's Wiehahn Commission recommendations, is meeting before the Wiehahn report on the mines is released.

The report is expected to make recommendations unpalatable to the union.

The union will also discuss the question of black trade unions in the mining industry. It estimates that, if all black mine workers received union rights, they could have a union with a membership of over 200 000 within a year.

Westcott quotes figures from permanent clinics around a Transkei hospital to show that the proportion of underweight children is much lower in a village with an active dedicated nurse, than in a very similar one which has none.

Usually health education is done through schools except in farming areas which have no clinic nurses or mobile health teams.

It appears that knowledge and attitudes do make a considerable difference to the utilisation made of health services, more especially the preference for one type of service over another. A profound concern for quality of treatment was evident even in poor respondents, though distance and available transport seemed the main determinant of utilisation rates. Criteria of quality seemed to include the type of personal interaction and time spent with the patient as well as perceived thoroughness and the effect of treatment.

In most farming areas, farmers' wives were the main primary health care workers and referring agents. However, they were probably not the most desirable people to fulfil this role because of communication difficulties with their workers and in many cases hesitation among workers and their families to approach them. Indigenous healing may often have been preferred for this reason. Little was learnt about the role and prevalence of indigenous healing in rural areas, though it was clearly of great importance, even as a second-preference source of primary health care.

4. HEALTH PERSONNEL

From the accounts of health services, it is clear how the appropriate choice of health worker for various roles is linked to the choice of health service structure. This section deals with the present scope and future potential for the role and training of various health workers. It is taken for granted that each task should be allocated to the least trained worker who can effectively perform it. Two themes ran through the discussion: how, with limited numbers of health professionals, all sections of the population could be reached; and how to remedy poor communication between patients and health workers in health service settings, which often reduces compliance and the effect of health education. Means were sought to deal with all patients in their cultural and social context.

Miners' boss warns on reforms

By RIAAN DE VILLIERS
Labour Correspondent

MR ARRIE Paulus, secretary of the Mine Workers' Union, yesterday called on the Government to avert an impending confrontation with white workers

Addressing a Press conference after the annual meeting of the Rightwing union's general council this week, Mr Paulus said white mineworkers were shot by forces under the Smuts government in 1922. Subsequently, white workers were protected by the Nationalist Government

"But the indications are that a confrontation will develop in 1980, this time between the white worker and the NP Government

"We call on the Government to see to it that this does not happen"

Mr Paulus made it clear the union would continue its hard-line resistance to Government labour reforms. He said the council had decided on a wide range of issues relating to labour reforms but would not disclose them

The union's stance has come on the eve of moves to increase resistance of white organised labour to the Government's reforms

Mr Paulus confirmed yesterday that a committee of the all-white SA Confederation of Labour headed by him, had prepared a report calling on the organisation to revert to total opposition to the Government's new labour dispensation

The report is to be discussed at the confederation's congress to be held next week

Mr Paulus said among the issues discussed were the question of trade unions for blacks on the mines

Asked to comment on rumours that the union may

have been considering organising coloured and black mineworkers, Mr Paulus said "I don't want to comment — the whole issue was discussed and decisions were taken"

Mr Paulus described the council meeting as a "great triumph for the white mineworker" and added unity within the union had been underlined as never before

Among issues discussed, were the Wiehahn Commission and possible amendments to the Mines and Works Act. The council had issued instructions for action if certain amendments to the Act were recommended by the commission

Mr Paulus dealt at length with points raised by the Minister of Mines, Mr F W de Klerk, at the stormy opening of the congress on Tuesday, where white union leaders clashed with the Minister

"The Minister asked us whether we wanted black unemployment or dynamic economic growth. We also want growth and not unemployment. But if the Government improved its planning there would be no reason for concern about unemployment

"Some 80% of black mineworkers come from neighbouring countries. If they are barred from South Africa there will be enough work for all SA blacks"

He said the union believed in separate development and whites were paying high taxes to give blacks independent states

He said a letter would be sent to the Minister of Mines on the controversial issue of training of black mineworkers in Bophuthatswana but declined to say what the council's decisions were

Rest of article about tentative diagnoses seems unnatural.

second is more thorough and enables surveillance for TB and other diseases to be done. The first entails people gathering at stopping places and waiting, sometimes for hours, until the clinic van appears. Neither provides help in emergencies, and in either case rapid repeat visits (e.g. the reading of Heaf Tests, managing pneumonia, etc.) are difficult. The mobile clinic system is probably better for surveillance and dealing with chronic ailments, family planning and immunisation than for ongoing preventive or urgent curative work; for this, easy access to some kind of permanent worker, however simply trained, is a necessity.

3.8 EFFECTIVENESS OF CLINICS

Clinics have clearly eased the load on doctors and centralised hospital facilities and reduced costs, both to the patient and to the providing authority (Westcott, Ch.12, and *55), but in some areas they are not regarded as equally effective, and GP's and hospitals are still often preferred. Westcott argues (Ch.11) that in areas where nurses are not specially trained as clinicians, acceptance could be speeded by enabling nurses to take a fuller role, examining, diagnosing and prescribing for a wider range of ailments; in many circumstances the present range of rest of article about tentative diagnoses seems unnatural.

Westcott quotes figures from permanent clinics around a Transkei hospital to show that the proportion of underweight children is much lower in a village with an active dedicated nurse, than in a very similar one which has none. Usually health education is done through schools except in farming areas which have no clinic nurses or mobile health teams. It appears that knowledge and attitudes do make a considerable difference to the utilisation made of health services, more especially the preference for one type of service over another. A profound concern for quality of treatment was evident even in poor respondents, though distance and available transport seemed the main determinant of utilisation rates. Criteria of quality seemed to include the type of personal interaction and time spent with the patient as well as perceived thoroughness and the effect of treatment.

In most farming areas, farmers' wives were the main primary health care workers and referring agents. However, they were probably not the most desirable people to fulfil this role because of communication difficulties with their workers and in many cases hesitation among workers and their families to approach them. Indigenous healing may often have been preferred for this reason.

and prevalence of great health care. appropriate choice of sent scope and workers. to the least ran through the ls, all sections communication gs, which often ns were sought kt.

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregi-
strateur, maak ingevolge artikel 4 (2), soos toegepas by
artikel 7 (5), van bogenoemde Wet, hierby bekend dat
'n aansoek om die verandering van sy registrasiebestek
ontvang is van die Engineering Industrial Workers'
Union of South Africa. Besonderhede van die aansoek
word in onderstaande tabel verstrekk

Enige geregistreerde vakvereniging wat teen die aan-
soek beswaar maak, word versoek om binne een maand
ná die datum van publikasie van hierdie kennisgewing
sy beswaar skriftelik by my in te dien, p/a die Departe-
ment van Mannekragbenutting, Laboriegebou, hoek van
Paul Kruger- en Schoemanstraat, Pretoria (posadres
Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Engineering Industrial
Workers' Union of South Africa

Datum waarop aansoek ingedien is—19 Julie 1979

*Belange en gebied ten opsigte waarvan aansoek
gedoen word*—Gekleurdes wat vir die doeleindes van
die Wet werknemers is en in die Yster-, Staal-, Inge-
nieurs- en Metallurgiese Nywerheid in diens is in die
landdrosdistrik Uitenhage.

“Yster-, Staal-, Ingenieurs- en Metallurgiese Nywer-
heid” beteken die nywerheid waarin werkgewers en hul
werknemers geassosieer is, vir die produksie van yster
en/of staal en/of legerings en/of die verwerking en/of
herwinning en/of raffinering van metale (uitgesonderd
edelmetale) en/of legerings uit metaalskuiw en/of afval
en/of -residu's, die onderhoud, fabriering, oprigting
of mditering, bou, verandering, vervanging of herstel
van enige masjien, voertuig (uitgesonderd 'n motor-
voertuig) of artikel wat hoofsaaklik uit metaal (uit-
gesonderd edelmetaal) bestaan, of dele of komponente

NO. 105 OF 1980

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar,
do hereby, in terms of section 4 (2), as applied by section
7 (5), of the above-mentioned Act, give notice that an
application for the variation of its scope of registration
has been received from the Engineering Industrial
Workers' Union of South Africa. Particulars of the
application are reflected in the subjoined table below.

Any registered trade union which objects to the appli-
cation is invited to lodge its objection in writing with
me, c/o the Department of Manpower Utilisation,
Laboria Buildings, corner of Paul Kruger and Schoeman
Streets, Pretoria (postal address Private Bag X117,
Pretoria, 0001), within one month of the date of publi-
cation of this notice.

TABEL

Name of trade union—Engineering Industrial Work-
ers' Union of South Africa.

Date on which application was lodged—19 July 1979.

*Interests and area in respect of which application is
made*—Coloured persons who are employees for the
purposes of the Act and who are employed in the Iron,
Steel, Engineering and Metallurgical Industry in the
Magisterial District of Uitenhage.

“Iron, Steel, Engineering and Metallurgical Industry”
means the industry in which employers and their
employees are associated for the production of iron
and/or steel and/or alloys and/or the processing and/
or recovery and/or refining of metals (other than
precious metals), and/or alloys from dross and/or
scrap and/or residues; the maintenance, fabrication,
erection or assembly, construction, alteration, replace-
ment or repair of any machine, vehicle (other than a
motor vehicle) or article consisting mainly of metal
(other than a precious metal) or parts or components



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daarvan, en struktuurmetaalwerk, met inbegrip, van staalwapeningswerk; die vervaardiging van metaal-goedere hoofsaaklik uit sodanige yster en/of staal en/of ander metale (uitgesonderd edelmetale) en/of legerings, en/of die afwerking van metaal-goedere; die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, bik en/of afklop en/of verf van die rompe van bote en/of skepe, en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word, en omvat ook die Elektrotegniese Ingenieursnywerheid, Hyser- en Roltrapnywerheid en Plastieknywerheid, maar nie die Motornywerheid nie; "Elektrotegniese Ingenieursnywerheid" beteken die nywerheid waarin werkgewers en hul werknemers geassosieer is vir—

(a) die vervaardiging en/of montering, uit samestellende dele, van elektriese uitrusting, naamlik generators, motore, konvertors, skakel- en kontrole-uitrusting (met inbegrip van relés, kontakters, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligtings-, verhitings-, kook-, bevrings- en verkoelingsuitrusting, transformators, oonduitrusting, seinuitrusting, radio- of elektroniese uitrusting en ander uitrusting waarby gebruik gemaak word van die beginsels wat gevolg word in verband met die bediening van radio- en elektroniese uitrusting gloeilampe en elektriese kables en huishoudelike elektriese toestelle, en omvat die vervaardiging van samestellende dele van voornoemde uitrusting;

(b) die installing, onderhoud en herstel van die uitrusting genoem in paragraaf (a) hierbo, maar nie ook die Elektrotegniese Aannemingsnywerheid nie;

"Elektrotegniese Aannemingsnywerheid" beteken die nywerheid waarin werkgewers en hul werknemers geassosieer is vir die ontwerp, voorbereiding (uitgesonderd vervaardiging vir verkoop) en oprigting van elektriese installasies wat 'n integrerende en permanente deel van geboue uitmaak, en die herstel en/of onderhoud van sodanige installasies met inbegrip van kabelwerk en elektriese bedrading wat daarmee in verband staan,

"Hyser- en Roltrapnywerheid" beteken die nywerheid waarin werkgewers en hul werknemers geassosieer is vir die vervaardiging en/of inmeekaarsit en/of installing en/of herstel van elektriese hysers en roltrappe,

"Plastieknywerheid" beteken die nywerheid waarin werkgewers en hul werknemers geassosieer is vir die vervaardiging van artikels of gedeeltes van artikels geheel en al of hoofsaaklik uit plastiek, maar uitgesonderd die vervaardiging van die volgende artikels wat van plastiekbladmateriaal gemaak word, naamlik klarsakke, sakke en handsakke, stewels, skoene, oorskoene, oortreksels en plastiekhortjueblindings;

"plastiek" beteken enigeen van die groep materiale wat, as 'n noodsaaklike bestanddeel, 'n organiese stof met 'n groot molekulêre massa bevat of daaruit bestaan en wat, hoewel dit in die afgewerkte stadium solied is, in die een of ander stadium gedurende die vervaardiging daarvan geforseer is of geforseer kan word, d.w.s. gegiet, geklender, uitgedruk of in verskillende vorms gegiet is of gegiet kan word deur middel van vloeiing, gewoonlik deur die toediening, hetsy alleen of gesamentlik, van hitte en druk;

"edelmetale" beteken die edelmetale goud, silwer, platinum en/of palladium en/of enige legering wat genoemde edelmetale of enigeen daarvan in sodanige verhouding tot 'n ander metaal bevat dat dit die grootste gedeelte van die waarde van sodanige legering uitmaak;

thereof and structural metal work, including steel reinforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys and/or the finishing of metal goods; the building and/or alteration and/or repair of boats and/or ships, including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships and general woodwork undertaken in connection with ship repairs, and includes the Electrical Engineering Industry, Lift and Escalator Industry and Plastic Industry, but does not include the Motor Industry;

"Electrical Engineering Industry" means the industry in which employers and their employees are associated for—

(a) the manufacture and/or assembly from component parts of electrical equipment namely, generators, motors, converters, switch and control gear (including relays, contractors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling equipment, radio or electronic equipment and other equipment utilising the principles used in the operation of radio and electronic equipment, incandescent lamps and electric cables and domestic electrical appliances, and includes the manufacture of component parts of the aforementioned equipment;

(b) the installation, maintenance and repair of the equipment referred to in paragraph (a) above, but does not include the Electrical Contracting Industry;

"Electrical Contracting Industry" means the industry in which employers and their employees are associated for the design, preparation (other than manufacture for sale) and erection of electrical installations forming an integral and permanent portion of buildings and the repair and/or maintenance of such installations including any cable jointing and electrical wiring associated therewith,

"Lift and Escalator Industry" means the industry in which employers and their employees are associated for the manufacture and/or assembly and/or installation and/or repair of electrical lifts and escalators;

"Plastics Industry" means the industry in which employers and their employees are associated for the manufacture of articles or parts of articles wholly or mainly from plastics, but does not include the manufacture of the following articles made from plastic sheeting material, viz wearing apparel, bags and handbags, boots, shoes, overshoes, upholstery coverings and plastic Venetian blinds,

"plastics" means any one of the group of materials which consists of or contains as an essential ingredient an organic substance of a large molecular mass and which, while solid in the finished state, at some stage in its manufacture has been or can be forced, i.e. cast, calendered, extruded or moulded into various shapes by flow, usually through the application, singly or together, of heat and pressure;

"precious metals" means the precious metals gold, silver, platinum and/or palladium and/or alloy containing the said precious metals or any of these in such proportion with any other metals as to be the greater part in value of such alloy;

"Motornywerheid", sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk en behoudens die Afbakeningsvastelling gepubliseer by Goewermentskennisgewing R. 1971 van 30 November 1962 en verduidelik by Goewermentskennisgewing R. 376 van 13 Maart 1964 en die Afbakeningsvasstellings gepubliseer by Goewermentskennisgewings R. 952 van 27 Mei 1977 en R. 1153 van 1 Junie 1979, beteken—

(a) monteer-, oprigting-, toets-, hervervaardigings-, herstel-, verstel-, opknappings-, bedradings-, stoffeer-, spuitverf-, verf- en/of vernuwingswerk uitgevoer in verband met—

(i) die onderstelle en/of bakke van motorvoertuie;
(ii) binnebrandenjins en/of transmissiekomponente van motorvoertuie;

(iii) die elektriese uitrusting in verband met motorvoertuie, met inbegrip van radio's;

(b) motoringeurswerk;

(c) die herstel, vulkatisering en/of versool van buitebande;

(d) die herstel, versiening en vernuwing van batterye van motorvoertuie;

(e) die onderneming vir die parkering en/of bewaring van motorvoertuie,

(f) die onderneming wat gedryf word deur vul-en/of diensstasies;

(g) die onderneming wat hoofsaaklik of uitsluitlik gedryf word in verband met die verkoop van motorvoertuie of motorvoertuigdele en/of -onderdele en/of -bybehore (hetsy nuut of gebruik) wat daarby hoort, afgesien daarvan of sodanige verkoping geskied vanuit persele wat verbonde is aan 'n gedeelte van 'n bedryfsinrigting waarin die montering van en/of herstelwerk aan motorvoertuie uitgevoer word of nie;

(h) die onderneming in verband met motorslopingswerwe;

(i) die onderneming vir die monteerbedryfsinrigtings,

(j) die onderneming van vervaardigingsbedryfsinrigtings waarin motorvoertuigdele en/of -reserwedele en/of -bybehore en/of komponente daarvan vervaardig word,

(k) voertigbakbouwerk

Posadres van applikant—Posbus 48, Athlone, 7760.

Kantooradres van applikant—Kamer 102, Ledger House, Adenlaan, Athlone

Aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure soos voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

J. N. HITCHCOCK, Nywerheidsregistrator.

(1 Februarie 1980)

"Motor Industry" without in any way limiting the ordinary meaning of the expression and subject to the provisions of the Demarcation Determination published under Government Notice R. 1971 of 30 November 1962, as clarified in Government Notice R. 376 of 13 March 1964, and to the provisions of the Demarcation Determinations published under Government Notices R. 952 of 27 May 1977 and R. 1153 of 1 June 1979, means—

(a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstering, spraying, painting, and/or reconditioning carried on in connection with—

(i) chassis and/or bodies of motor vehicles;

(ii) internal combustion engines and transmission components of motor vehicles;

(iii) the electrical equipment connected with motor vehicles, including radios,

(b) automotive engineering,

(c) repairing, vulcanising and/or retreading tyres;

(d) repairing, servicing and reconditioning batteries for motor vehicles;

(e) the business of parking and/or storing motor vehicles;

(f) the business conducted by filling and/or service stations,

(g) the business carried on mainly or exclusively for the sale of motor vehicles or motor vehicle parts and/or spares and/or accessories (whether new or used) pertaining thereto, whether or not such sale is conducted from premises which are attached to a portion of an establishment wherein is conducted the assembly of or repairs to motor vehicles;

(h) the business of motor graveyards;

(i) the business of assembly establishments;

(j) the business of manufacturing establishments wherein are fabricated motor vehicle parts and/or spares and/or accessories and/or components thereof,

(k) vehicle body building.

Postal address of applicant—P.O. Box 48, Athlone, 7760

Office address of applicant—Suite 102, Ledger House, Aden Avenue, Athlone

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

J. N. HITCHCOCK, Industrial Registrar

(1 February 1980)

Union rejects assurance by mine management

STAR 1/2/80

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By Sieg Hannig,
Labour Reporter

One of the most enlightened mining unions has rejected an assurance by mine managements that the jobs and pay of every "current employee" will be secure when changes are made in "labour utilisation".

The undertaking accompanied the January pay cheques of whites employed on mines which are members of the Chamber of Mines.

The assurance is "disturbing in the extreme," says a circular which the Mine Surface Officials' Association (MSOA) has

sent to its 14500 members.

The circular questions the good faith of mine managements and says their assurance implies that jobs will be downgraded.

To guard against this, the MSOA called for an urgent investigation into the possible creation of non-racial employment safeguards of the kind adopted in the steel and engineering industries.

The MSOA said it would not stand in the way of fair employment practices which opened avenues of employment equally to all races. But such a process

had to be based on equal pay for work of equal value, appointments on merit and open to all.

"It (the MSOA) cannot allow salaries and conditions to be diluted in any way — not even for the sake of the optimum use of manpower resources," said the circular.

Referring to its efforts to organise coloured miners so that their employment conditions can be brought in line with those of its own (white) members the MSOA says:

"The mere fact that this needs to be done draws the good faith of management into doubt."

prosperity in the community. In low income areas, the rates of infant and child mortality are extremely high and measures to decrease them have very substantial effects on the average life expectancy of the community. The provision of ante-natal and post-natal clinics, together with a state programme of child care, may have a dramatic impact on the situation. However, there is a great deal of evidence accumulating in developing countries which suggests that the implementation of a widespread nutrition programme may produce even better results than have been achieved to date by the provision of health care.⁴ It has also been argued that in such countries the greatest impact of all upon life expectancy and the overall quality of life probably comes neither from the provision of health care nor nutrition, but may well be achieved by the implementation of substantial programmes to foster agricultural and community development in the widest sense.⁵

Choosing the correct policy package to achieve the social objectives is further complicated by the fact that public policies are often interdependent, in either a positive or a negative manner. The implementation of government projects that are designed to improve the standard of living can, for example, have unfortunate health side-effects. Quite apart from the positive correlation that exists between economic development and environmental pollution, the provision of irrigation schemes in schistosomiasis infected areas can greatly increase the rate of infection amongst the rural population and unless accompanied by spraying campaigns may also increase the level of malarial infestation.⁶

In other instances, the provision of public health services may be a prerequisite for attaining either of the two goals of a higher rate of economic development and the elimination of poverty. Output may be constrained by the lack of a suitable labour supply. The provision of better health facilities may improve the level of the productivity of available labour and open the way for a possible increase in wages.

In countries with supplies of surplus labour that measures to improve the 'quality of life' lead to further deterioration in the 'quality' of labour. The increased population growth leads to increases in poverty.⁷ In such circumstances wider governmental objectives, a plan to be linked to the provision of a family planning determined policy of job creation.

It was the plea for a similar and extended

Interdependence of these conflict with increased economic stances, be community health growth might directed towards vision would poverty, if facility to

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of the MWU He said guarantees applicable to everybody on the basis of merit were not acceptable He wanted special safeguards applicable to whites alone Mr Paulus was replying to what he called the "ultimatum" given at the opening of the congress by the Minister of Mines, Mr De Klerk "My congress feels very aggrieved that the Minis-

ter said here frankly that whatever we decide he will continue with the exemptions (for black training) in Bophuthatswana and that the Government will continue with the training of coloureds, Indians and blacks in South Africa," he said "The white mineworker was shot dead in 1922 by an SAP Government Two years after that a National Party Government was put

into power which protected the white in South Africa "And everything indicates — and we don't want it — that a confrontation will develop in 1980 between the white worker and the National Party this time" On black advancement in Bophuthatswana, Mr Paulus said a letter would be sent to the Minister as soon as possible This would have to be followed by many discussions with the Minister But he declined to say what the union had decided He said the firm decisions had been taken on matters such as action (op-trede) to be taken if the Wiehahn Commission made certain recommendations concerning the Mines and Works Act (which denies blacks a blasting ticket). Asked whether the MWU had adapted any of its known policies on the labour situation, he said "If you can't break them join them and they will break themselves" Asked whether a stage might be reached where opposition might change to cooperation, he said plans had been made for the future The union knew how to get the most advantages for the white worker at the least sacrifice

Paulus predicts white confrontation with Nats

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What Arrie Paulus could cost SA

South Africa's economy could weather a work stoppage by gold miners. But for holders of gold shares it would be a different story — a tale of woe, falling share prices and greatly reduced dividends.

By HAROLD FRIDJHON
IF THE THREATS made by Mr Arrie Paulus, secretary of the Mine Workers Union, to seek confrontation with the Government are translated into action — and by action one assumes militant action — the bullion market, the gold-share market and the economy at large might well be endangered.

Last year the MWU directly or indirectly staged a wildcat strike but it was neither industrywide nor of long duration. Nonetheless it had an impact on gold production.

If the MWU were to decide on industrial action, although strictly speaking it would not be an industrial dispute because it would represent a protest against Government policy, not against the employers, the effects could be far reaching even if it were to last for a few weeks.

In the first place gold would not reach the market in a smooth and regular flow. This would mean that South Africa would lose about R4 million a day — R20 million a week. With the present buoyancy of the economy and the reserves, South Africa as a whole could sustain a loss of this magnitude for several weeks, but it would have a debilitating effect over any long period.

But what would happen on the bullion market — a tight gold market in which demand and supply appear to be just about in balance? The shortage of 8 000 ounces a day could result in wide swings in price. The bulls would make a ball of such an occasion and if there were no central bank intervention in a situation such as this the price could temporarily go through the ceiling.

In the past few weeks, the exuberance on the bullion market is said to have been caused by excessive speculation. It doesn't require much imagination to picture what speculators

would do if they were fully aware of the fact that the market was being starved of its regular supply of newly mined gold. Buyers would have to depend on sellers and sellers would cash in.

I said 'if there were no central bank intervention'. In fact there is only one central bank which would likely intervene — the South African Reserve Bank. If the gold price were to soar into spatial orbit it is not impossible that Reserve Bank would sell from its stock replenishing its 'inventory' of gold when mine production returned to normal.

If the authorities were to act in this manner the effects of a miners' stay away would not be as damaging as it could be if the Reserve Bank were to remain aloof from the situation. All the arguments are against an attitude of aloof indifference.

With the cash inflow continuing — and probably at a high rate — South Africa's finances could probably be strengthened and not weakened and this might well undermine any action which the mineworkers might be contemplating.

True direct State profits and tax receipts from the gold mines would be drastically reduced but these would be more than offset by the profits which the Reserve Bank would make. And it must not be overlooked that excess profits made by the Reserve Bank eventually find their way into the Treasury's accounts.

The major losers in the event of mineworkers taking any industrial action — apart from the mineworkers themselves — would be the mines and their shareholders.

Shareholders would lose on two fronts: they would find their dividends and the market value of their shares greatly reduced. The most serious damage would be a crumbling of gold share prices. Overseas

holders would rush to offload because they would see in a work stoppage the deeper political significance of any mineworker action.

And the one thing which frightens foreign investors is any thought of political instability in this country.

Handwritten notes in the top right corner include a circled '2/11', a circled '1/35', and a circled '1/4'.

Workers not paid claim

Staff Reporter

HELDERBERG Meat Products in Somerset West refused to pay 19 workers a week's wages after they refused to turn up for work at the company plant last week, according to the secretary of the Food and Canning Workers' Union, Mr Jan Theron.

He said yesterday that the workers were told that this was because they had deserted. The company had referred them to the Department of Labour.

The workers refused to turn up for work last Wednesday. It is understood a dispute between the workers and the firm has arisen over an increase in the price of meat available to workers and dissatisfaction over pay.

Mr Theron said last week that many women at the plant were being paid R14,10 while men were getting as little as R17.

Asked to confirm that the workers involved were not paid on Friday, a director of the firm, Mr A J Carstens, replied

"What will happen to you if you don't turn up to work?"

Those who failed to turn up for work without giving notice were not entitled to "anything", including leave. The workers had "deserted".

He confirmed that the workers were referred to the Department of Labour in Somerset West as this was the proper procedure if they had a complaint.

Mr Theron said last week that workers were not compensated for the increase in the price of the meat allowance and that the minimum wage was based on a determination more than a year old.

Mr Carstens said last week that the price was increased because of increasing costs. The company was not paying less than the minimum wage determination and that many were getting considerably more.

He said last week that the workers who had failed to turn up for work had been refused re-employment.

i abangama - 88 bakwa Fattis & Monis efektri ngele ukuba bagwayimbe kukugxothwa kwabathi unobangela wokugxothwa kwaba basebenzi Unions Le union .be izama ukwenza uphando ili ibeyi - R40 ngeveki yay kusetyenzwe tri leyo uthe ezizinto bazifunayo zingajululu efemini.

angu ayi 10 000 (amawaka alishuni) obizwa on bathi abo bagxothiweyo bebesayinile zenze uthethwathethwano ngeneko ezibetele fektri leyo ilalile oluthethwathethwano amatshini ekusetyenzwa ngabo bathethe indawo uphungulwe abasebenzi.

la uninzi lwabo bagwayimbileyo ngamagoduka riswa ngokugxothwa babuyele emphandleni abababala ababathatha ngokuba bangabantakwabo. le icala lomsebenzi izame ukubohlula abandle kweFektri. Abasebenzi balile ukwahlulwa, njongo zethu zinye."

yo nabasebenzi abagwayimbileyo; Kwenye ive-i ephelileyo kubekho abafundi base ve - 500. Ababafundi bavela kwezi zikolo ege, Peninsula Training College. Ababafundi ungenjalo yonke imveliso yakwe Fattis & Monis

association uthe uza kuxelela onke amalungu

awo ukuba angayithengi imveliso yaleFektri de bavume uthethwathethwano.

Umbutho oyi South African Council of Sports SACOS ucele onke amalungu awo nazo zonke izikolo ezinonxibelelwano kunye nabo ukuba zixhase abo bagxothiweyo de baphinde baqeshwe. Yay akufuneki bayithenge imveliso yale fektri.

Abafundi base U.C.T. bayenzile eyabo intlanganisobebonakalisa uhunye nabašebenzi. Bacele ukuba imveliso zakwe Fattis & Monis zingathengwa okanye zingasetyenziswa.

UFattis & Monis uphikele ukuthi akukho ngxabano nakungevani kulefektri. Kodwa ke lowa ungumphathi wefem le uthi, ukhathazekile xa kusithiwa imveliso yabo mayingathengwa ngabamNyama njengoko inkxaso enkulu ivela kwabo bamNyama. Abaphati bale Fem baqashe abasebenzi abangabanye ukuba basebenze endaweni yabo bagwayimbileyo ukuze kubekho imveliso, kodwa imveliso yehlile.

Ngubani uFattis & Monis? UFattis & Monis yifektri enezimvaliso zilandelayo: Record - self-raising flour, Cake flour, Bread flour, Sifted flour, Unsifted flour, Wheatie Treat flour; Philadelphia flour; Koeberg Milla packed mealie meal; Fattis & Monis icecream cones, cake cups and wafers; Fattis & Monis macaroni, spaghetti, shells, ribbons, rings, dilatines; Princess, Pick 'n Pay, Pot o' Gold, Checkers and Roma - macaroni, spaghetti, shells, ribbons, rings, dilatines; Wrench Town Bakery in Observatory; Ultra Bakery in Somerset West; Good Hope Bakery in Elsies River.

The white unions look back in anger

IT IS only a short seven years since the Minister of Labour, Mr Marais Viljoen, told a Welkom meeting that "the National Party will definitely never sacrifice the white worker to the golden calf"

But, to read the headlines over the past few weeks proclaiming an anti-Government white worker backlash, one could almost believe he was talking a century ago

By the "golden calf", Mr Viljoen no doubt meant the "big money power", the "Hoggenheimers" who called for an end to certain racial job barriers which, they argued, impeded economic growth

Less than a decade later, the same National Party has adopted much of the "Hoggenheimer" language and stands accused by prominent white unionists of doing precisely what Mr Viljoen, now State President, swore it would never do

Last year, white miners struck in protest at anticipated labour reforms. Later in the year, the Government managed to "sell" its labour reforms to the all-white Confederation of Labour by the narrowest of margins

The Herstigte Nasionale Party increased its vote dramatically, nowhere more noticeably than in the miners' seat of Rustenburg

This week, Rightwingers in the Confederation, which has traditionally supported Government policy to the hilt, tried to win support for a report which implicitly attacked all of the Government's reforms

Many delegates reacted enthusiastically to Prof Willem Kleynhans of Unisa when he argued that the National Party was no longer responsive to the feelings of its white grassroots

Talk of "another 1922 strike", a confrontation between the Government and the white worker, and even the establishment of a white workers party has been commonplace

At the end of the day, the Rightwingers suffered a setback. Their report was referred

The upsurge of ill-feeling among white workers has led to talk of a backlash. But will this have any real bite? Labour Reporter **STEVEN FRIEDMAN** examines the question

the product of racism, however

Many white workers feel that the Government is no longer their Government. They feel that it has become, to quote a West Rand miner, "Oppenheimer and the Chamber of Mines' government"

In other words, they feel that it is moving closer every day to the big city financial elite and that it has left the miner, the steelworker — and, for that matter, the small farmer — behind

It was thus inevitable that Prof Kleynhans' well-documented argument that the Prime Minister, Mr P W Botha, had taken important aspects of NP decision-making away from the democratic control of party congresses would win support

There is overwhelming evidence to support Prof Kleynhans' argument as well as the view that the NP has moved away from many of its traditional supporters

But what will white workers do about it? How important is their resistance?

There is little evidence to support the view that a major confrontation between them and the Government is on the way — even less to support the dire predictions of "another 1922"

Firstly, the fact that it is the miners who are leading the "rebellion" is significant, for it is they who have most to lose from the changes

Most white workers are now performing skilled and supervisory work. The miners do not have a trade to protect them

A serious electoral challenge to the Government is also out of the question

Whatever their feelings on specific issues, white worker loyalty to the NP dies hard. It is, perhaps, no accident that the Confederation's narrow endorsement of the labour changes last year came after an appeal from the Minister of Manpower Utilisation, Mr Fanie Botha

As one unionist said this week "The unions react very differently when a Cabinet Minister is around"

Another factor to bear in mind is that the total numbers of the white work force have dropped substantially. Many unionists complain that white youngsters now head straight for office work and are keen to avoid manual labour

So the HNP's support could grow. But it is unlikely to ride to power on the vote of the white worker — or even to win enough seats to worry the Government

There is even a chance that a white workers' party could emerge. But that would only serve to send white unionists who backed it into the political wilderness forever and the evidence suggests that white unionists know this

The militant white unionists have been painted into a corner. Having relied on the Government for years, they have been deserted by it. For the miners, that meant defeat

The rhetoric of the last few weeks, when the miners and men like the Confederation of Labour's president, Mr Attie Nieuwoudt, accused the Government of "treachery" and threatened confrontation, is therefore probably a form of emotional release rather than a call to arms

It is probable that the rhetoric has grown more strident recently precisely because Rightwing union leaders realise that there is little they can do about their plight

There may, however, be a more significant purpose, and that is to appeal to the Rightwing of the National Party caucus and to give them ammunition

Hypertensive Diseases (ANN 1981)

Rheumatic Heart Diseases (390-398)

Rheumatic Heart Diseases (390-398)		Hypertensive Diseases (ANN 1981)	
		Male	Female
WHITE	Male	115 1.2%	121 1.5%
	Female	28 2.5%	15 1.9%
ASIAN	Male	120 3.5%	139 4.4%
	Female	49 2.1%	56 2.9%
COLOURED	Male		
	Female		
BLACK	Male		
	Female		

TABLE II

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28.2.11

move which angered them and is being interpreted as an attempt to "shelve" the report while preserving unity

But the issue is far from dead, and can be expected to surface again and again — particularly when the Wiehahn Commission report on the mines appears later in the year

These events simply confirmed what had finally become apparent when the miners struck — that resentment among white workers, who had traditionally backed the Government, is deep-rooted

The main reason for this alienation, of course, is the shift in Government labour policy. Concepts like job reservation had been eschewed, long-held policy stands like the non-registration of black unions were abandoned

Government spokesmen explained, with a fair amount of success, that job reservation hadn't worked and that the Wiehahn Commission was simply introducing more effective protection than job reservation. They stressed again and again that the "new deal" for black unions was simply an attempt to bring them under official control, the better to keep an eye on them.

But to many unionists, it made no difference. As Prof Kleyhans put it to the Confederation: "If you spend forty years stressing a thing called 'job reservation', you shouldn't be surprised if your supporters get upset when you drop it — whatever you are putting in its place."

The backlash is not simply

from competition from black workers. They stand or fall by their white skins

So too do some steel and other workers who have supported the MWU. To the skilled white worker, the Government argument that the Wiehahn deal will protect whites more than in the past makes sense

There are a significant number of Confederation unionists who accept that the changes will not threaten white interests

But to the semi-skilled workers, it makes little sense. It is they who would be most interested in strike action

Strikes by supervisors are not exactly commonplace in labour history

But the militants are a minority, and, at any rate, the miners strike last year showed conclusively that the Government believes they are dispensable

The miners lost that strike, and another strike could well break the union's power permanently. It is unlikely that they would be joined by many other workers.

A "last stand" of that sort is not impossible, but it is unlikely and it will have little chance of success

White workers are also an integral part of the system they are now opposing. As one Confederation delegate put it this week: "We are also employers. We employ gardeners, servants, and so on."

The benefits they derive from the system are still immense, although reduced. That makes "another 1922" highly unlikely

tion, the better to fight change

Caucus Rightwingers would obviously be strengthened if they can point to a groundswell of popular backing for their views — and they are even more strengthened if they can utter dire prophecies of confrontation to support their contention.

The backlash could easily slow down the pace at which the Government's new dispensation is implemented. In that sense, it remains significant

But, if that fails, the white unions will probably have to change their structure and their methods

For years, the white union movement has had little day-to-day contact with its members and has not needed to vigorously pursue their grievances

Legislative protection has done it all for them

Now, they may well be forced to become more concerned with the grassroots problems of their members, more vigorous in wage negotiations, more active in fighting unfair dismissals.

This has already become apparent during the Ford strike in Port Elizabeth, when the white union at Ford (which is a power in the Confederation) was forced to take up a wide range of grievances which were traditionally the sort of issues only black unions had to take up — white workers at Ford even complained about the quality of their overalls.

A likely outcome of the present turmoil is a more vigorous white union movement — not a bloody repetition of 1922

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11/2/50

SUNDAY POST, January 13, 1980

Strikers' victory over 'starvation wages'

A THREE-WEEK STRIKE ended in victory for 700 women when the management of a Saldanha Bay fish factory this week agreed to increase their wages.

"Starvation wages" of an average of R18 a week and very long working hours drove the women, all workers at the Sea Harvest fish factory, to strike on December 17.

Settlement was reached earlier this week after hours of negotiations between the union representing the workers, the Food and Canning Workers' Union, and factory management.

In terms of the agreement, women who have worked for less than six months will receive R27,50 a week while those with more than six months service will receive R29,80.

They will work 9½ hours, five days a week. This is in accordance with the 46-hour working week laid

down by the Wage Determination Board for the white fish industry.

Workers interviewed by SUNDAY POST claimed that before the strike they frequently worked a 12-hour day, seven days a week, without getting overtime pay.

"We work from 7 am till 7 pm, for seven days a week when the fish come in. But when we get our wage packets, the money is so little that we don't know what we've been working for," said one of the workers, who did not wish to be named.

Many of the women who are the sole supporters of their families said they could not afford to feed their children properly out of the money they received.

"I must see that they eat from the wages I get but sometimes this is not possible. How can I send my children to bed with empty stomachs?" said another

worker.

The managing director of the factory, Mr H Kramer, denied worker allegations that they were not paid extra for overtime work.

He also denied reports in local newspapers that some of his workers were paid R9 a week.

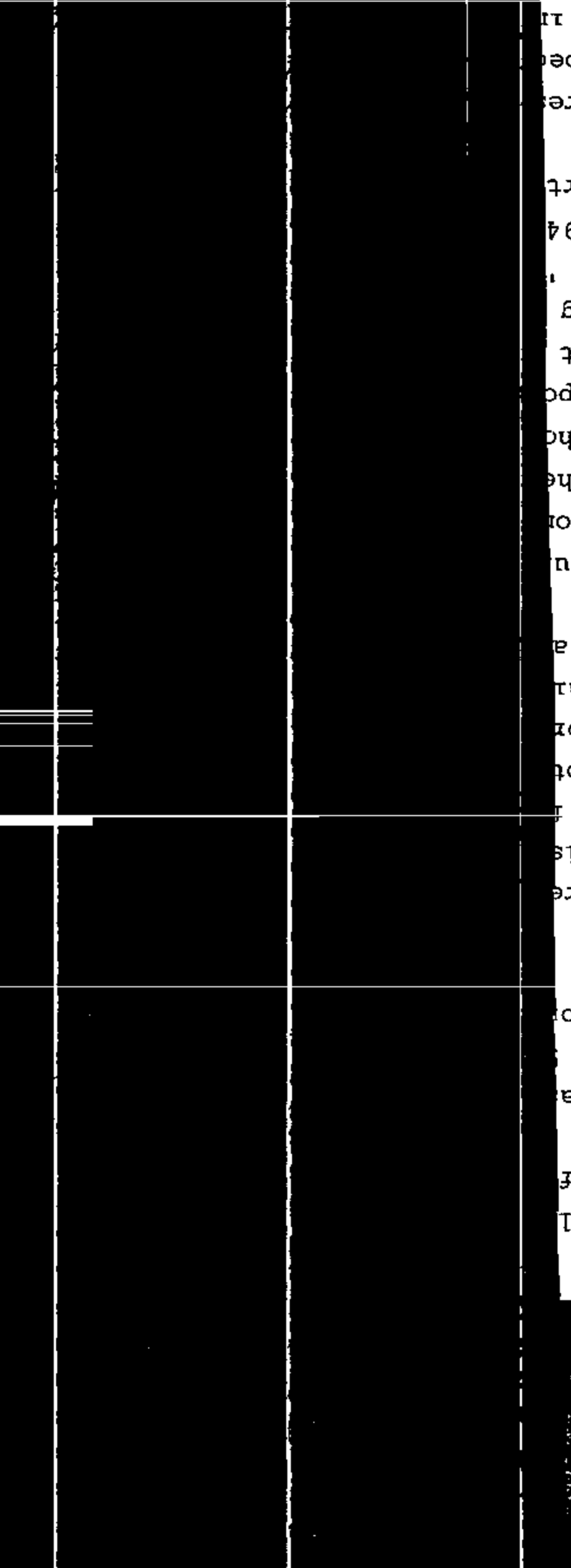
"Our company has at all times acted in accordance with the regulations laid down by the Wage Determination Board for our industry," he said.

However, Mr Oscar Mpepha, an official of the Food and Canning Workers' Union — which was also involved in the recent Fattis and Monis dispute — said that his union had ignored wage determinations during negotiations because wage levels set down there were too low.

"The wage set for female workers in the white fish industry is R18. This is ridiculously low," he said. — SUNDAY POST Correspondent.



FLASHBACK: Fattis and Monis workers conclude their return-to-work agreement with management . . . the Food and Canning Workers' Union resolves another industrial dispute.



Police
alert as
packers
quit

RIOT police stood by yesterday afternoon as more than 800 workers at the Ceres Fruit-growers Co-op Association brought vital seasonal fruit-packing to a halt over the threatened dismissal of a colleague.

The workers decided on strike action when they learnt that a colleague, Mr Klaas Markus, had been asked to retire and that his wages would not be guaranteed after Tuesday.

According to the secretary of the Food and Canning Workers' Union, Mr Jan Theron, the workers saw this as a 'revenge' because Mr Markus was a delegate at recent wage negotiations with the company's management.

In terms of the agreement wages at the factory are to be increased next week from R9 and R10 a week to R24 for women and R26 for men.

Mr Theron said this jump would inevitably lead to mechanisation and resultant redundancies.

'Revenge'

~~152~~

strikers

told: No

guarantee

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THE strike at the Ceres Fruitgrowers' Co-op Association today entered its fifth day with the management refusing to guarantee that all strikers would be re employed

~~180~~

Between five and 10 people are now in danger of not getting their jobs back, the secretary of the Food and Canning Workers' Union, Mr Jan Theron, said today.

The workers decided on strike action when they learnt that one of their colleagues, Mr Klaas Markus, had been asked to retire

They saw this as 'revenge' over his role as a delegate at recent wage negotiations with the company

19/2/80

'The management's refusal to guarantee full re-employment has engendered suspicion about whether it wants a real solution' said Mr Theron

'The workers feel that with the coop employing about 800 people, the extra five or 10 shouldn't make such a difference'

More than 750 striking packers have brought vital seasonal fruit packing to a halt

differences usually follow on from divergences that are present in the ultimate objectives and interests of group members. Being intentional, they will affect not only the communication process, but also the process of evaluation of a situation and the strategies adopted by people within the

750 fruit workers strike ⁽³⁵⁾

CAPE TOWN. — About 750 striking workers at the Ceres Fruitgrowers' Co-operative refused to return to work yesterday without an assurance that one of their colleagues, Mr Klaas Markus, would be re-employed

The workers decided to strike on Friday after learning that Mr Markus had been asked to retire, and that his wages would not be guaranteed after Tuesday

The workers gathered at the

The President of the AHI, Dr [unclear] the coming consultation, said

In the morning consultation, said

and we saw a number of policemen with guns on their shoulders," he said

According to the secretary of the Food and Canning Workers' Union, Mr Jan Theron, the workers see Mr Markus's threatened dismissal as "revenge" because he was a delegate at recent wage negotiations with the company's management

A spokesman for the Ceres police said that as far as he knew, no arrests had been made at the co-op — Sapa

co-op at about 7 45am yesterday and, after 45 minutes, while one of their foremen made a speech, they were given three minutes to return to work

"We refused to return to work until we have received a guarantee that Mr Markus could come with us," one of the workers said

"We did not receive this assurance and after about six minutes we were all threatened with dismissal

"We left the grounds singing

been singled out as being own preferences by failing to reflect the preferences of whole or even those of the

ry different from the dominant that consequently decisions to reflect the preferences of whole or even those of the

been singled out as being own preferences by failing to reflect the preferences of whole or even those of the

and the research requirements better strategy would be the medical clinics. Research as yielded nothing but the

16 It has even been argued sufficient to increase the large quantities of resources the treatment of relatively from a group of interested

tical profession on the allocation to the provision of public in private hospitals may also the mix of the cases treated, in the community as a whole. 19

THE PROBLEMS - AN OVERVIEW

In summary, the problems that have been discussed in this paper stem from three sources:

1. The shortcomings of the market mechanism.
2. The existence of competing and conflicting objectives in the community's overall goals and the difficulties involved in establishing such goals with any degree of accuracy.
3. Difficulties involved with the collection, evaluation and communication of data relevant to the objectives and to the performance of the projects designed to achieve them.

WHAT CAN BE DONE?

Overcoming the Problems in the Market

We will consider these problem sources 'in seriatim'. A solution to the shortcomings of the market mechanism is always sought through the medium of increased state intervention. Arguments over the nature and the level of such state intervention rage on with substantial fury. Solutions suggested vary from those of people far on the 'right', such as Friedman and von Hayek, who argue that the state should concern itself with matters of distribution only, to full scale statements from the 'left wing' that are related to the inevitability of socialism or communism as being the only solutions to the inadequacies of the market. Leaving aside the merits and demerits of the arguments of the protagonists of the various views, two things are apparent; firstly, that the solution does, in fact, lie in some form of state intervention into the market mechanism and secondly, that in view of the difficulties of establishing and ranking objectives and those of communication, such intervention is unlikely to succeed in improving the situation unless the problems arising from the other two sources are also overcome. Accurate information is obviously crucially important if one wishes to determine how the state should influence the market in order to improve the overall allocation of resources from the social viewpoint. 20

Overcoming Difficulties Resulting from Conflicting Objectives and Interests

The growing literature on the economic theory of club formation suggests that the decentralisation of decision-making, to the point where there is a reasonable consensus on objectives within the decentralised area, would do a great deal to overcome the problems that arise as a result of the presence of conflicting interests. 21 An alternative proposal that has been made is that of the possibility of the introduction of a

Ceres strike: Talks fail

THE management of the Ceres Fruitgrowers' Coop Association failed to reach agreement with representatives of the striking packers and members of the Food and Canning Workers' Union at a meeting yesterday.

The management repeated its stand that it could not guarantee re-employment for all the striking workers, the secretary of the union, Mr Jan Theron, said today.

They said there would not be employment for more than the original five or 10 because they had taken on workers to replace the strikes.

Mr Theron said the management claimed it had employed about 250 new workers, but at least 70 of these were only temporary.

shells, dilatines;

cups,

Koeborg

rd Sifted Flour,

slayo:

uze kubekho

le fem bagashe

ingathengwa

. Kodwa ke lowo

ce ubhalile

nothethathethano

tyenziswa.

nabasebenzi.

daphinde

awo nazo zonke

Umbutho oyi Western Province Traders Association uthu uza kuxelela onke amalungu awo ukuba angayithengi imveliso yalefektari de bavume uthethathethano.

Fattis & Monis ingathengwa

Abafundi bathu abasebenzi mabaphinde baqeshwe kungenjalo yonke imveliso yakwa zikolo U.W.C., Hewat, Peninsula Training College ne Bellville Technical College. Ayanda amanani abantu abazibandakanyileyo nabasebenzi kwiveki ephelileyo kubekho abafundi base University nakwano kolegi abangaphezulu kwe - 500, Abafundi bavelu kwezi

"Siphah sonke yaye injongo zethu zinye"

abamnyama xa bebemngaphandle kwefektari! Abasebenzi bali ukwathulwa, omnye wabo uthu lokugala logwayimbo indoda imle icala rosebenzi ezame ukubohula ababala kubantu bamnyama bame bem kwicala lebebala ababathatha ngokuba bangabantu kwabo. Ngosuku abamnyama, Nangona bathu bagrogri swa ngokugxothwa babuyele emphandleni abasebenzi Nangona aba bagxothileyo ingabantu beba uninzi lwabo bagwayimbi leyo ngamagoduka abantu

lento kunyanzeleke ukuba kuphungulwe abasebenzi.

Ifektari! Ibalu into yokuba omatshini ekusetyenzwa ngabo bathathe indawo yabantu yiyo thi kusetyenzwe phantsi kwazo. Ifektari leyo lali oluthethathethano neUnion amaphapha anika Union igunya lokuba benze uthethathethano ngemeko ezibetele ekunokungokuba yi (Food and Canning Workers Union) bathi abo bagxothileyo bebesayinile Abesamagunyeni kumbutho weUnion onamalungu ayi 10 000 (amawaka alishumi) obizwa

ziya kwenza uqushululu efemini.

8 ngemini, Umphathi wefektari leyo uthu ezizinto bazifunayo zingaphhezulu kwamandla yaye thethwano lokuba kunyuswe imali ibeyi - R40 ngeviki yaye kusetyenzwe iyure ezisi - kukuba bebengamalungu eTrade Union le union ibe izama ukwenza uphando nothethwa abahlanu ebebesebenza nabo Bathi unobangele wokugxothwa kwaba basebenzi bahlanu, eBellville South benogwayimbo. Into ebangele ukuba bagwayimbe kukugxothwa kwabasebenzi Inyanga ngoku sele izakuphela abasebenzi abangama - 88 bakwa Fattis & Monis efektari

Somerset West.
Wrench Town Bakery, Observatory, Good Hope
Checkers, Poto' Gold, Pick 'n Pay macaron
Princess macaroni, spagetti, shells, ring
Fattis and Monis Macaroni, spagetti, shell
Mille pack Mealie Meal, Fattis & Monis
Record Unsifted Flour, Record Wheatie Tre
Record Self Raising Flour, Record Cake Fl
Ngubani ufattis & Monis? Ufattis & Monis

imveliso, kodwa imveliso yehhile

abasebenzi abangabanye ukuba basebenze en
ngabamnyama njengoko inkxaso enkulu ivelo
ungumphathi wefem le uthi, ukhathazakile x
Ufattis & Monis uphikelele ukuthi akukho ng
wakhupha istatement uxhasa abasebenzi aba

Umbutho walapha ekapa oyi National Africa
kunye nabasebenzi.

Umbutho oyi Women for Peace Movement ucel

Bacele ukuba imveliso zakwa Fattis & Moni

Abafundi base U.C.T. bayenzi eyabo int

bageshwe. Yaye akufuneki bayithenge imvel

izikolo ezinonxibelelwane kunye nabo ukub

Umbutho oyi South African Council of Sport

Union split over Wiehahn report

C.T. Own Correspondent 2/11/50

PRETORIA — The South African Association of Municipal Employees (Saame), yesterday summarily broke away from the right-wing South African Confederation of Labour

Saame officials said last night that the basic reason was the conflict which has surfaced between the Confederation and the government on the implementation of the Wiehahn Commission report and its recommendations

It is understood that at yesterday's meeting of the Saame executive committee the intransigent attitude of Mr Arrie Paulus to the Wiehahn report was condemned

Mr Paulus, the secretary of the Mineworkers' Union, was chairman of a Confederation committee which tabled a report opposing the government's implementation of the Wiehahn Commission's recommendations

The Saame executive unqualifiedly distanced itself from the so-called confidential "Paulus report." The executive claimed that through the report Saame was thrust into the party-political arena in conflict with its constitution

A second Confederation-affiliate, the Johannesburg Municipal Employees' Association, yesterday announced that it too would break away if the Paulus report was accepted. Mr Sarel van den Berg, general secretary, said the JMEA agreed with the position taken by the Saame executive

Jack Kudo appeared for Mr Payne

CAPE TIMES 23/2/80
Strike
continues
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A STRIKE by 750 workers at the Ceres Fruit Growers Co-operative continued yesterday in spite of efforts by the co-operative's management and union officials to break the deadlock

The workers decided to walk out after a colleague, Mr Klaas Markus, was asked to retire

All those who walked out were subsequently fired, but the co-operative has offered to re-employ them. However, the strikers have refused to return to work without their colleague, Mr Markus

Mr Jan Theron, an official of the Food and Canning Workers Union, is in Ceres negotiating on behalf of the 750 workers

The company's general manager Mr Ben Ludik, confirmed yesterday that the dispute was still continuing, but refused to comment further

(135) 120 M 29/8/80

Municipal workers talk to Fanie Botha

Labour Correspondent

THE executive committee of the SA Association of Municipal Employees (Saame), which withdrew from the SA Confederation of Labour last week, held talks with the Minister of Manpower Utilisation, Mr. Fanie Botha, this week.

The talks were held on the

eve of the association's congress to be held in Bloemfontein next week.

In a statement released yesterday, Mr J J P Stander, secretary of Saame, said the talk had dealt with various labour matters of common interest and of interest to the country as a whole.

Last week, Saame's executive said their decision to withdraw from the confederation had resulted from the increasing conflict between the confederation and the Government over the recommendations of the Wiehahn Commission on labour reform and amendments to labour laws.

Mr Stander would not comment further on the talks yesterday.

Asked whether the executive's decision to withdraw would have to be affirmed by the congress next week, he said this 'would not necessarily' be the case but the issue would probably be discussed.

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b/3/80 DD

Union quits labour body

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DURBAN — The 4 000-strong Durban Municipal Employees' Society has decided to withdraw from the Confederation of Labour.

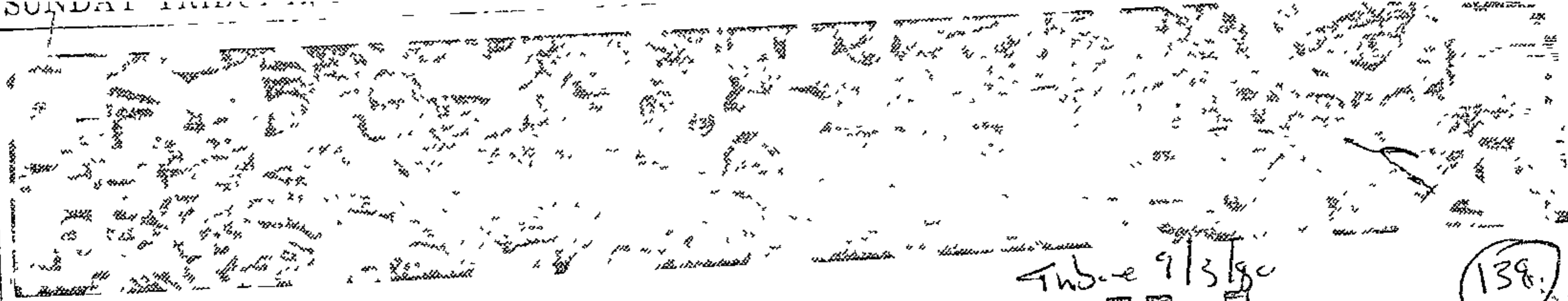
The decision was taken at a meeting convened to discuss a report of a sub-committee of the confederation, under the chairmanship of Mr Arrie Paulus, dealing with recommendations of the Wiehahn Commission.

The secretary of the Society, Mr J. Maree, said yesterday the confederation's policy on black trade unions and the training of black workers was irreconcilable with decisions already taken by his society. He said differences of principle had existed since 1973.

Although the society would now be in a weaker bargaining position when making representations to certain bodies, this was preferable to the existing state of affairs in which there was no unanimity.

He said there was no question of black municipal employees joining the society, but if they wanted to establish their own trade union there would be no objection to their enjoying the same service privileges as whites.

He said the Confederation of Labour would be notified of the decision to break membership, and this would take effect in three months' time —
SAPA.



Black union build-up

Issue 9/3/80

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**RUSH IS
ON TO
REGISTER
OLD AND
NEW
WORKER
GROUPS**

By JACK BRICKHILL

RESPONSE from black workers to trade union in the amended industrial relations act is gaining momentum and a training programme for trade unionists in the National Manpower Commission is on the cards.

So far only one black union — the African Transport Workers' Union in the Transvaal — has been registered, but industrial relations minister Nic Hitchcock says applications have been received for 11 unions and there have been another 10 requests from existing unions to register on a non-racial basis.

The minister has already granted a few requests for unions to organise on a multi-racial basis.

One of the applications to form a black union represents a large number of workers but Hitchcock says no details can be given until the unions have been formed. The Industrial Conciliation Amendment Act came into force on October 1 last year, but it normally takes at least six months to draw up constitution and register a union.

In Natal the 1000 black and worker have informed the employers that they are going to form a new union rather than join the existing ones. Hitchcock says response from black workers so far has been good.

There are at present 17 unions registered and

state of new black union should boost the number significantly. Although there are more than three million black workers in the country, large sectors are likely to continue for some time without union representation.

Andre Malherbe, president of the Trade Union Council of South Africa, says the trade union movement is too fragmented and he hopes the new state of black unions will lead to greater unity so the movement can speak with a united voice.

He says seven or eight black unionised unions are members of Tusa which has a total affiliate strength of 270 000 workers.

Tusa will help and advise the new unions which Malherbe hopes will become affiliated to his organisation. Registration gives black unions enhanced legal status in the industrial conciliation machinery.

Even migratory workers of all races cannot be members of registered unions although they can join unregistered unions. The same rule applies to agricultural workers and domestic servants.

102101	110301	906205	110301	908307	116317	COURSE	3	ARTS
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Aid for farm labourers in drought-hit areas

Staff Reporter (138)

COLOURED farm workers in the drought-stricken Cape Province could now apply for government financial aid the chairman of the Farmworkers Union Mr Solly Essop said yesterday from Beaufort West

Mr Essop, independent member of the Coloured Representative Council (CRC) for Bokkeveld and chairman of the Farmworkers Union, said farm workers who had been paid off because of the Karoo's worst drought this century, could apply for a monthly

allowance of R44 an adult and R10 a child

The allowance, which was not a loan, was an attempt to aid the jobless workers and to keep them in the area, Mr Essop said

The aid is for all the South African coloured farm workers who had been paid off due to the drought, Mr Essop said

An official government letter dated February 26, stated farm workers could apply at their nearest magistrate's office for financial aid

Once qualified, the farm workers would be paid out

Council's Increases accepted

Staff Reporter

CAPE TOWN's white municipal workers yesterday accepted pay increases ranging from 10 to 15 percent, which were offered to them by the City Council.

At a mass meeting in the Civic Centre yesterday, between 1 600 and 2 000 municipal employees voted overwhelmingly to accept the council's offer which ranged from a 10 percent increase for the highest paid employees to 15 percent for the lowest paid. Increases in holiday bonuses and municipal service allowances were also accepted.

Offer

The meeting was organized by the South African Association of Municipal Employees and was addressed by the president of SAAME, Mr A J Uys, who urged the employees to accept the council's offer.

Mr Uys submitted a proposal in which SAAME accepted the council's offer while expressing its disappointment at what it called the council's policy of not paying competitive salaries.

It also expressed dissatisfaction at the council's decision to extend the binding period of the agreement between it and SAAME from 12 to 15 months.

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	PAGE
13010	BACHELOR OF ARTS					13010
EXAMINATION RESULTS IN FACULTY ARTS						
YEAR : 1						
AS AT 29 02 80						
1	155148P	JERVIS	115103	ITALIAN INTENSIVE	F (47)	1
2	156426D	JONES	100103	ECONOMICS IA	F (44)	1
3	160764U	JONFS	115101	FRENCH I	UP (62)	1
4	162323N	JOOSTE	114101	RELIGIOUS STUDIES I	ABS (58)	7
5	157009M	KATZ	114101	CULTURAL HISTORY OF W.E. I	ABS (54)	1
6	157519R	KENYON	107101	PSYCHOLOGY I (PRE-1980)	UP (58)	1
7	160448A	KOOY	110101	ENGLISH I (PRE-1980)	UP (57)	1
8	157025E	KOTZE	110101	HISTORY I	UP (57)	1
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Nadere inligting

Nadere inligting of hulp kan of by die kantoor van die Departementale Ontvanger van Inkomste van die aanslaggebied waarin u woon of by hierdie kantoor verkry word

Departement van Binnelandse Inkomste, African Eagle Life Sentrum, Vermeulenstraat, Posbus 402, Pretoria

W J H. VAN DER WALT, Sekretaris van Binnelandse Inkomste
14 Maart 1980.
(14 Maart 1980)

Further information

Further information or assistance may be obtained either from the Departmental Receiver of Revenue in whose assessing area you reside, or from this office

Department of Inland Revenue, African Eagle Life Centre, Vermeulen Street, P O Box 402, Pretoria

W J H VAN DER WALT, Secretary for Inland Revenue.

14 March 1980

(14 March 1980)

KENNISGEWING 185 VAN 1980

WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN 'N VAK-
VERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Electrical and Allied Workers Union of South Africa Besonderhede van die aansoek word in onderstaande tabel verstrekk

Enige geregistreeerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriegebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres: Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Electrical and Allied Workers Union of South Africa

Datum waarop aansoek ingedien is—10 Januarie 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in diens is in enige hoedanigheid betrokke by—

(a) die vervaardiging en/of montering, uit samestellende dele, van elektriese uitrusting, naamlik generators, motore, konvertors, skakel- en kontrole-uitrusting (met inbegrip van relés, kontaktors, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligtingsuitrusting (met inbegrip van neontekens, gloeilampe en buisligte), verhitings-, kook-, bevroings- en verkoelingsuitrusting, transformators, oonduitrusting, sein- en telekommunikasie-uitrusting, televisie-ontvangtoestelle, televisie-uitrusting, televisielugdrade, radio- of elektroniese uitrusting, en ander uitrusting waarin die beginsels toegepas word wat gebruik word in die bediening van radio- en elektroniese uitrusting, elektriese kables en huishoudelike elektriese toestelle, en

(b) die ontwerp, beplanning, oprigting, installering, onderhoud, herstel en/of bedrading van die uitrusting in paragraaf (a) hierbo bedoel, in die Nywerheid betrokke by die Vervaardiging van Elektriese- en Staalkables, die Elektrotegniese Aannemingsnywerheid, die Hyser- en Roltrapnywerheid en die Meganiese Ingenieursnywerheid in die provinsies Natal en Transvaal

NOTICE 185 OF 1980

INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Electrical and Allied Workers Union of South Africa Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union—Electrical and Allied Workers Union of South Africa

Date on which application was lodged—10 January 1980

Interests and area in respect of which application is made—Black persons who are employees for the purposes of the Act and employed in any capacity concerned with—

(a) the manufacture and/or assembly from component parts of electrical equipment, namely generators, motors, converters, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting equipment (including neon signs, incandescent lamps and fluorescent lights), heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling and telecommunication equipment, television receivers, television equipment, television aerials, radio or electronic equipment, and other equipment utilising the principles used in the operation of radio and electronic equipment and electric cables and domestic electrical appliances, and

(b) the design, planning, erection, installation, maintenance, repair and/or wiring of the equipment referred to in paragraph (a) above in the Industry concerned with the Manufacture of Electric and Steel Cables, the Electrical Contracting Industry, the Lift and Escalator Industry and the Mechanical Engineering Industry in the Provinces of Natal and the Transvaal

KENNISGEWING 206 VAN 1980

NOTICE 206 OF 1980

Ingevolge artikel 34 (2) van die Bouverenigingswet, 1965 (Wet 24 van 1965), word onderstaande samegestelde opgawe vir algemene inligting gepubliseer.

In terms of section 34 (2) of the Building Societies Act, 1965 (Act 24 of 1965), the following composite return is published for general information.

SAMVATTING VAN MAANDELIKSE OPGAWES DEUR PERMANENTE BOUVERENIGINGS VIR DIE MAAND
 GEËINDIG N JANUARIE 1980
 SUMMARY OF MONTHLY RETURNS BY PERMANENT BUILDING SOCIETIES FOR THE MONTH ENDED
 31 JANUARY 1980

	Getal Number	Bedrag Amount R	Bedrag Amount R
Getal verenigings/Number of societies	12		
Aandekapitaal/Share capital		3 287 283 617	
Onbepaalde/Indefinite		1 701 601 637	
Vaste termyn/fixed period			
Totaal/Total			4 988 885 254
Algemene reserve/General reserve			195 274 050
Deposito's/Deposits			
Transmissie/Transmission		34 070 614	
Spaar/savings		2 008 142 470	
Vaste/Fixed		2 509 259 605	
Totaal/Total			4 552 163 690
Opgeloopte rente/Accrued interest			85 606 756
Kollaterale kontantdeposito's/Collateral cash deposits			48 431 028
Opgeloopte rente/Accrued interest			971 125
Leninge en oortrekkings/Loans and overdrafts			8 092 737
Voorskotte teen verbod/Loan advance			
Alle voorskotte/All advance			7 656 101 478
Toegestaan maar nie uitbetaal nie/Granted but not paid out			929 417 890
Likwiede bates/Liquid assets			
Kontant en deposito's onmiddellik opvraagbaar/Cash and deposits withdrawable on demand		231 607 679	
Lening aan diskontohuis, en voer oorspronklik aan to diskontohuis en bilje		113 731 588	
Onbeswaarde effekte/Unencumbered securities		374 067 215	
Opgeloopte rente/Accrued interest		5 873 059	
Totaal/Total			739 690 332
Statutêre minimum bedrag/Statutory minimum amount			605 980 521
Voorgelegde belegginge/Proposed investments			
Likwiede bates/Liquid assets		739 690 332	
Deposito's (behalwe die wat as likwiede bates geld)/Deposits (other than those ranking as liquid assets)		260 412 837	
Lening aan diskontohuis (behalwe die wat as likwiede bates geld)/Loans to discount houses (other than those ranking as liquid assets)			
Onbeswaarde effekte (behalwe die wat as likwiede bates geld)/Unencumbered securities (other than those ranking as liquid assets)		926 399 575	
Opgeloopte rente/Accrued interest		12 658 017	
Totaal/Total			1 939 160 761
Statutêre minimum bedrag/Statutory minimum amount			957 000 122

KENNISGEWING 208 VAN 1980

NOTICE 208 OF 1980

WET OP NAWERHEIDSWERSOENING, 1956

INDUSTRIAL CONCILIATION ACT, 1956

AANSOEK OM REGISTRASIE VAN 'N
 VAKVERENIGING

APPLICATION FOR REGISTRATION
 OF A TRADE UNION

Ek, Johannes Nicolaas Hitchcock, Nwerheidsregistrateur, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Furniture/Bedding and Allied Workers Union of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above mentioned Act, give notice that an application for registration as a trade union has been received from the Furniture/Bedding and Allied Workers Union of South Africa. Particulars of the application are reflected in the subjoined table.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Arbeidsbeheer, hoed van Paul Kruger en Schoemansstraat, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilization, Labour Buildings, corner of Paul Kruger and Schoemans Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABEL

TABLE

Naam van vakvereniging—Furniture/Bedding and Allied Workers Union of South Africa

Name of trade union—Furniture/Bedding and Allied Workers Union of South Africa

Datum waarop aansoek ingedien is—21 Desember 1979.

Date on which application was lodged—21 December 1979.

Belange en gebied, ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in die Meubelnywerheid, Saagmeulnywerheid, Doodkissvervaardiging nywerheid en die Laaghoutnywerheid in diens is in die landdrosdistrikte Bellville, Die Kaap, Goodwood, Mafeking, Port Elizabeth, Vryburg en Wynberg en die provinsies die Oranje-Vrystaat, Natal en Transvaal

“Meubelnywerheid” beteken, sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk, die vervaardiging, hetsy in die geheel of gedeeltelik, van meubels van alle tipes, afgesien van die materiaal wat gebruik word, en sluit die volgende werksaamhede in

Herstel-, stoffeer-, herstoffeer-, beits-, spuit- of poleer- en/of herpoleerwerk, die maak van los oortreksels en/of stoelkussings en/of die maak en/of herstel van raamveermatrassie en/of rame vir stoffeerwerk, houtmasjienwerk, fineerwerk, houtdraaiwerk, houtsnijwerk in verband met die vervaardiging en/of herstel van meubels, poleer- en/of herpoleerwerk aan Haviere of die vervaardiging en/of herstel van en/of beits-, spuit- en poleer- en/of herpoleerwerk aan meubels vir teekamers, kantore, kerke, skole, kroes of teaters en kabriette vir musiekinstrumente en radio- of draadloos- en/of televisiekabrinette, en ook die vervaardiging van alle soorte meubels vir huishoudlike doeleindes sowel as die vervaardiging, uit hout, van orels, biljartafels en/of koelkaste, en ook die vervaardiging of die proses van die vervaardiging van beddegoed, wat so omkryf en uitgelê moet word dat dit alle soorte matrassie, veermatrassie, beleplae, kussings, penke en stoelkussings inluit, en ook die werksaamhede wat uitgevoer word op alle persele waar houtmasjienwerk, houtdraaiwerk en/of houtsnijwerk uitgevoer word in verband met die vervaardiging van meubels, en voorts ook herstel-, herstoffeer- of herpoleerwerk aan meubels in of in verband met bedryfsinstellings waarin die herstelling van 'n meubelstuk of in die geheel of gedeeltelik uitgevoer word, en fineerwerk aan deur wat van lamelblokbord of laaghout gemaak is en wat vir meubels gebruik word, en alle dele van materiaal wat by die vervaardiging van meubels gebruik word, die vervaardiging van stoep-, uun- en kampeermeubels, maar uitgeonderd sowel die vervaardiging van artikels wat hoofsaaklik van mandjiesgoed, gras en/of rottang gemaak is, as die vervaardiging van metaalmeubels, met inbegrip van metaalkatels

“Saagmeul- en houtwerknywerheid” beteken die nywerheid waarin een of meer van of al die volgende bedrywighede verrig word: Kloue, in stukke kap, saag, skaaf of enige ander werksaamheid in die verwerking van timmerhout of stompe tot balk, planke, rubbels, mynstutte of dwarsleërs of ander standaardvorme, en die vervaardiging van kiste, dune, pakmatte, plakkasse en kratte en ander artikels uit hout vervaardig, en ook alle werksaamhede wat daartoe voortvloei, maar nie die vervaardiging van laaghout, lamelbord, blokbord, meubels en skrynwerk nie

“Doodkissvervaardigingsnywerheid” die nywerheid waarin een of meer van die werksaamhede uitgevoer word wat betrekking het op die vervaardiging van doodkiste

“Laaghoutnywerheid” die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinstellings wat geregistreer is of aan registrasie onderworpe is ingevolge die Wet op Fabriek, Masjinerie en Bouwerk, 1941, met die doel om een of meer

Interests and area in respect of which application is made—Black persons who are employees for the purposes of the Act and who are employed in the Furniture Manufacturing Industry, Sawmilling and Woodworking Industry, Coffin Manufacturing Industry and Plywood Manufacturing Industry, in the Magisterial Districts of Bellville, Goodwood, Mafeking, Port Elizabeth, The Cape, Vryburg and Wynberg, and the Provinces of the Orange Free State, Natal and the Transvaal

“Furniture Manufacturing Industry” means, without in any way limiting the ordinary meaning of the expression, the manufacture either in whole or in part of all types of furniture, irrespective of materials used, and includes the following operations

Repairing, upholstering, re-upholstering, staining, spraying or polishing and/or re-polishing, making of loose covers and/or cushions and/or making and/or repairing of box spring mattresses and/or frames for upholstering, wood-machining, veneering, wood-turning, carving in connection with the manufacture and/or repair of furniture, polishing and/or re-polishing of pianos or the manufacture and/or staining, spraying and polishing and/or re-polishing and/or repairing of tea-room, office, church, school, bar or theatre furniture, and cabinets for musical instruments and radio or wireless and/or television cabinets, and shall include the manufacture of all types of furniture for domestic purposes as well as the manufacture from wood of organs, billiard tables and/or refrigerators, and shall include the manufacture or processes in the manufacture of bedding, the definition and interpretation of which shall include all manner or types of mattresses, spring mattresses, overlays, pillows, bolsters and cushions, and including the activities carried on in any premises where wood-machining, wood-turning and/or carving in connection with the production of furniture is carried on, including further the repairing, re-upholstering or re-polishing of furniture in, or in connection with, establishments in which the preparation of any article of furniture, either in whole or in part, is carried on and the veneering of laminated block-board or plywood doors used for furniture, and all parts of materials used in the construction of furniture, the manufacture of veranda, garden and camp furniture, but excluding both the manufacture of articles made principally of wicker, grass and/or cane, and the manufacture of metal furniture, including the manufacture of metal bedsteads

“Sawmilling and Woodworking Industry” means the industry in which one or more or all of the following operations are performed: Splitting, cutting up, sawing, planing or any other operation in the reduction of timber or logs to beams, planks, baulks, mine props or sleepers or other standard forms, and the manufacture of boxes, shooks, pack mats, trays and crates and other articles made of wood, and including all operations incidental thereto, but does not include the manufacture of plywood, laminated board, block, furniture and joinery.

“Coffin Manufacturing Industry” means the industry in which any one or more of the operations relating to the manufacture of coffins are carried on

“Plywood Industry” means the industry in which employers and employees are associated in establishments which are registered or liable to registration in terms of the Factories, Machinery and Building Work Act, 1941, for the purpose of manufacturing any one

an die volgende produkte te vervaardig Laaghout, fineerhout, fineer-, lamel-, blokkies- of spaanderbord of enige soortgelyke produk waarvan hout die hoofbestanddeel vorm, en ook alle werkzaamhede wat met engeen van voornoemde bedrywighede in verband staan of daaruit voortspuit

Posadres van applikant—Posbus 2040, Johannesburg, 2000

Fantooralres van applikant—Eerste Verdieping, Meubelcentrum, hoek van Floff en Andersonstraat, Johannesburg, 2001

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word

J. N. HITCHCOCK, Nywerheidsregistrator
(21 Maart 1980)

or more of the following products Plywood, veneers, veneered boards, laminated boards, block-boards, chip-boards or any similar product of which wood forms the main component, and includes all operations incidental to or consequent on any of the aforesaid activities

Postal address of applicant—P O Box 2040, Johannesburg, 2000

Office address of applicant—First Floor, Meubelcentrum, corner of Floff and Anderson Streets, Johannesburg, 2001.

Attention is drawn to the following requirements of section 4 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

J. N. HITCHCOCK, Industrial Registrar
(21 March 1980)

KENNISGEWING 209 VAN 1980

KENNISGEWING VAN STAATSGROND BESKIKBAAR IN DIE REPUBLIEK

Aansoeke om die aankoop van ondergenoemde plaas kragtens die bepalinge van die Wet op Landboukrediet, 1966, word ingewag

Die Staat behou hom die reg voor om die plaas wat hierby te koop aangebied word, te eniger tyd voordat dit verkoop word, terug te trek.

Aansoekvorms (LKG 86) is verkrygbaar by enige landdroskantoor, uitgesonderd die Landdroskantoor te Pietermaritzburg, asook van die Sekretaris van Landboukrediet en Grondbesit, Kamer 1013, Poyntonsentrum, Kerkstraat-Wes, Pretoria, of Privaatsak X118, Pretoria, 0001 (Telefoon 48-2781, bylyn 115).

Alle aansoeke moet aan die Sekretaris van Landboukrediet en Grondbesit gestuur word, sodat dit hom uiterlik op 21 April 1980 bereik. Aansoeke moet nie by landdroskantore ingedien word nie.

Beskrywing—Onderverdeling G van Welgevonden 287, geleë in die distrik Vryheid, provinsie Natal

Grootte—242,3286 ha

Koopprijs—R5 820

Tipping—Hierdie eiendom is ongeveer 12 km noordoos van Vryheid en 8 km van die Hlobane-spoorwegstasie geleë

Verbeterings—Woonhuis (redelike toestand), melkstal (swak), masjienkamer (swak), motorhuis en pakkamers (redelik)

Reenval—800 mm per jaar

Landerye—Onder besproeiing: 25 hektaar, moontlike besproeibare grond: 12 hektaar, droelande: 60 hektaar

Weiding—142 hektaar.

Watervoorsiening—Fonteine.

Drakrag—2,5 hektaar per GVE., 0,4 hektaar per KVE

NOTICE 209 OF 1980

NOTICE OF STATE-OWNED LAND AVAILABLE IN THE REPUBLIC

Applications are invited for the purchase of the undermentioned farm in terms of the Agricultural Credit Act, 1966

The State reserves the right to withdraw at any time before the sale the farm hereby offered for sale.

Application forms (LKG 86) are obtainable at all magistrates' offices, except the Magistrate's Office, Pretoria, and from the Secretary for Agricultural Credit and Land Tenure, Room 1013, Poynton Centre, Church Street West, Pretoria, or Private Bag X118, Pretoria, 0001 (Telephone 48-2781, extension 115).

All applications should be forwarded to the Secretary for Agricultural Credit and Land Tenure, to reach him not later than 21 April 1980. Applications should not be handed in at a magistrate's office.

Description—Subdivision G of Welgevonden 287, situate in the District of Vryheid, Province of Natal

Area—242,3286 ha

Purchase price—R5 820.

Situation—This property is situate approximately 12 km north east of Vryheid and 8 km from the Hlobane Railway Station

Improvements—Dwelling (fair condition), milkshed (poor), engine room (poor), garage and storerooms (fair)

Rainfall—800 mm per annum.

Lands—Under irrigation: 25 hectares, possible irrigable land: 12 hectares, dry lands: 60 hectares.

Grazing—142 hectares

Water supply—Fountains.

Carrying capacity—2,5 hectares per LSU, 0,4 hectares per SSU

STUDENT NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	PAGE
STU13-9	EXAMINATION RESULTS IN FACULTY ARTS AS AT 29 02 60					
15016	B.A./L.S.	YEAR : 1				15016
154230	ARND					154230K
157795R	BARNETT	ICHAEL COOPER	117101	POLITICAL SCIENCE I	UP (59)	157795R
157520	BRADY					157520
150581X	COOPER	PETER DAVID	117101	POLITICAL SCIENCE I	UP (57)	150581X
155017						155017
157450	DE NOCK	ROBERT JAMES	1001.5	LATIN FLEMISH	UP (56)	157450G
154325						154325M
155023V	FINCK	MICHAEL ALEX				155023V
155114F	GRUBB	STEPHEN MICHAEL				155114F
159131	MACCASKILL					159131
152176	MARSH	MICHAEL				152176
15727R	MEYERMAN	LUIS				15727R
15252	MEYERMAN					15252
151040	LEVIN	ERNA PERVA	1001.5	LATIN	UP (50)	151040
157633	MARSH					157633
155155X	MC LEE					155155X
15537	MILLER					15537
153752	MURPHY	ALLEN LUTHER	112.01	APPLIED	UP (50)	153752X
15237F	MURPHY					15237F
154745R	POTTS	MONAGHAN				154745R
15055						15055
1542724	SMITH	EDWARD GADOUR PETER	15104	LATIN I	UP (50)	1542724
154235F	SMITH					154235F

STAR 24/3/80
Meeting is Watershed
 By Elizabeth Wilson, Labour Reporter

The Minister of Manpower Development, Mr Fanie Botha, has called leaders of the two national building unions to a meeting in Cape Town on Wednesday. This is believed to be in response to a letter sent to the Minister by the two trade unions in which they expressed grave concern at rumours of the "imminent removal of the Black Workers Act from the statute book".

Mr Richard Beech, general secretary of the Amalgamated Building Trade Workers, said today that his union planned to submit a memorandum outlining its opposition.

Mr Beech said he would be attending Wednesday's meeting. It was possible Mr Gert Beetge would represent the White Building Workers' Union.

Mr Beech said he viewed Wednesday's meeting as "a watershed", crucial to the future of the building industry.

UCT

STAR 17/4/80

138 134 135 136 137 138 139

Race split in metal workers

By Sieg Hannig

South Africa's most widely representative body of trade union opinion, the local Co-ordinating Council of the International Metalworkers' Federation (IMF), has ceased to function.

This was confirmed last night by the man who founded it in 1974, Dr Werner Thoennessen, assistant general secretary of the 14 million strong IMF.

Dr Thoennessen described the crisis in the 85 000-strong council as serious, damaging and very painful to the IMF.

The council's split, along mainly racial lines, became apparent yesterday when the predominantly black

metal unions of the Fosatu group stayed away without explanation from a council meeting held in Dr Thoennessen's presence.

Only the predominantly white and coloured unions belonging to the Confederation of Metal and Building Unions were present.

One of the Fosatu unionists, Mr Bernie Fanaroff, attended the meeting as secretary of the council but not as a representative of his union.

At a Press conference after the meeting, Dr Thoennessen said he was meeting the Fosatu faction separately in Port Elizabeth today.

"The council will not function as long as both groups are not sitting

around the same table," he said.

But he stressed that yesterday's meeting was unanimous in its attitude that the council should survive.

Co-operation across the colour line was particularly necessary in the present "challenging" situation for South African workers. He would retain his mediating role, but could not "push" the factions together.

Dr Thoennessen described recent labour reforms as an important step forward but said it would be some time before the consequences could be seen in full.

Scene Three of our saga opens with the public enviously confiscating the boat owner's rights. The boat is declared public property for public

Public, Communal Property

ing enough (or the boon of catching more than enough) fish to pay for the day's rent and have at least four fish if the boat owner hires the fishermen, he (the employer) bears the risk for the day on which he has guaranteed the fishermen at least four fish. Why do we emphasize "day"? To see, look again at the rental case: The rent set the following day for use of the boat will be adjusted to match the expected net catch. If the rent is set per day, the fishermen lose only one day's error in estimated catch. But the boat owner will suffer or enjoy the entire future projected changes in catch, as profits or losses in the value of his boat. The boat owner cannot escape projected future change—not even by selling off his ownership, because the new buyer will adjust his offer price to take all that into account. By making short-term rental arrangements, the renters who use the boat avoid being stuck with an unexpectedly bad future. As employees, on the other hand, they are always guaranteed four fish, which they could always catch from shore, regardless of the fortunes on the ocean deep. You can probably conjecture that if the boat were for sale it would be bought only by a person who was more optimistic about the potential catch, or who thought he knew better than anyone else how to use the boat so as to get the largest catch—or maybe the best kind of fish.

Uncertainty about the prospective catch introduces a major difference between the two payment methods, renting and hiring—assuming certainly about performance. For the moment, the important point is the identity between the two payment methods, renting and hiring—assuming certainly about performance. For the moment, the important point is the identity between the two payment methods, renting and hiring—assuming certainly about performance. For the moment, the important point is the identity between the two payment methods, renting and hiring—assuming certainly about performance.

used, that is, how many are allowed on board, (2) has to be changed to charge a price for access to the boat (3) and (4) to get the receipts. A private-ly owned boat would be in those conditions. Private-ly owned boats are dominant in most non-socialist countries and will be examined in more detail later.

Workers

152
Stone

CT
26/4/80

buildings

138

By PADDY ATTWELL

POLICE were called in to quell stone-throwing at a co-operative near Grabouw yesterday where about 700 seasonal workers stopped work following a labour dispute

The stone-throwing began after an attempt at talks between management and the workers broke down in the grounds of the the Kromrivier Apple Co-Operative Limited, about 4 km from Grabouw.

The general manager of the co-operative, Mr J H Engelbrecht, confirmed that about 700 workers stopped work, but believed that the majority had done so for fear of intimidation by a small group of "agitators"

"We don't know what their grievances are. We tried to get some of them to come forward to tell us what their grievances are, but none did," Mr Engelbrecht said

Asked to comment on a report that the grievances involved pay, he said that this was "an assumption". Some of the workers had held boards demanding that the minimum weekly wage be R40

When the attempt at talks failed, about 50 workers had started throwing stones. The police were called in

When police arrived in camouflage uniforms, the workers dispersed, but continued throwing stones at police and at buildings

Policeman hit by a brick

Mr Engelbrecht said a policeman was hit by a brick, which grazed the side of his face, and another was hit on the body. However, no forceful action was taken against the workers

He confirmed that the situation had calmed by noon. Workers received their weekly pay early and were taken home. Regular production was not disrupted as the co-operative had packed its weekly quota by Thursday night

Nobody had been fired and he expected the majority to return to work on Monday

○ A police spokesman said from Pretoria last night that 50 women demanded a wage increase at about 8 am. Before an agreement could be reached, they left and started stoning the building

Others joined in and their numbers swelled to about 1 000. The District Commandant at Stellenbosch and about 10 uniformed police arrived at the scene and intervened. The women ran away

Nine people were arrested on a charge of public violence. The spokesman said that none of the workers, members of the staff or policemen was injured, except for the District Commandant of Stellenbosch, Lieutenant Colonel John Kirsten, who sustained a slight injury to his mouth

Several window panes, wooden crates and asbestos plates were damaged. The damage was estimated at about R1 500

Strike continues

STRIKE for higher wages by several hundred workers at a Grabou apple co-operative continued yesterday. About 100 workers at the Kromrivier Apple Co-op Ltd. in about 4 miles from Grabou struck on Friday. They gathered outside the factory gates, displaying a placard demanding a minimum wage of R40 a week.

The general manager of Kromrivier, Mr. Jan Engelbrecht, said earlier this week that about 250 of the workers had returned to work. He said his company employed about 1 000 workers, most of them seasonal. About 100 of those employed were black contract workers.

Engelbrecht said the striking workers had asked him to speak to their union, the Food and Canning Workers' Union.

In a sequel to a stone-throwing incident involving the striking workers on Friday, 18 young employees at the factory were convicted in the Grabou Magistrate's Court on Monday of public violence. The trial of 15 others was adjourned to May 22. All are of about 17.

85 workers sent back to Transkei

THE CONTRACTS of 85 migrant workers at a Grabouw apple co-operative were cancelled yesterday and they have been sent back to Transkei.

A further 400 coloured workers from the Kromrivier Apple Co-op Ltd were turned out of a hostel in nearby Bot River on Tuesday night.

This follows a strike for higher wages by about 1000 Kromrivier workers which began last Friday.

The co-operative employs hundreds of extra workers during the picking season. Many from nearby towns are housed in the hostel during the week.

The general manager of Kromrivier, Mr Jan Englebrecht, said last night the contracts of the black workers were cancelled "by mutual agreement" with the workers.

"We paid them their wages, took them to the magistrates' court where their contracts were cancelled and sent them back to the Transkei by bus at lunchtime yesterday," he said.

He would not comment on workers' claims that they were paid R15 a week. He had paid off the 400 workers at the Bot River hostel on Tuesday night. He told them to leave.

"While I was paying them, I heard threats that there was going to be trouble so I called in the Stellenbosch police.

Some of them were taken to their homes in buses and others stayed with friends and relatives in Bot River," he said.

He denied workers' claims that police had used force.

A worker who declined to be named said workers came to her house on Tuesday evening to ask if they could leave their luggage there.

Policemen had searched the house without a search warrant and put the luggage outside, she said.

The Boland Divisional Commissioner of Police, Brigadier C Swart, said he "was not aware" of any police activity at Bot River on Tuesday night.



STRIKING WORKERS from Kromrivier Apple Co-op gathered at the Gerald Wright Hall in Pnenvew, Grabouw, for a meeting yesterday after the dismissal of contract workers

Bring back sacked workers — strikers

ARGUS
1/5/80
152
14
138
127

Labour Reporter

STRIKING workers of the Kromrivier Apple Co-op at Grabouw are demanding the reinstatement of all employees, including seasonal and contract workers evicted from their hostels by the management.

There is anger at the summary dismissal of these workers and the alleged role of riot police and other policemen in evicting them and putting them on buses to go home

About 100 black migrant workers returned to Transkei in a Kromco bus yesterday after their contracts were cancelled

NO BONUSES

Workers said they had been chased from their Houhoek hostel by police about 5 am. The management had given them no option but to return home

They had been paid off, but did not receive bonuses and backpay, bances, he said

The night before coloured seasonal workers were evicted from a company hostel in Bot River and taken to their home towns

BRUTALITY

The Food and Canning Workers' Union today deplored the 'brutality' of the Kromco management's response to the workers' demand for higher wages

'It has refused to negotiate and called in the police and riot police when there was no necessity to do so,' said Mr Jan Theron, general secretary of the union.

Brigadier C A Swart, Divisional Commissioner of Police in the Boland, denied that police had played an active part in evicting workers

'There was no such thing as far as I am aware. The police were only in the background in case of possible disturbances,' he said

Meeting

ARGOWS 2/15/60

Supporters

striking

workers

Labour Reporter

AT a mass meeting in Pineview, Grabouw, last night it was decided to support the striking workers of the Klom River Apple Co-op in their demands for higher wages and the reinstatement of dismissed employees.

The strike by about 800 workers began last Friday after they received no response to their call for increased wages, said to be as low as R13 a week.

Management, with the help of police, this week evicted seasonal and contract workers from their hostels. About 100 black workers were returned to Transkei.

The chairman of the Grabouw action committee which arranged last night's meeting, Mr Percy Caiolus, said it had been decided to go to the nation for support for the workers if any lost their houses because of the strike.

He said the meeting, which was primarily concerned with the shortage of housing in Grabouw, had called on the local management committee to resign.

3 Grabouw strikers acquitted

CT 2/5/80

Staff Reporter

THREE striking workers of the Kromrivier Apple Co-op in Grabouw were acquitted in the Grabouw Magistrate's Court yesterday on charges of malicious damage to property

The workers are Mr Wilhe Hendriks, 21, Mr Piet Macriega, 18, and Mr Freddie Middleway, 22

A fourth man, Mr Nicolaas Farao, 21, was found guilty on Monday on a similar charge

He told the court that last Thursday, because he wanted more pay, he had slit the canvas on trucks used to transport workers to the hostels where they were staying

He will be sentenced on June 2

CT 3/5/80

Call to reinstate 800 strikers

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11A

Staff Reporter

return to them

A MEETING on Thursday night of over 2000 schoolchildren and members of the Grabouw community called on the management of the Kromrivier Apple Co-op (Kromco) to reinstate 800 workers striking for higher pay

The meeting, held in Pineview township, Grabouw, was organized by the Labour Party in response to a call for help from the 800 Kromco workers who began striking for higher pay last Friday.

They also called on Kromco management to accede to the workers' request for higher pay and allow workers who had been turned out of their hostels,

One black worker told the meeting he was paid only R15 a week after working for Kromco for 25 years. Other speakers warned if the workers were not reinstated a boycott of Kromco products would be organized.

Apple ARGUS ~~138~~ workers get more pay

Labour Reporter

STRIKING workers of the Kromrivier Apple Co-op near Grabouw return to work today with a significant increase in wages, negotiated during three days of talks with their bosses.

'We are happy with the outcome and the workers are happy,' the general secretary of the Food and Canning Workers' Union, Mr Jan Theron, said today.

TRANSKEI

He said seasonal workers from outlying districts, whom management evicted from their Bot River hostel last week, would be brought back by bus today.

Contract workers sent back to Transkei would receive a payment equal

to half their wages to mid-July, when their contracts would have expired.

Management guaranteed that of the 80 odd black workers, those on one year contracts would be re-employed and those on six-month contracts would have first option of jobs next season.

Mr Theron said wages at Kromco were brought in line with those being paid for similar work at the Ceres Fruit Growers Co-operative, negotiated earlier this year at a conciliation board hearing.

A guaranteed minimum wage of R23,92 a week for piece work would be introduced. Minimum weekly wages for labourers would be increased to R23,92 for women and R26,22 for men.

Stood for truth — then axe fell

C. H. ... 11/5/80

(138)

(22)

WE stood for the truth . . . so we were sacked, says electricians' union official Mr. Brian Williams, who, with co-official Mr. Cecil Theys, seems to have become the object of a victimisation campaign.

The reason given for their sackings was reduction of staff. Two weeks later, however, B Joffe and Company advertised vacancies for electricians. Then, two weeks ago, Mr Williams found a job with a Parow firm, Technoform, at a substantial pay increase.

APOLOGIES

But when he arrived for his first day at work he was given a wage packet containing one day's wages (R26) and told he would have to go, amid profuse apologies from his new would-be employer.

The reasons for the sudden dismissal

two mysterious telephone calls warning him not to take on Mr Williams. And, according to Mr Williams, when he turned up for work on that first day another electrician (who just happens to be the son of one of the 'old guard' union officials) was waiting for a job at the offices.

Earlier B Joffe and Company had twice tried to have Mr Williams's apprenticeship contract cancelled — without success — because of his outspoken views and criticism of running of the union and the low wages paid to electricians.

Mr Theys, the only source of income for his family, has had to consider taking

he lost his job he was questioned about 'Free Mandela' slogans that had suddenly appeared on walls at his building site. Then it was claimed that Security Police had been making inquiries about him.

Meanwhile, union secretary Mr Cyril Shield has said that he is investigating the cases, but as yet he has made no findings public.

The union was due to have had a special general meeting on Wednesday night to discuss, among other things, the two men's positions and the planned constitutional changes which could have far-reaching effects on the control of power in the union, presently held by the national executive which

Mr Williams, who is chairman of the Western Cape branch executive of the Electrical and Allied Trades Union, and Mr Theys were dismissed from B Joffe and Company (a subsidiary of the Murray and Roberts conglomerate) a month ago. The men, both in their twenties, assumed office last year when the new branch executive came into being, causing considerable resentment among the

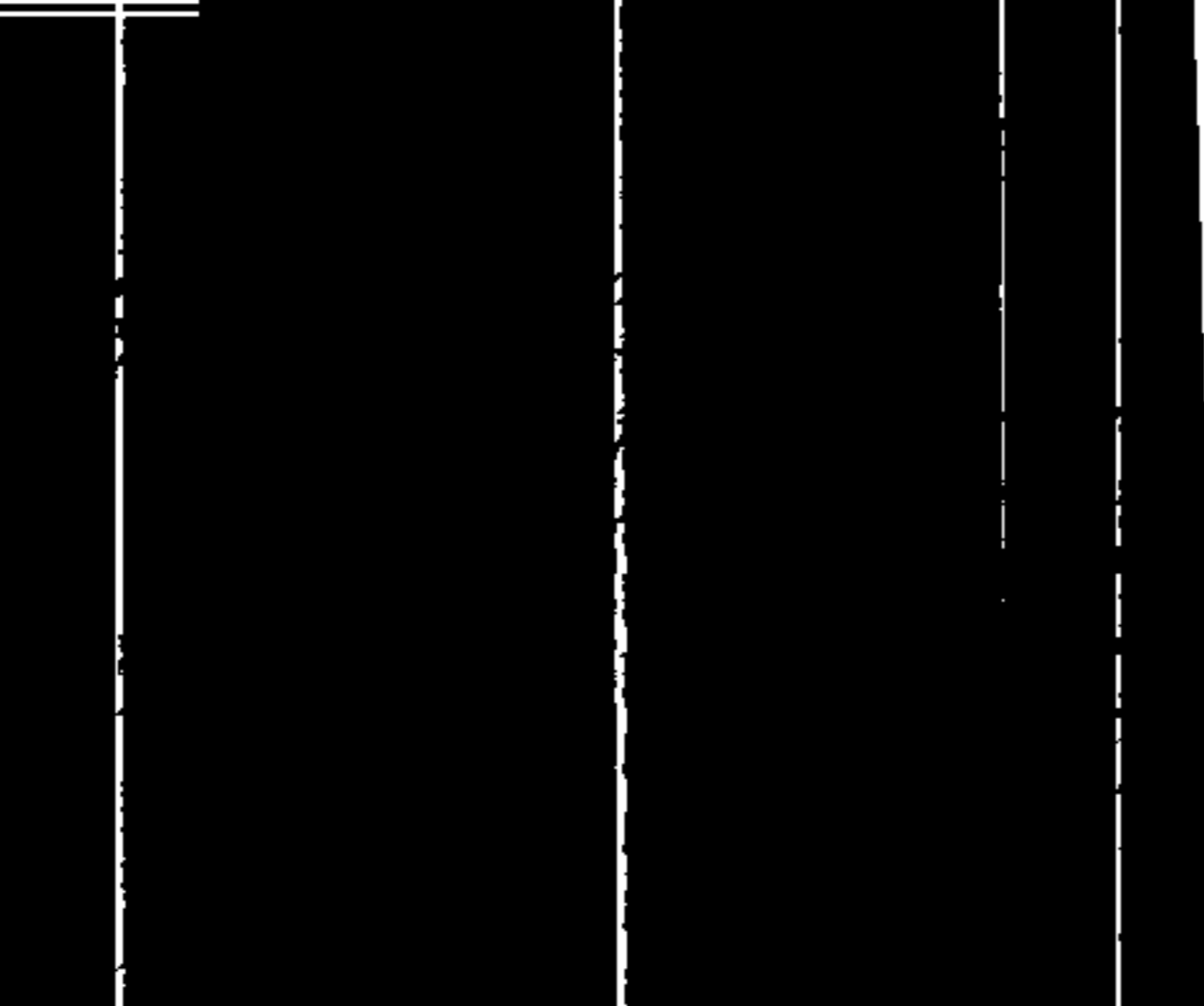
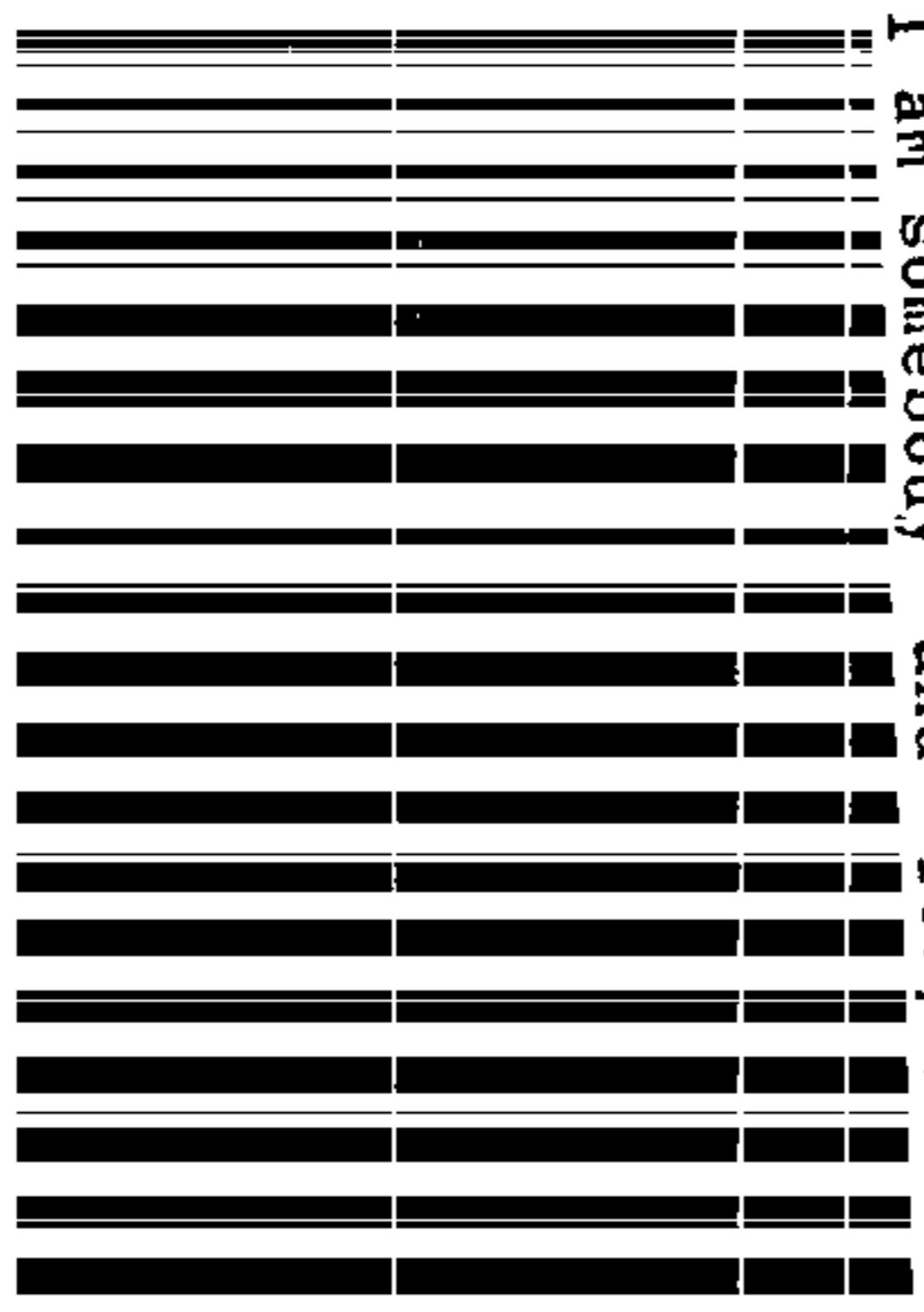
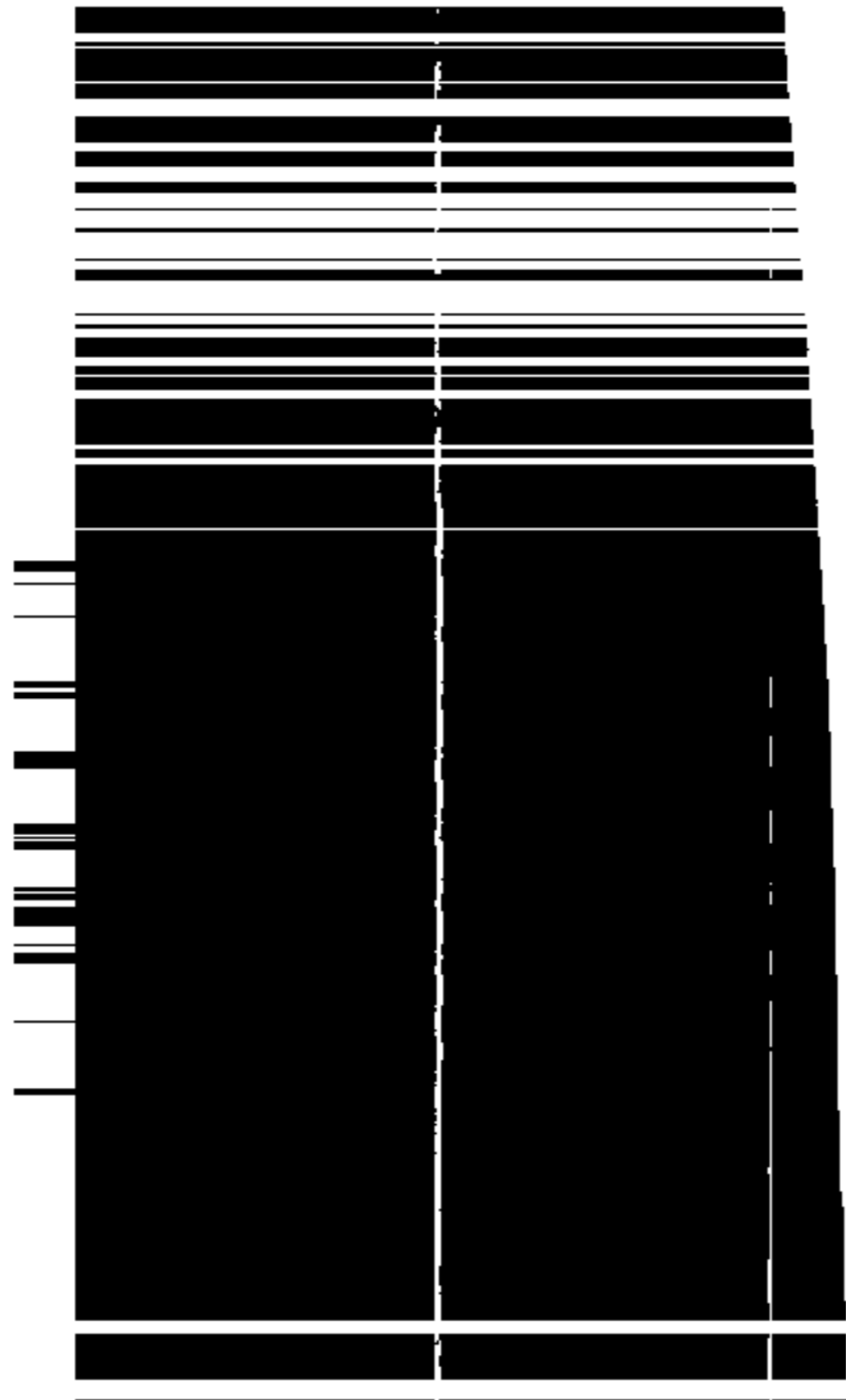
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he lost his job he was questioned about 'Free Mandela' slogans that had suddenly appeared on walls at his building site. Then it was claimed that Security Police had been making inquiries about him.

Now blacks are now refusing to accept their inferior and stigmatised status. They are forced upon their own abilities and resources

and the BCM directs the oppressed towards an attitude of self-reliance. They must become a closer knit people, conscious of their own struggle as a people. The BCM philosophy tries to conquer the myth of black inferiority by saying: 'I am somebody' and 'Yes, I can'.



access to their factories

On Tuesday workers called for a red meat boycott. Indications are that coloured and African communities could well take it up.

Cold Storage claims that two weeks ago workers asked for the recognition of the Western Province General Workers Union (WPGWU), and because it refused they struck. According to a spokesman for the firm "The union has never approached the company. Until such time as it does we can't say anything on recognition." He adds that, prior to the strike, Cold Storage wrote to all African employees offering a registered works committee, as requested by the workers. "The firm has no objection to worker representative committees," but government needs to be notified about African committees, he says.

David Lewis of WPGWU says "This is absolute nonsense." He says that in April WPGWU wrote to the firm telling it that all Africans in the plant are members of the union, and asked management to call a general meeting on the recognition of an unregistered worker committee, which had been elected by the workers. Says Lewis "They called a general meeting. But management told workers that they could only have a liaison committee, and only if they withdrew their union membership." Lewis says workers tried to negotiate on this issue, but up until the day the workers struck, Cold Storage insisted on a liaison committee.

Not policy

He adds that the workers have never asked for union recognition. "It is not the union's policy to ask for union recognition. WPGWU believes that the union is not manifest in union officials and so it goes for recognition of worker committees. And the workers see no reason why the Department of Labour should rubber-stamp their committees in terms of discriminatory legislation."

A labour lawyer tells the FM that government has to be notified about works committees only if they are being set up in terms of the Black Labour Relations Regulations Act. There is nothing stopping Cold Storage from recognising an unregistered worker committee, she claims.

Cold Storage appears to have the backing of all other firms in the meat industry, including those which have recognised similar workers committees. Lewis reckons "By locking out the strikers they are attempting to smash the union strength in the meat industry."

The spokesman for Cold Storage says "It is not a lock-out. Employers can only lock out employees. The strikers are no longer employees." He says the firm will not talk to the workers or a committee because they are no longer employees.

In an attempt to break the deadlock the Western Cape Traders Association and the Western Province African Chamber of Commerce had a meeting with Cold Storage on Wednesday. According to the

WPGWU, the union did not request the traders to take up the issue.

Reports from Cape Town say that there has been a cut-back in deliveries to butchers. And in some cases, butchers received no deliveries on Wednesday.

MEAT STRIKE
FM 23/5/80
Bare platters

138

"Such attempts (by employers refusing to deal with worker organisations) are counter-productive, short-sighted and, indeed, stupid" — Professor Nic Wiehahn at the Afrikaanse Handelsinstituut's congress in PE two weeks ago. A poignant remark indeed in the light of the strike in Cape Town's meat industry. The strike, which involves about 18 meat factories in Cape Town, was sparked off, according to workers' claims, by a refusal by Table Bay Cold Storage to recognise an unregistered worker-elected committee. Employers are now refusing the strikers.

'Govt increasing pressure on Press'

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Despite a professed commitment to Press freedom a clear pattern of incursion into this freedom by the Government had emerged, the president of the South African Society of Journalists, said today

Speaking at the 1980 congress of the SASJ in Johannesburg, Mr John Matisonn said the Government had continued to increase pressure on the Press

The introduction of the new Police Amendment Bill had confirmed growing suspicion that whatever the new Prime Minister might have in mind politically, his Government was in the front line of incursions in the rights of citizens to be informed

A pattern of Government action had emerged

First the Government introduced a "horrendous" Bill containing one clause to act as a flak-catcher. After the flak the Bill was toned down and the clause removed

"While the country breathes a sigh of relief

what is left is a considerable erosion of the right to report on the most important of the civil rights matters in society"

Mr Matisonn said he believed the most important civil rights matter to be the physical holding of a person, and any law which prevented the public from knowing about a detained person's whereabouts would damage the role of the Press considerably

He accused the Prime Minister of setting the S A S J up against the Newspaper Press Union.

"The NPU has been found wanting in courage and clarity of thought about the functions of the Press," said Mr Matisonn.

While the Steyn Commission's report contained some admirable sentiments in support of Press freedom, some of its remarks and recommendations provided great cause for concern Mr Matisonn mentioned the even greater limitation on the provision of Press cards, in particular

MITTEE.

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- L GENERAL
- S TONE, COMPARATIVE
- A ASHTON, E.O.
- D 1945
- T NOTES ON FORM AND STRUCTURE IN BANTU SPEECH.
- P AFRICA 15 : 4-20.
- R INCLUDES EXAMPLES FROM SHONA AND ZULU.
- L GENERAL
- S PHONETICS, COMPARATIVE
- A BARNES, B.H.
- D 1932
- T A VOCABULARY OF THE DIALECTS OF MASHONALAND. IN
- P LONDON, SHELTON PRESS. IX, 214P.
- C REVIEW BY G.P. LESTRADE BS 7/1933 250-1 : A PLEA
- THE GRAMMATICAL AND IDIOMATICAL TREATMENT OF T
- DS UPON THE MOST MODERN LINES OF APPROACH TO BA.
- L SHONA
- S GRAMMAR
- A BIFHLER, F.
- D 1950
- W A/496.3412-3 BIE
- I A SHONA DICTIONARY, WITH AN OUTLINE SHONA GRAMM
- P SALISBURY, JESUIT FATHERS. XI, 337P.
- L SHONA
- S GRAMMAR
- A COLE, D.T.
- D 1967
- T THE PREFIX OF BANTU NOUN CLASS 10.
- P AS 26 : 119-37

Court

order

CAPE TIMES

on 6/6/80

police

138

Staff Reporter

THE wife of a detainee was granted an interim interdict in the Supreme Court yesterday restraining a Worcester security policeman from assaulting her husband.

In an urgent application Mrs Petronella Ferrus sought to restrain Warrant Officer Henry Moore Macdonald of the Worcester security police from assaulting her husband and called upon the Minister of Police to ensure that the police did not assault him.

Mr Justice de Kock granted her an interim interdict until July 23 when reasons can be given why the order should not be made final.

In her application Mrs Ferrus said that in the early hours of May 25, Warrant Officer Macdonald and two others came to her house and told Mr John Marinus Ferrus to accompany them.

At the police station she was told that he was being held under Section 22 of the General Laws Amendment Act. She took him food and was told that he could receive nothing for 14 days.

On Monday, she received a message to contact her husband at the prison. She went to the wall of the last cell where she knew he was being held and spoke to him through the barred window.

She said that he told her that he was taken to the offices of the security police on Sunday where Warrant Officer Macdonald and two other policemen handcuffed his hands and feet. He said that his hands were handcuffed to the window and that he was assaulted by Warrant Officer Macdonald and the other men.

He said that he was questioned about a strike that took place in Worcester last year as well as about a recent strike in Grabouw but refused to answer any questions.

He said that when the assault persisted he hit the window with his hands in desperation. When his hands started bleeding, the assault stopped. He was taken back to the prison where the Worcester district surgeon attended to him.

Mr Paul L Avenant, instructed by the State Attorney's Office appeared for Warrant Officer Macdonald and the Minister of Police. Mr I G Farlam, instructed by A Omar and Company appeared for Mrs Ferrus.

DAILY DISC 9/6/80

Meat workers backed

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EAST LONDON — Members of two unions decided here yesterday to support the red meat boycott

A statement released to the press after a well attended public meeting of the joint South African Allied Workers Union and African Food and Canning Workers Union held at Duncan village Community Centre yesterday, said the unions were going to support the Western Province General Workers' Union boycott

The statement said the boycott would go on until all members of the Table Bay Cold Storage factory had been taken back in their jobs

They said the boycott would also include

sausages and bacon

The workers would buy from butchers which were not selling red meat. Butchers were urged to stock poultry only. Workers also agreed not to buy fish or poultry from supermarkets in town. They were urged to buy from their own townships.

The two unions would send donations to the Western Province General Workers Union.

The Ciskei Transport Corporation was also discussed. The workers demanded that buses be tidy, windows be repaired, tickets be sold at half price for pensioners and scholars, there be no expiry date on clip cards, shelters be established wherever there was a bus stop, the urgent improve-

ment of the main bus terminus at Mdantsane and a timetable at all bus stops.

The meeting decided to launch a workers civic organisation.

We uphold that the workers grievances don't end at the factory floor but extend beyond the boundaries of the factory to the ghettos where they stay under squalid conditions, the president of the South African Allied Workers Union in East London, M. Thozamile Gqwetha said.

The meeting decided that all workers were to complete lists of people without housing and then approach employers to assist in providing subsidies for their workers.

The meeting also decid-

ed a conference for unemployed workers be held at Duncan Village Community Centre from 10 am to 6 pm on June 29 to highlight the plight of unemployed blacks and to prepare demands that the government expand and extend existing industries so that more jobs were created.

The president of the African Food and Canning Workers Union, M. Welile Mzozovana criticised personnel officers for not identifying themselves with the workers. Not a single one of them attends workers meetings whereas they regard themselves as a link between workers and management. Their jobs, he said, were secured by the workers. DHR

Rail unions bid for multiracial council

By GERALD REILLY
Pretoria Bureau

EFFORTS are under way to integrate coloured, Indian and white Railway trade unionists in a representative multiracial umbrella body

This was disclosed in Pretoria yesterday by the president of the Salaried Staff Association, Mr Brian Currie, who is convener of the special committee investigating closer contact with the Indian and coloured staff associations

He said "We are looking for a workable arrangement whereby we can eliminate the isolation of the seven white Railways staff associations

from the two coloured associations and the Indian association"

His committee will meet representatives of the coloured and Indian associations in Johannesburg on June 25

Mr Currie said the aim was to have recommendations on closer contact ready for submission to the half-yearly meeting of the Federal Consultative Council of Railway Staff Associations in Johannesburg early in July

An acceptable solution could be the extension of the federal council to include the three staff associations, he said

Depending on the council's

reaction, a meeting with Railways management would be held to discuss the final arrangement

At present the Railways has 25 000 coloured and 15 000 Asian workers

Asked whether there was any intention of closer liaison with the 126 000 black Railways workers, Mr Currie said "Ultimately this is the intention

"But unlike the coloured and Indian workers, they are not organised into recognised staff associations"

The black workers had works committees, and this made representative talks difficult, he said

Post 13/6/80 (140A) Union's meeting (138) (141) (143)

WORKERS are invited to a meeting of the Wood, Paper and Allied Workers Union at the Roman Catholic Church, Kwa-Thema, on Sunday, June 15 at 2 pm.

There will be an election of shop stewards and union recognition will be discussed.

For more details telephone the union at 56-7925.

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650 walk out at factory

EAST LONDON — More than 650 workers walked out of the Western Province Preserving Company's factory here yesterday over an alleged refusal by the management to recognize their trade union representatives.

But a director of the company Mr B P Hanley, denied any refusal by the management to recognize the trade union.

Workers said trouble started last Friday when three mem-

bers of the factory's branch of the African Food and Canning Workers' Union told Mr Hanley about a decision by the workers to disband the factory liaison committee.

Two of the company's employees who were involved in the walkout yesterday are believed to have been detained.

The head of the local security police Colonel A P van der Merwe, could not confirm the detentions yesterday afternoon.

50 Walk out of ETL factory

Miss Justice
14/6/80
(138)
(146)

EAST LONDON — More than 650 workers — 120 of whom are men — walked out of the Western Province Preserving factory here yesterday after management allegedly refused to recognise their trade union representatives.

But a director of the company, Mr B R Hanley, denied any refusal to recognise the trade union.

Workers said trouble started last Friday when three members of the factory's branch of the African Food and Canning Workers' Union saw Mr Hanley about a decision by the workers to inform management they had disbanded the liaison committee.

"It appeared management was not interested in working with trade union officials even after the employees had made it clear they did not want to be represented by the liaison committee," a worker who has been with the company for 22 years and trade union committee member Mr J Mpevushu, said.

He said at the meeting with Mr Hanley on June 6 they had not been given a definite answer. This was confirmed by Mr Hanley yesterday.

But Mr Hanley said they did not ask him when he would reply to what they had put to him.

Mr Hanley also denied he had said he would work with the liaison committee which would in turn report to the workers and the trade union committee.

He said the liaison committee had not disbanded in spite of the claims by workers that they had disbanded it and replaced it with a trade union committee.

Workers said they decided not to return to work after the 10 am tea break and asked Mr Hanley to address them on the premises but he had refused and sent his chief foreman, Mr S O'Neil, to tell them to return to their jobs and then send their representatives to talk to him.

Mr Hanley confirmed he had said this through an interpreter but received no response.

He said his problem was that he had no one to talk to to try to find a solution to the problem.



Some of the Western Province Preserving company workers at Duncan Village yesterday after the factory walk-out.

Three believed held

EAST LONDON — Two Western Province Preserving company employees who were involved in the walkout yesterday are believed to have been detained by the security police here. Mr Gideon Zwakala and

Mr Dan Mavume were believed to have been picked up by plain clothes police near the Kadalle Hall, Pefferville, after the workers had made an unsuccessful attempt to hold a meeting in the Duncan Village Community

Centre. The head of the security police here, Col A P Vander Merwe, could not confirm the detention yesterday afternoon.

He said he had no knowledge if the men were detained or just held for questioning.

But a trade union organiser, Mr B P Norushe, said he had learnt through their lawyers that the men had been detained and a decision on whether they would be charged or not would be taken on Monday — DDR

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									10	132	9	(2)	Internal
									10	9	(3)		

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

Vervandrig in Suid Afrika

Mixed status: Govt nod for Fosatu unions

140A
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RDM 18/6/88

By STEVEN FRIEDMAN
and RIAAN DE VILLIERS

IN A move which could open the way to significant black union participation in its new labour dispensation, the Government has allowed six unions affiliated to the Federation of South African Trade Unions (Fosatu) to apply for registration on a multiracial basis.

This decision has been taken by the Minister of Manpower Utilisation, Mr Fanie Botha, who has also granted two other applications for mixed status from unregistered unions not affiliated to Fosatu.

This was revealed last night in a statement by the Director-General of Manpower Utilisation, Mr Jaap Cilliers, who added that the unions' registration applications would now be gazetted and, in accordance with the Industrial Conciliation Act, objections invited from other unions.

Fosatu, which represents many of the bigger black unions, had applied for Government registration on several conditions — one of which was that its unions be afforded completely non-racial status.

There has been intense speculation in labour circles on the

likely outcome of the applications. Many Government officials are known to be hostile towards Fosatu and the federation's funds were cut off last week in terms of the Fund-Raising Act.

Observers believe the move is an indication of the Government's desire to include black unions in its new system.

A source close to Fosatu said last night that the granting of mixed status "removes a major hurdle". But he added that "other hurdles still remain" before the unions were fully registered.

The granting of mixed status by the Minister is a preliminary step before registration applications are considered. If unions wish to register and retain mixed constitutions, they must first receive Ministerial permission to do so. Only then is the application considered.

Mr Cilliers's statement said the applications had been granted on "a multinational basis". This immediately raised fears that the Minister had allowed the unions to have mixed constitutions, but had stipulated that union branches should be segregated and their executives open to one race only.

Fosatu had insisted that its unions be granted full non-racial status.

However, Fosatu's general secretary Mr Alec Erwin, said the federation had been informed verbally by the authorities that full non-racial status had been granted.

The unions were awaiting "clear confirmation" of this, he added.

Mr Erwin welcomed the move but added "It is a pity that Government decision-making is inconsistent at present. On the one hand, our funds are cut off. On the other, we are allowed mixed status."

Other applications by Fosatu unions have not yet been dealt with by the Minister as they were submitted late or have not yet been submitted.

In his statement, Mr Cilliers also revealed that 14 black unions had applied for registration since the new dispensation came into effect last October and two had been granted full registration. Another had received provisional registration.

Applications for mixed status had been submitted by 29 registered unions and 21 of these had been granted — the rest were still "under consideration".

Cape Times
18/6/60

New black trade unions

FINAL registration had been accorded to two black trade unions, provisional registration to one, while 11 applications were still under consideration, the director-general of the Department of Manpower Utilisation, Mr E A Cilliers, said in a statement yesterday.

They were the 14 black trade unions which had applied for registration since the Industrial Conciliation Amendment Act, which provided for the recognition of black trade unions, came into operation.

Mr Cilliers said that the minister had granted approval in principle to six unregistered trade unions affiliated to the Federation of South African Trade Unions (Fosatu) to apply for registration in terms of the Industrial Conciliation Act on a multi-national basis.

"A similar concession has been made in the case of two other newly-established trade unions," he said.

"The applications of the trade unions concerned will now be dealt with in accordance with the Act and will be published in the Government Gazette for objections."

After saying that 14 black trade unions had applied for registration, Mr Cilliers said that 29 existing registered trade unions had applied for permission to admit members of population groups other than that in respect of which they originally obtained registration.

"Of these applications, 21 have thus far been approved and the rest are still under consideration," he said —
Sapa

Lansdowne printer detained — wife

CAPE TOWN 20/6/80

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Staff Reporter

LANSDOWNE PRINTER Mr Allie Parker was taken from the business premises of his printing firm in College Road, Greenhaven by two security policemen on Wednesday his wife, Mrs Rashida Parker said yesterday

Mr Parker's detention was confirmed yesterday by Colonel Hennie Kotze chief of the security police in the Western Cape

Mrs Parker said on Wednesday her husband telephoned her at work asking her to meet him at their Lansdowne home. When I arrived home I was shocked to see the two policemen with him, Mrs Parker said

She was told that he would first be taken to Caledon Square, but it was not sure where he would be taken afterwards because Caledon Square was too full

She said the policemen took possession of metal plates, a phototypesetter and a book from her husband's desk

• It was reported from Johannesburg last night that seven officials of the Food and Canning Workers Union in East London had been arrested or detained under security legislation after a strike in the area last week according to a union statement. Several have been released and two are to be charged under the Riotous Assemblies Act

• Detentions condemned, page 11

FCWU
CAPE TIMES 20/6/80
condemns
detention

Staff Reporter

THE Food and Canning Workers Union yesterday issued a statement of 'the strongest protest' at the detention of the branch secretary of the East London branch of the African Food and Canning Workers' Union, Mr B P Norushe

Mr Norushe was detained at the weekend under Section 22 of the General Law Amendment Act. The chairman of the branch, Mr Welile Mzozoyane, a member of the executive committee, Mr Sincere Bishoti, and a typist at the office, Mr Zodwa Mapela, were also detained but have since been released.

Three shop stewards from Western Province Preserving Company (Pty) Ltd were arrested last Friday. Two of them are expected to appear in court today. The third, Ms Marlene Fraser, has been released.

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RDM 2/7/80

Blacks can register with mining union

MOA 2/7/80 138

By STEVEN FRIEDMAN
Labour Reporter

A KEY white mining trade union has received Government permission to admit black and coloured members

The union, the Underground Officials Association, becomes the first mining union to admit blacks. Some of the mine artisan unions which also operate in other industries have coloured members

But, the union's general secretary, Mr Doc Coertze, said yesterday that the UOA had not yet opened its ranks

In order to do so, it must change its whites-only constitution and this issue will be discussed at a later stage by the union's council

"If we do admit blacks, we will obviously only admit those who have achieved underground official status," Mr Coertze said yesterday

He added that the permission which the union received did not entitle it to a full non-racial status "We would still have to

have separate branches for blacks and coloureds," he said. If the UOA does decide to admit black members, "as seems likely, its decision may spell the end of one of the two remaining job reservation determinations still on the statute book

The union is presently negotiating with the Chamber of Mines on ways of scrapping job reservation determination 27 which restricts the jobs of surveyor, sampler and ventilator official on the mines to whites.

These jobs are occupied by members of the UOA

One of the conditions set by the union for the abolition of determination 27 is that it be permitted to enroll members of all races

This has now been met but other issues still have to be resolved in the negotiations. The UOA's demand for multiracial membership was, however, regarded as the major condition for the scrapping of the determination

It has argued that this will prevent employers from replacing white members of the union with workers of other races

Meanwhile, the latest issue of the Tugsa Journal, Labour Mirror, has released the names of 17 of the 21 unions which have been granted permission to enrol black workers

Nine of the unions are affiliated to Tugsa, six are unaffiliated registered unions and one, the Wine, Spirit and Allied Workers Union, is a newly-registered union initiated by the Tugsa-affiliated garment unions

The other is an in-company union representing workers at the Cadbury Schweppes plant in Port Elizabeth only.

Fourteen of the unions are open to workers of all races while three are open to black and coloured workers

It is not clear how many of the unions have been granted full non-racial status but it appears likely that most will have to arrange separate branches for black members



The workers who claim SATV fired them unfairly. From left, Mr Kota, Mr Njikelana and Mr Gaca.

DAK 7 JSP 3/7/80 138 1329 1571 1521 1537

Union trio claim unfair dismissal

EAST LONDON — Three SATV workers claimed yesterday they were sacked after being accused by management of being "trouble-makers"

But last night the firm's managing director, Mr Mike Bosworth, refused to confirm or deny the allegations

Asked about the alleged trouble with his 1 500-strong black staff, Mr Bosworth refused to comment but said the situation was under control

The sacked trio — Mr Xolani Kota, Mr Sisa Njikelana and Mr Mthobela Gaca — alleged they were sacked for their trade union activities and because SATV did not want to recognise their trade union, the South African Allied Workers' Union (SAAWU)

Mr Kota is secretary of both the workers' committee at the Wilsonia plant and the Border branch of SAAWU. Mr Njikelana is chairman of both the workers' committee and the Border branch of SAAWU

Mr Kota works as a fault

finder, Mr Njikelana as a radio lab assistant and Mr Gaca as an operator

The men claimed that trouble started at the plant when management wanted to have a works liaison committee elected because they were not happy with liaison with the workers.

"They called in 38 senior black staff members to put their proposals to them but the workers later took a stand that they were satisfied with their workers' committee and did not want a liaison committee

"Forms were attached to our pay packets about the liaison committee and were to be returned but more than 80 per cent of the workers ignored the forms

"Management then came out against SAAWU saying it was not a registered trade union and by midday yesterday, the three of us were called individually by Mr Bosworth and the general manager, Mr W Winkler, and fired

"This was despite an

assurance to the workers nobody would be victimised. Moreover there was no strike or work stoppage of any sort and we merely talked to some of the workers

"We view our dismissal as sheer victimisation and have passed on the matter to our union."

The national organiser of SAAWU, Mr Thozamile Gqweta, said last night he had informed his head office of the matter and was awaiting further instructions

"We, however, condemn the actions of SATV as blatant victimisation and demand their reinstatement. As trade unionists we are fighting for the rights of workers and for better protection against injustices and exploitation

"I have always maintained with these firms that the business of our union not being registered is not their concern. That is a matter between us and the government and we have already outlined our reasons for not registering," Mr Gqweta said — DDR

World union officials fly to SA strike area

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Own Correspondent

PORT ELIZABETH — The continuing strike by most of Volkswagen's 3 500 black workers will come under the international labour spotlight this week, when two representatives of the International Metalworkers' Federation in Geneva and two from its West German affiliate, Igmetail, are due in Port Elizabeth.

This was confirmed yesterday by the Durban-based organiser of the National Union of Motor Assembly Workers, Mr Brian Fredericks.

His union and the other union involved in the motor plant disputes in the East-

ern Cape, the United Auto-mobile, Rubber and Allied Workers' Union, are both IMF affiliates.

Mr Fredericks was interviewed on his return to Port Elizabeth for Friday's second round of industrial council talks on the VW workers' demand for a R2 an hour minimum wage.

"The international representatives could be here in the next day or two, departing on when they get visas," he said.

"We expect two from Geneva and two from Igmetail, which has considerable membership at Volkswagen in West Germany."

Asked about the IMF role

in the negotiations, Mr Fredericks said this was not clear at the moment.

"Its interest is obviously that it too would like to see an early solution."

Meanwhile about 200 of the 3 000 workers who downed tools at the Uitenhage plant on June 26, had returned to work yesterday.

VW's public affairs manager, Mr Ruben Els, said it was hoped more would return in the next few days.

Mr Fredericks pointed out that although the company had re-operated its doors unconditionally to its workers, it had failed to attract most of them back

with a compromise offer of a minimum R140 an hour.

He said this indicated workers were determined to hold out "until employers make a reasonable offer".

He added "From the feeling of last Thursday's VW workers' meeting, it seems they are determined to hold out for a considerable time. It is also clear that General Motors and Ford workers are awaiting the result of Friday's industrial council meeting."

Mr Fredericks said if employers did not come up with an offer considered reasonable, there would be a deadlock, with no room for further negotiation.

"We could call a dispute if would then be a question of ballooning our members to find out what they want to do. The problem is that we are not sure if they will wait that long."

At Goodyear, where about 1 350 workers staged two walkouts over demands for a minimum R3 an hour, rehiring of sacked workers will continue today.

The plant's public relations manager, Mr Mike Selley, said the number rehired was expected to reach 1 000 by last night.

He said production would be almost normal by tomorrow.

RUP 4/1/80

VW strike discussed with senior unionist

PORT ELIZABETH — The Volkswagen strike situation was discussed in Port Elizabeth yesterday by management and a senior representative of an international trade union

The assistant secretary of the International Metal Workers' Federation, with headquarters in Geneva, met Volkswagen's director of industrial affairs, Mr A O Rademeyer, and management members after urgent discussions with representatives of Volkswagen's works committee and the two trade unions involved in the wage dispute

The management discussions

took place on the eve of today's sitting of the Industrial Council for the Automotive Industry, during which a second look will be taken at the workers' demand of a minimum R2 an hour

At the previous meeting, the employer's compromise of R1,40 was rejected

About 400 of the 3 500 employees returned to work yesterday morning. However, they are being warned in a circular by the National Union for Auto, Rubber and Related Workers, that the union will refuse to work with them

"The workers who have returned to work will have to

leave the factory when we come back, and they will not be accepted by any automobile factory in South Africa," the circular states. It adds that they should not report for duty until an agreement was reached

Production has returned to normal at Goodyear, where 1 361 workers were paid off. The reinstatement of workers has almost been completed at the factory, according to a spokesman

He said Goodyear was planning to rationalise its labour situation and would not fill all the vacancies — Sapa

SATV: No union link in sacking

DAK 7 DSP 4/7/80

(138)
(138)
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EAST LONDON — Only two employees had been dismissed at SATV this week and their dismissal had nothing to do with their membership of a trade union, the managing director of SATV and Sparrat, Mr M. P. Bosworth, said yesterday.

Mr Bosworth was reacting to a claim by three workers that they had been dismissed because they were involved in trade union activities.

He said the two men fired were Mr Xolani Kota and Mr Sisa Njikelana.

Mr Mthobeli Gaca had been suspended and his situation was being investigated, he said.

"The two men were sacked because they have been found to be working against the company," Mr Bosworth said.

"It has got nothing to do with their membership of SAAWU (South African Allied Workers' Union)."

He said he had spoken to Mr Gaca yesterday and it appeared the information received by management about him had been incorrect.

"We have a few investigations to clear and if we find that the information we have is incorrect he will be reinstated with full pay for the time he was suspended on July 14."

Mr Bosworth said there had been no dispute at the two factories. They had had pressure from SAAWU members who called for the recognition of their trade union and management's stand had always been not to



MR BOSWORTH

recognise an unregistered trade union.

"We realised that the liaison committee was dead and I stated in a letter to the staff I did not favour the re-election of a liaison committee.

"I then suggested that we have a works committee and that we have elections to form such a committee on the grounds that we would work together as one family for the good of SATV," he said.

This view had been put forward on the understanding that such a committee would have to fulfil two requirements:

- It had to be fully representative and every worker had to vote. This was based on the fact that it had been realised that SAAWU had lower than 50 per cent support at the two factories.
- People elected had to be sincere in their motives to ensure smooth working within the factory and working to improve everyone's lot.

"I said I would approach

it in the same spirit, on the grounds of mutual trust.

"At no stage did I try to force a liaison committee on the employees because I had already realised it had run out of time," Mr Bosworth said.

The two factories had two minor stoppages yesterday when some workers did not return to work after the tea and lunch breaks.

"On both occasions I went to the groups — which were out at different times — and said I was not prepared to negotiate under duress."

He had asked each group to elect four representatives, which they did, and they had discussions which he considered more fruitful than any talks he had with workers in the past.

"What emerged was the realisation from all sides that we could achieve more through dialogue and not confrontation."

Mr Bosworth said he was impressed with the maturity of the two groups he met yesterday.

For the company the disturbances had come at a time when valiant efforts were being made to improve communication between management and the black staff.

On June 11 Mr Bosworth had issued a circular calling on workers to elect a works committee as against a liaison committee. He conceded the circular should not have been issued the way it was and they had found their mistakes had been exploited against their good intentions — DDR

UNION PROTEST

detention of official

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Staff Reporter

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THE Food and Canning Workers' Union and African Food and Canning Workers' Union yesterday condemned the continued detention of the secretary of the African union's East London branch, Mr B P Norushe

A spokesman for the two unions said it had learned that while Mr Norushe was detained just over two weeks ago under Section 22 of the General Laws Amendment Act, he was now being held under Section Six of the Terrorism Act

The unions had not been able to get information about Mr Norushe from the police. They learned he was now being detained under the Terrorism Act from his lawyers

The union wishes to protest in the strongest terms against his continued detention, the spokesman said

Section 22 of the General Laws Amendment Act allows for detention up to 14 days, while Section Six of the Terrorism Act allows for indefinite detention

By STEVEN FRIEDMAN
Labour Reporter

THE two-month-old wage dispute in the Eastern Cape motor industry has been settled

At an industrial council meeting yesterday morning, unionists representing black and coloured workers agreed to accept a management wage offer which will raise minimum wages in the industry to R1,45 an hour

Service bonuses ranging from 3c to 10c an hour are also included in the agreement, effectively raising minimum wages to R1 48 an hour

The previous minimum was R1,15 an hour

The new agreement also contains automatic pay increases over the next 18 months which will bring the minimum to R2 an hour by January 1982

Employer sources have described the increases under the new agreement as "huge" However, unionists argue that the settlement does not yet meet worker needs

An independent survey of workers' living needs — in an attempt to draw up a standard for a 'living wage' in the Eastern Cape — will also be undertaken in terms of the new agreement

Worker demands for a R2 an hour minimum sparked a strike at Volkswagen which lasted three weeks and spread to other Uitenhage plants At the height of the strike wave an estimated 70% of Uitenhage's black and coloured workforce was out on strike

The R1,48 minimum falls significantly short of the R2 demand But it falls only slightly short of the amount which the two unions — the (coloured) National Union of Motor Assembly and Rubber Workers and the (black) United Automobile and Rubber Workers — regarded as the absolute minimum that could secure a settlement

However, the two unions were prompted to recommend that their members accept the increase because they believed the independent survey would prompt significant improvements in the industry's wage structure

Last week, the employer offer was put to meetings of

132
Wage

132
deal

138
ends

RDM

motor

15/7/80
dispute

workers at Ford and General Motors, who accepted it

Attempts to put the proposal to Volkswagen workers were frustrated, however, by the Government's ban on meetings of more than 10 people and by the lack of a venue large enough to accommodate VW's 3 500 workers

The unions agreed to ratify the employer proposal without putting it to a mass meeting of VW workers However, the unions had apparently tested VW worker opinion by putting the proposal to small groups

These soundings apparently indicated the workers were prepared to accept the offer, and the unions agreed to ratify it

And in Geneva yesterday, the International Metalworkers' Federation (IMF) hailed the wage agreement as a major breakthrough

The IMF general secretary, Mr Herman Rebhan, said "It is also important that all the strikers have been re-engaged without victimisation I hope this agreement plays a pioneer role for future negotiations for black unions", UPI reports

Mr Rebhan said international solidarity played an important part in obtaining the increases

'Living wage' is hailed by Cape unions

RDM 16/7/80.

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By STEVEN FRIEDMAN
Labour Reporter

EASTERN Cape motor unions yesterday hailed as a "major breakthrough" an agreement in which employers have approved an attempt to calculate a "living wage" for workers in the area.

The unions, the National Union of Motor Assembly and Rubber Workers and the United Auto and Rubber Workers' Union, also released calculations in which they estimate a family of six in the Eastern Cape needs R463 a month to "live a decent life".

Part of the agreement between employers and unions, which ended the two-month-old wage dispute in the Eastern Cape, is a proposal for a survey of workers' living needs which will try to go beyond the various poverty datum lines used by many employers.

The survey is expected to have far-reaching effects on

wage bargaining for lower paid workers.

The Johannesburg Chamber of Commerce's poverty datum line, released this week, sets the minimum needs of a family of five at R213,41.

Nunyarw's general secretary, Mr Fred Sauls, said yesterday that attempts to find a body acceptable to both sides to conduct the survey were continuing and a decision should be reached soon.

In a statement released yesterday the unions said the employers — Ford, General Motors and Volkswagen — "have agreed to accept the concept of a living wage rather than the subsistence wage levels usually quoted in negotiations in most industries".

The statement says the poverty datum lines calculate a wage "which only allows workers to exist". One such calculation, the Household Effective Level, stood at R171 a month — "not a wage which allows the

worker and his family to live as human beings".

It said the recent wage dispute in the Eastern Cape had occurred because workers "wished to break away from survival wages".

The worker demand for R2 an hour, or R360 a month, would have "brought them nearer a wage which they consider appropriate for a decent life".

According to the statement, the unions drew up a budget "of the minimum expenses necessary for an acceptable basic living standard".

This estimate totals R463, but the unions had "drastically cut and compromised on expenses in order to present a claim which the industry could reasonably meet". This had lead to the R2 an hour claim.

This would still mean, according to the statement, that "workers would have to scrimp and deny themselves and their children some things".

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UDM 4/8/80

Key mine union to admit blacks

By SIMON WILLSON

A KEY white mining trade union decided at the weekend to amend its constitution so that blacks and coloureds can join.

In doing so, the union — the 14 000-member Underground Officials Association (UOA) — becomes the first mining union to admit blacks and coloureds.

The association's executive removed the last official hurdle to multiracial membership when it adopted a resolution on Saturday to remove the whites-only clauses.

The UOA received Government permission last month to integrate membership, but was unable to open its ranks officially until the executive meeting. Even so, the Government permission has not entitled the UOA to full nonracial status.

It will still have to have separate branches for black and coloured members, and will maintain an all-white executive as controlling body.

Last month the UOA general secretary, Mr Doc Coertze, said that when it finally admitted blacks, it would admit only those who had achieved full underground status.

The UOA decision probably signifies the end of one of the two remaining job reservation determinations still on the statute book.

Umbrella organisation is likely to be launched

Nine black

trade unions

in unity move today

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14/9/80 ZWN

CRIB

Trade union leader Skakes Sikhakhane: "We will be a force to reckon with"



NINE black trade unions, representing about 30 000 black workers, are meeting in Johannesburg today in a bid for unity.

A new umbrella body for independent black trade unions — to be called the Council of Unions of South Africa (Cusa) — is expected to be formed. Cusa will be the second largest trade union body for independent black trade unions. The largest is the Federation of South Africa Trade Unions (Fosatu).

By Howard Barrell

Present at the meeting as observers will be officials of the Writers Association of South Africa (Wasa) and of the Johannesburg Municipal Workers Union. "We will be a force to reckon with," said Mr Skakes Sikhakhane, chairman of the Consultative Committee of Black Trade Unions, from whose ranks most of the affiliates to Cusa are expected to come.

"Workers are discovering themselves. And I expect Cusa to be as prominent as other trade union federations."

Mr Sikhakhane, told the SUNDAY TRIBUNE the new organisation's philosophy will be "black consciousness".

Saying the grouping would be "non-discriminatory", he added that it would stress "black leadership".

This emphasis partly illustrates the difference between Cusa and Fosatu, which takes a strong non-racial approach at all levels and in all matters. Fosatu argues that racial divisions on the shop floor can only benefit management.

Wasa members at Post (Transvaal) and Sunday Post recently went on strike for higher wages. And the Johannesburg Municipal Workers Union hit the headlines when mass strike action by its members interrupted essential services in the city.

Seven of the nine unions involved in the unity talks have up to now been members of the loosely structured Consultative Committee of Black Trade Unions. They are the Building, Construction and Allied Workers Union, the Commercial, Catering and Allied Workers Union, the Laundry, Dry-cleaning and Dyeing Workers Association, the SA Chemical Workers Union, the SA Steel and Engineering Workers Union, and the Transport and Allied Workers Union.

They will be joined by the United African Motor and Allied Workers Union of Natal and its Transvaal counterpart.

Argus Correspondent

JOHANNESBURG. — A new breakthrough for workers' rights has been achieved by the industrial court in its first hearing of an alleged unfair labour practice.

The case has shown that the industrial court has strengthened the hand of the workers, a lawyer said at an out-of-court

Industrial Court Win for Union

12/9/60

Argus

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settlement won by a black contract worker and his unregistered trade union in terms of the settlement. Precision Tools of Johannesburg is to pay the Metal and Allied Workers' Union R4000. The firm also committed itself

to a recognition agreement that provide, for Acceptance of the union's stop stevajas Stop order, facilities for union access to the factory once a "set" during negotiations.

Shop steward representation for workers in grievance procedure. The union provides for arbitration in the event of a deadlock. The union failed to achieve the reinstatement of Mr Stephen Vaponya, who

was allegedly victimised for his union membership by the firm's failure to renew his immigrant contract. But Mr Vaponya got a new job this week and is to receive about R1000 from the union — being paid to the union — as compensation for losses suffered during the period he was not working.

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

VOORSLAG OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Mattheus Willem le Roux, Nywerheidsregistra-
tor, maak ingevolge artikel 4 (2), soos toegepas by
artikel 7 (5), van bogenoemde Wet, hierby bekend dat
aansoek om die verandering van sy registrasiebestek
is van die African Transport Workers' Union
en die inhoud van die aansoek word in onderstaande
tabel verstrekk.

Die geregistreerde vakvereniging wat teen die
aansoek beswaar maak, word versoek om binne een
maand na die datum van publikasie van hierdie kennis-
gewing sy beswaar skriftelik by my in te dien, p/a die
Departement van Mannekragbenutting, Laboriegebou,
van Paul Kruger- en Schoemanstraat, Pretoria
(Posadres: Privaatsak X117, Pretoria, 0001)

TABEL

Name van vakvereniging—African Transport
Workers' Union.

Datum waarop aansoek ingedien is—21 Julie 1980

*Belange en gebied ten opsigte waarvan aansoek
gedien word.*—Swartes wat vir die doeleindes van die
Wet werknemers is en in diens is as drywers, en arbeiders,
in die Melkerybedryf in die landdrostdistrik Randburg

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial
Registrar do hereby, in terms of section 4 (2) as applied
by section 7 (5) of the above-mentioned Act, give
notice that an application for the variation of its scope
of registration has been received from the African
Transport Workers' Union. Particulars of the applica-
tion are reflected in the subjoined table.

Any registered trade union which objects to the appli-
cation is invited to lodge its objection in writing with
me, c/o the Department of Manpower Utilisation,
Laboria Buildings, corner of Paul Kruger and Schoeman
Streets, Pretoria (Postal address Private Bag X117,
Pretoria, 0001), within one month of the date of publi-
cation of this notice

TABLE

98 7224

Name of trade union.—African Transport Workers'
Union.

Date on which application was lodged—21 July 1980

*Interests and area in respect of which application is
made*—Black persons who are employees for the pur-
poses of the Act and are employed as drivers and
labourers in the Dairy Trade in the Magisterial District
of Randburg

19/9/80 (138)

“Melkerybedryf” beteken die bedryf waarin werk-
gewers en werknemers met mekaar geassosieer is vir die
doel van die verkoop en/of verspreiding van volmelk
en/of enigeen van of al die artikels wat in die omskry-
wing van suiwelprodukte ingesluit is, indien die ver-
koop of verspreiding daarvan geskied saam met die
verkoop en/of verspreiding van volmelk, en omvat
alle werk wat daarmee in verband staan, indien dit deur
sodanige werkgewers en werknemers gedoen word, maar
omvat nie die verkoop van oortollige volmelk, karring-
melk, afgeroomde melk of afgeskeide melk aan melk-
verspreiders deur fabriek wat suiwelprodukte ver-
vaardig maar wat gewoonlik nie volmelk verkoop nie

“Suiwelprodukte” beteken, sonder om die gewone
betekenis van die term te beperk, room, botter, kaas,
karringmelk, afgeroomde melk, afgeskeide melk,
plantjiemelk, suurmilk of roomys

Posadres van applikant.—Posbus 19, Johannesburg,
2000.

Kantooradres van applikant.—Sesde Verdieping,
Cape York House, Jeppestraat 252, Johannesburg

Die aandag word gevestig op onderstaande vereistes
van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereni-
ging verteenwoordigend is, word ingevolge artikel 4 (4),
soos toegepas by artikel 7 (5), bepaal volgens die feite
soos hulle bestaan het op die datum waarop die aan-
soek ingedien is, en wat die lidmaatskap betref word
alleen lede wat ingevolge artikel 1 (2) van die Wet op
voormelde datum volwaardige lede was, in aanmerking
geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2), moet
gevolg word in verband met 'n beswaar wat ingedien
word

M. W. J. LE ROUX, Nywerheidsregistrateur
(19 September 1980)

“Dairy Trade” means the trade in which employers
and employees are associated for the purpose of selling
and/or distributing whole milk and/or any or all of the
articles included in the definition of dairy produce if
sold or distributed in association with the sale and/or
distribution of whole milk and includes all work inci-
dental thereto if carried on by such employers and
employees but does not include the sale of surplus
whole milk, buttermilk, skimmed milk or separated
milk to milk distributors by factories at which milk
products are manufactured and from which whole milk
is not ordinarily sold

“Dairy produce” means, without limiting the ordinary
meaning of the term, cream, butter, cheese, buttermilk,
skimmed milk, separated milk, cultured milk, sour milk
or ice cream

Postal address of applicant—P O Box 19, Johannes-
burg, 2000.

Office address of applicant.—Sixth Floor, Cape York
House, 252 Jeppe Street, Johannesburg

Attention is drawn to the following requirements of
sections 4 and 7 of the Act

(a) The representativeness of any trade union which
objects to the application shall in terms of section 4 (4)
as applied by section 7 (5) be determined on the facts
as they existed at the date on which the application was
lodged and, as far as membership is concerned, only
members who were in good standing in terms of section
1 (2) of the Act as at the aforesaid date shall be taken
into consideration

(b) The procedure laid down in section 4 (2) must be
followed in connection with any objection lodged

M. W. J. LE ROUX, Industrial Registrar.
(19 September 1980)

Fears over new E Cape labour moves

30/9/80 ARANS

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Labour Reporter

AN industrial relations innovation which could change the face of trade unionism in South Africa has been introduced at motor assembly plants in the Eastern Cape.

This week Volkswagen follows the example of Ford Motor Company in implementing an agreement to pay union shop stewards to do nothing but represent the interests of workers.

The trade unions concerned see it as a breakthrough, but many observers are suspicious of the new development.

'The organisation of workers at Ford and in the country as a whole is not strong enough to ensure that these shop stewards are not co-opted by management,' a Cape Town unionist said.

Unrealistic

Dr Marianne Roux, Rhodes University sociologist, argues that a full-time shop steward will have 'the greatest difficulty' in meeting the different expectations of the company and the union.

It is unrealistic of the unions to expect his undivided loyalty as his obligations are divided in a way that the worker shop steward's are not, she writes in the latest edition

of the South African Labour Bulletin

There is always the danger that the removal of this type of shop steward from the labour process means he will, in time, cease to represent adequately the workers' feelings.

However, the general secretary of one of the three unions party to the new agreements believes such fears are unfounded.

Why should a full-time shop steward sell out? He is elected by the workers and under the authority of the workers,' says Mr Freddie Sauls, general secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (NUMAR-WOSA).

'The union's branch executive committee can remove the shop steward if it feels he is not doing his duty. Management cannot dismiss him unless the union agrees.

'He is answerable to the union membership at general meetings, so he can't lose touch with what's happening at the plant.'

Mr Sauls believes full-time shop stewards, free of the inhibitions of working under a foreman, will be able to represent workers more effectively than part-timers.

He expects them to spearhead unionisation in the factories, motivating

and raising the consciousness of workers.

Managements are clearly hoping that the new system will prevent repetition of the costly strikes which have hit the industry in the past year.

'This is a genuine above-board attempt to further smooth out the labour relations in the company. There are no catches,' says Ford's industrial relations director, Mr Fied Ferreira.

'The shop stewards will be able to devote their time to the resolution of grievances and play a full-time role in communication between ourselves and our employees.'

'There would be very little point in our trying to co-opt the shop stewards. We might as well employ another management man.'

He says Ford has so far appointed three full-time shop stewards, one for each race group. It will eventually have five or six, with about 35 part-time shop stewards.

At Uitenhage, Volkswagen's version of the scheme will be effective from tomorrow with four full-time shop stewards.

As at Ford they will receive no extra pay but will be paid according to the job they were doing.

Enlightened

Mr A O Rademeyer, Volkswagen's industrial relations director, says the agreement with the unions has also amended grievance procedures and the firm's disciplinary code.

Mr Rademeyer believes the scheme could be applied elsewhere, but he has reservations.

'You have to have an enlightened approach to unions, and shops who have learnt to negotiate and represent the workers. I would be nervous about doing it in an organised plant.'

In the case of Ford, the recent breakaway by nearly a third of its black workers from the United Automobile, Rubber and Allied Workers' Union (UAW) casts a shadow of doubt on the new dispensation.

'The ructions at Ford must increase the danger of the shop stewards being co-opted by management,' according to a unionist. And Dr Roux points to

another potential problem
This shop steward is a full-time company employee. If the company wishes to dismiss him or the union wishes him to be dismissed, it is possible that a full-scale labour conflict could result.

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... locally for projects such as the
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... the idea of possible commissions (such as the
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... known to people who might wish to take advantage
... as suggested by trustees to:
... possible difficulty of receiving
... leave the following morning we started the proceedings

12 MAY 1980

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the African Transport Workers' Union Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union—African Transport Workers' Union

Date on which application was lodged—27 August 1980

Interests and area in respect of which application is made—Black persons who are employees for the purposes of the Act and are employed—

(i) as vehicle drivers and labourers in the Transport Undertaking (Goods) in the Magisterial Districts of Balfour, Barberton, Belfast, Bloemfontein, Bothaville, Brits, Bronkhorstspuit, Heilbron, Hennenman, Klerksdorp, Lichtenburg, Letaba, Louis Trichardt, Lydenburg, Middelburg, Nelspruit, Pietersburg, Potgietersrus, Rustenburg, Sasolburg, Ventersdorp, Virginia, Warmbaths, Waterberg and Witbank, and

(ii) as bus drivers in the Road Passenger Transportation Trade in the Magisterial District of Kimberley.

"Transport Undertaking (Goods)" means the Undertaking in which employers and employees are associated for the transportation of goods by means of motor transport for hire or reward and includes the transportation of soil gravel, stone or sand which is intended for sale, whether or not such transportation is performed for hire or reward

"Road Passenger Transportation Trade" means the Trade in which employers (other than employers exclusively conveying school children between their places of residence and the schools they attend) and their employees are associated for the purpose of conveying for reward on any public road any person by means of a power driven vehicle (other than a vehicle in possession of and controlled by the South African Railways and Harbours Administration) intended to carry more than seven persons simultaneously, including the driver of the vehicle, and includes all operations incidental thereto or consequent thereon

Postal address of applicant—PO Box 19, Johannesburg, 2000

Office address of applicant—Sixth Floor, Cape York House, 252 Jeppe Street, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

D R PRETORIUS, Assistant Industrial Registrar
(3 October 1980)

DEPARTAMENT VAN MANNKRAAG-
BENUTTING

WET OP NYWERHEIDSVFRSOENING, 1956

AANSOEK OM VERANDERING VAN DIE
REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Diederik Rudolph Pretorius, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die African Transport Workers' Union Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, by die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—African Transport Workers' Union

Datum waarop aansoek ingedien is—27 Augustus 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in diens is—

(i) as motorvoertuigdrywers en arbeiders in die Vervoeronderneming (Goedere) in die landdrosdistrikte Balfour, Barberton, Belfast, Bloemfontein, Bothaville, Brits, Bronkhorstspuit, Heilbron, Hennenman, Klerksdorp, Lichtenburg, Letaba, Louis Trichardt, Lydenburg, Middelburg, Nelspruit, Pietersburg, Potgietersrus, Rustenburg, Sasolburg, Ventersdorp, Virginia, Warmbad Waterberg en Witbank, en

(ii) as busdrywers in die Padpassasiersvervoerbedryf in die landdrosdistrik Kimberley

"Vervoeronderneming (Goedere)" beteken die onderneming waarin werkgewers en werknemers met mekaar geassosieer is vir die vervoer van goedere teen huur of vergoeding deur middel van motorvervoer, en dit sluit in die vervoer van grond, gruis, klip of sand wat vir verkoop bedoel is, hetsy sodanige vervoer teen huur of vergoeding geskied al dan nie

"Padpassasiersvervoerbedryf" beteken die bedryf waarin werkgewers (uitgesonderd werkgewers wat uitdruklik skoolkinders tussen hul woonplekke en die skole wat hulle bywoon, vervoer) en hul werknemers met mekaar geassosieer is met die doel om enige persoon teen vergoeding op 'n openbare pad te vervoer deur middel van 'n kragaangedrewe voertuig (uitgesonderd 'n voertuig in besit van of onder die beheer van die SAS en H-administrasie) wat bedoel is om meer as sewe persone gelvktydig te vervoer, met inbegrip van die drywer van die voertuig, en omvat dit alle bedrywighede wat daarmee in verband staan of daartuit voortspruit

Posadres van applikant—Posbus 19, Johannesburg, 2000

Kantooradres van applikant—Sesde Verdieping, Cape York House, Jeppestraat 252, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure voorgeskryf by artikel 4 (2), moet gevolg word in verband met 'n beswaar wat ingedien word

D R PRETORIUS, Assistent-nywerheidsregistrator
(3 Oktober 1980)

STAR 8/10/50

Labour men walk out

By Steg Hannig
Labour Editor

Racial differences between trade unions led to the walkout of three labour leaders from a multiracial trade union meeting in Johannesburg this week.

The clash of opinions has caused the suspension of a programme to promote understanding between leading employers and trade unions at consultations under the auspices of the Graduate School of Business Administration of the University of the Witwatersrand

The walkout took place after black labour leaders had held that blacks should be organised only by black trade unions, said the first man to walk out, Mr Ike van der Watt

Mr van der Watt, general secretary of the non-racial SA Boilermakers' Society, said "They ask us to understand the problems of the black worker, but they don't want us to organise blacks non-racially

"They have as much right to do this as white unions have to organise

whites exclusively, "But they are not going to do this with my help"

Two others who walked out were Mr Jimmy Zurich of the Railways Artisan Staff Association and Mr Piet Roodt of the Railways Footplate Staff Association.

They were among 42 unionists from 15 unions who attended the meeting at the graduate school on Monday

The purpose of the meetings was to exchange ideas and arrive at consensus on issues of com-

mon concern.

In February considerable agreement had been reached on the regulation of industrial relations

But it had been agreed that the two union groups should meet to clarify the apprenticeship question before a further consultation was arranged.

At the union meeting "it became apparent that not enough understanding had been reached on the different historical backgrounds and perspectives of the two groups," said the statement

Neusa to form new branch

POST 24/10/30 (50) 138

THE NEWLY formed multiracial National Education Union of South Africa (Neusa) is to launch a regional branch tomorrow

The Southern Transvaal branch of the union will be formed at a meeting which will be held at the St Georges Presbyterian at the corner of Edith Cavell and Wolmarans Streets, Johannesburg from 2 pm

A spokesman for the union, Mr Peter Kallaway said this was a step to-

wards enlarging membership of the movement. The union was formed at the height of the school boycotts in May

A number of leading black educationists rejected the movement and declined to join it because they felt it would not achieve any change in the educational crisis it was meant to fight

Mr T W Kambule was one of the leading black educationists who turned down the union

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IDL workers in mass dismissal

STAR 25/10/80
138

By Drew Forrest

EAST LONDON — Strike-torn East London was hit by further labour unrest yesterday with the mass dismissal of 1 200 black food workers

The management of the affected company — Wilson-Rowntree (Pty) Ltd — could not be contacted today Union sources in the Eastern Cape described the dismissals as a "lock-out" The dispute comes after three major strikes in the East London area in the past six months

The trouble began on Thursday when 60 black workers in the chocolate moulding department presented management with a letter complaining of maltreatment by their foreman, a Mr Strunk.

According to Mr Sisa Njikelana, branch secretary of the South African Allied Workers' Union and acting branch secretary of the closely linked African Food and Canning Workers' Union, Wilson-Rowntree management refused to deal with the workers' elected representatives

One worker was singled out as an "instigator," he said, and was asked to complete a grievance form This he refused to do without a mandate from his colleagues

Dissident workers were yesterday assembled by the company's personnel manager, Mr A Lightbody, who told them he was "tired of people who made a nuisance of themselves" He gave them a minute to return to work

Coloureds and whites complied, but the blacks refused and were paid off, said Mr Njikelana "The workers were still at work when given the ultimatum They were locked out"

Then the entire, 1 200 strong black work force — most of them union members — met to demand an explanation They were given a minute to return to work, refused and were paid off

Mr Njikelana said workers were told to collect their benefits from police stations in the Mdantsane and Duncan Village townships Wilson-Rowntree had offered to re-employ on a selective basis but dismissed workers wanted a prior guarantee that their grievances would be heard

MD Miller expresses regret

Mr Hal Miller, managing director of The Argus Company, issued the following Press statement in Johannesburg today

"We regret that the staff of the Cape Herald have decided to strike

"The newspaper is a signatory to the agreement with the South African Society of Journalists which is at this moment negotiating new salary scales to apply from January 1 1981

"Whatever those new scales are they will, of course, apply fully to the editorial staff at the Cape Herald and they will set the pattern for the rest of the non-editorial staff of the newspaper

"In the meantime, the staff are not at work and until further notice the newspaper will not be published

"The staff are being paid up to the date they went on strike

"Their employment will be resumed and their salaries paid from the moment they return to duty

"We are ready to continue discussion of their complaints with the staff as soon as they return to duty"

Cape Herald hit by costly strike

Own Correspondent

CAPE TOWN — The Cape Herald will not be on the streets today because its staff is on strike

And this will mean a loss substantial to its proprietors, the Argus Company because the newspaper would have published today its largest issue this year — 40 pages

The editor of the newspaper, Mr Ted Doman, said he was not on strike

"I have no further comment to make about my feelings on the strike"

A spokesman for the strikers said there was no chance that the paper would appear

STAFF 27/10/80
205
138/129
162
The spokesman said the Cape Herald had the support of various organisations and other newspapers

"Post in Johannesburg will meet tomorrow to discuss management's response to us

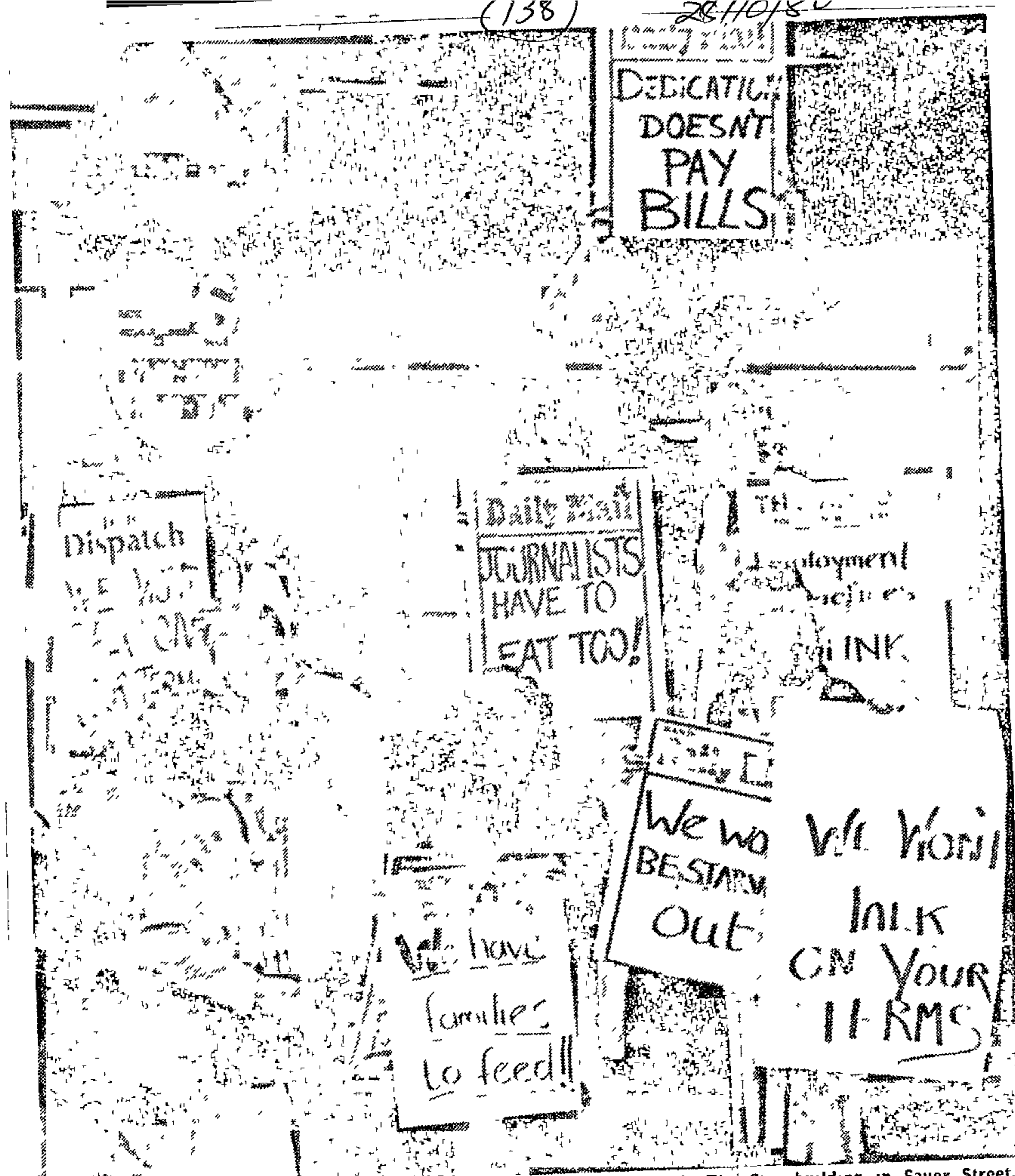
"The Southern Transvaal Chapel of Media Workers Association of South Africa (MWASA) has also expressed sympathy

"The Post Natal have given management an ultimatum to meet demands or it too will go on strike" the spokesman said

The Cape Herald staff are striking for better working conditions and higher salaries

(138)

28/10/80



Journalists wave placards during their pay demonstration today outside The Star building in Sauer Street.

Newsmen stage demos to back salary demands

STAR 28/10/80

243 252 138

By Sieg Hannig,
Labour Editor

Journalists became a focal point of the media in their own right today when TV and Press photographers converged on at least 60 picketing journalists outside The Star in Sauer Street, Johannesburg.

The demonstration coincided with the current round of wage talks between executives of most of the English-language newspapers and the South African Society of Journalists (SAJS) in the boardroom at The Star today.

At the last negotiations, the SASJ demanded a 14 percent pay increase across-the-board. Employers offered only six percent across-the-board, with a further six percent rise in the payroll for distribution at the discretion of editors.

SAJS chapters throughout the country have discussed further action should management adopt a hard line at today's pay talks.

In Durban today, about 80 journalists picketed the Daily News Building in support of their delegates at the talks.

In Johannesburg SASJ and Management spokesmen would not comment on the demonstration at The Star.

Recently, Post Transvaal went on strike in Johannesburg. Journalists at the Cape Herald, Cape Town, are on strike at present.

Senior journalists said it was the first time they

had heard of newspapers being picketed in this country.

Work at The Star continued as usual.

SASJ members stood outside the Daily News, brandishing placards calling for higher pay and urging support for the SASJ pay negotiators.

Journalists from the Sunday Tribune, Post, Natal Mercury, Sunday Express, Sunday Times and the Daily News stopped work for 30 minutes.

The SASJ is calling for a 16 percent across-the-board, cost of living increase. The exception is Post, which is demanding 24 percent across-the-board and six percent merit increases. If the talks reach deadlock, Post Natal has threatened to strike.

Striking journalists on the Argus owned weekly newspaper in Cape Town, The Cape Herald, received their pay cheques today.

Announcing this, the managing director of the Argus Company, Mr Hal Miller, said they were paid for the time they had worked this month but not for the days they had been on strike.

R2M 28/10/80 (138) (152) (157)

Crowded meeting shows union power

By STEVEN FRIEDMAN
Labour Reporter

IN A demonstration of growing trade union support in the East London area, between 2 000 and 3 000 black workers, crowded into the city hall at the weekend to discuss negotiations with managements at four strike-hit factories

The meeting was called by the SA Allied Workers' Union, to report back on union attempts to secure the reinstatement of strikers in the affected factories' Ray-Lite Batteries, National Converter Industries, Border Boxes and Wilson-Rowntree

The meeting was given added immediacy by the strike at Wilson-Rowntree, which occurred on Friday, the day before the

meeting.

East London has been hit by several strikes this year, and Saawu has shown dramatic growth — it claims to have recruited 10 000 workers in five months

Strikers at all four factories were dismissed by the managements, and all except Wilson-Rowntree have said they refuse to reinstate all dismissed workers.

Saawu has been negotiating with the firms in an attempt to secure the reinstatement of its members

Saturday's meeting is seen as an indication of the union's continued strength in the area — despite the dismissals.

According to Saawu's national organiser, Mr Thoza-

mile Gqweta, only one of the four companies, National Converter Industries, has refused to hold talks with the union on the issue

At the meeting, Wilson-Rowntree workers voted not to return to work "until all workers are reinstated" No other decisions were taken

"Negotiations on reinstatement are still under way and we called the meeting simply to inform workers of the progress we have made As soon as the position becomes clearer we will call another meeting and ask workers to decide what action we should take," Mr Gqweta said

The meeting was the first the union has been able to hold in several months

Mdantsane, the black township bordering East London, is controlled by the Ciskei Government, which is opposed to trade unionism Meetings of the union have, therefore, been banned in Mdantsane by the local township council

Saawu initially responded to this ban by holding meetings in Duncan Village township, which falls outside Ciskeian jurisdiction but the union claims halls in this township have been closed to it because of "pressure from the authorities"

According to Mr Gqweta, the union has been particularly affected by the meeting ban because its strategy is built around the holding of regular mass meetings of union membership

Lucy Mvubelo tells of her 'Muzorewa' tag

RDM
28/10/88
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Own Correspondent

PARIS — South African trade union leader Mrs Lucy Mvubelo, who is on a four-nation European fact-finding mission, said in Paris yesterday that sometimes she has to defend herself against accusations that she is a female Bishop Muzorewa.

Mrs Mvubelo told a Press conference that several days ago in Amsterdam, a dominee attacked her in this manner, and she replied "I have chosen evolution instead of revolution."

She admitted to journalists that similar criticisms were also made against her by young people in Soweto, but claimed that "only a minority do so. Many others come to me to thank me for getting them a job."

Mrs Mvubelo said that the Amsterdam dominee told her "You are being used, just as South Africa used Bishop

Muzorewa. He lost the elections because the people did not back him. Do your people back you?"

She said she replied "I am proud of my record. We do not want to get handouts as though we are cripples. We want to work, and I organise work."

Mrs Mvubelo is vice-president of the International Textile Federation, and represented her 21 000-strong National Union of Clothing Workers at the federation's recent annual conference in Vienna.

Her union was founded in 1953, and she joined the same year.

She told newsmen she favoured the Constellation of States — but on condition that homelands were dissolved.

She has a number of engagements in Paris with French trade union leaders, businessmen and members of delegations planning to visit South Africa.

SA paper
 staffs to ³⁴¹ get rise of 12 pc ^{29/10/80} ¹³⁸ ²⁴³ ¹⁵²

About 1 100 editorial staff on newspapers around the country have been guaranteed 12 percent pay rises.

Workers at the newspaper Post (Transvaal) have threatened to strike tomorrow in sympathy with colleagues on the Cape Herald.

In spite of the new salary scales, the Cape Herald strike entered its sixth day today in support of higher salaries for all categories of its workers.

After negotiations yesterday between the Southern African Society of Journalists and managements of 19 newspapers and the SA Press Association, the chairman of the SA Newspaper Press (Editorial) Conciliation Board, Mr Jon Beverley, announced a 16 percent pay increase package.

PICKETS

All journalists who have remained in the service of the same employer for a year will get 12 percent increases from January.

Another four percent will be distributed at the discretion of individual editors.

A matriculant will now have a minimum starting salary of R350 and a graduate R525. Minimum starting salaries were boosted by 40 to 50 percent.

About 180 journalists picketed outside the Johannesburg and Durban offices of the Argus Company yesterday.

LONG
LIPS
HARD
STORY
THE
Herald

POST
JOURNALISTS
YES
Management also
agreed to pay a minimum of R350 to a journalist in his first year, rising to R700 in the fifth year.

By JOE THOLOLO

JOURNALISTS yesterday turned into newsmakers when the strike at the Cape Herald completed its fifth day and journalists in Johannesburg and Durban picketed newspaper offices before being granted pay increases from January 1 next year.

Last night as fears of newspaper strikes spreading mounted, management in the Newspaper Conciliation Board agreed to give the Southern African Society of Journalists pay increases of 12 percent across the board plus four percent

The management at the Herald, a unit of the Media Workers Association of South Africa (Mwasa), still refuses to talk to the strikers until they go back to work.

Strikers for their pay cheque for October yesterday, but R2174 was deducted from the monthly of 28 workers. The workers have been expecting their pay on Monday.

One placard that threatened a strike by referring to the one by workers on POST earlier this year.

The manager of the Argus and the Cape Herald, Mr. L. Willis, said the workers were paid up to the day they went on strike.

The staff at POST in Industria will hold emergency meeting this morning to discuss the situation at the Cape Herald.

In Johannesburg, where the Newspaper Conciliation Board was sitting to discuss next year's pay for SASJ members, nearly 100 white journalists picketed in front of the offices of the Star in Sauer Street.

More placard-carrying journalists were in the basement and on the 6th floor of the building — waving banners — representing agreement representatives on the Conciliation Board.

To Page 5

Wage rise to striking newsmen

* From Page 1

factory settlement, POST Natal might have gone on strike today; Daily News and Sunday Tribune started a go-slow strike; and other chapels were getting ready for emergency meetings.

Major shareholders in the Argus and the South African Associated Newspapers yesterday got telexes asking them to support the journalists' pay demands.

The Action Committee at the Herald met the manager briefly yesterday morning, but the discussions ended in deadlock.

Support for the workers on the Herald,

which is owned by the giant Argus company, is mounting. The Action Committee has received several letters and telegrams of support from all over the country.

The Western Cape Region of Mwasas, as well as the association's national executive committee, also expressed their solidarity.

The regional council of Mwasas said it had noted with dismay the arbitrary actions of the Argus management "against our colleagues on the Cape Herald."

"Our colleagues submitted a memo which detailed their dissatisfaction with the low salaries, wages, and the poor working conditions.

"They were forced to go on strike when the management failed to meet the deadline stipulated in the memo.

"Management responded by ignoring the lines of communication opened by our colleagues and issued a Press statement.

"We trust that the management will meet the demands of our colleagues immediately and as set out in the memo."

In a strongly-worded statement, the Western Cape Traders' Association said they would recommend that all businesses under their control (numbering about 2000), would not sell the Herald and would refuse to place advertise-

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A2
A3
A4

Inter-union rivalry in media industry

POST 29/10/80

INTER-UNION rivalry looms in the newspaper industry now that the black journalists' union has opened its ranks to printing workers.

The union concerned is the former Writers' Association of South Africa (WASA) which is known for its black consciousness.

It recently changed its name to Media Workers Association of South Africa (Mwasa) and amended its constitution to include all workers in the communications field.

This included drivers, messengers and printing staff, confirmed Mr Zwelakhe Sisulu, President of Mwasa.

But large numbers of black printing staff already belong to the South African Typographical Union (SATU)

which recently obtained an exemption to enrol blacks into its previously white and coloured ranks.

Almost all of the black printing staff of South African Associated Newspapers (SAAN) belong to SATU, some of these workers attended a Mwasa meeting in a SAAN canteen during lunch time on Thursday.

Asked whether the printers were not best accommodated in the printing union, Mr Sisulu said, "Our point of view is that we are essentially in the same work situation and that whatever grievances we have are common."

He said the workers would decide what union they preferred.

Mr Sisulu confirmed that he and Mwasa's Regional Secretary for the Southern Transvaal,

Mr Joe Thloloe, were initially prevented from attending the Mwasa meeting at SAAN.

"Management's idea was that the meeting should not take place, but the workers voted that it should go on," he said. "We were later allowed in."

SAAN's Group Personnel Manager, Mr L. S. Hall, denied that the workers had defied a management instruction not to hold the meeting.

"It was not a question of defiance," Mr Hall said. "They decided to proceed with the meeting in spite of a request to defer it."

Mr Hall said he had expected Mwasa to go through the courtesy of approaching management before holding a meeting on the company's premises.

Mr Zwelakhe Sisulu, president of Mwasa.

DAILY STAR 30/10/80 (138)
Sweet factory

strike ends

EAST LONDON — The strike at Wilson-Rowntree's plant here ended yesterday.

According to Mr Thozamile Gweta, national organiser of the South African Allied Workers Union, all strikers returned to work yesterday and were unconditionally re-employed.

The company's personnel manager, Mr A.

Lightbody, confirmed that everything was back to normal.

On Tuesday, the company's management said that any worker who had not returned to work in the factory yesterday would be replaced.

At the same time, Saawu reported that workers had agreed to return to the factory and begin work yesterday — DDR

Strike by black jour- nalists

5 MAR
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#7
#23
#152

— statement by Argus journalists

The strike by black journalists, members of the Media Workers' Association of SA (MWASA) continued today at the Cape Herald, which is not publishing, at Post (Tvl) and at The Star Post appeared today but will not be published tomorrow Sunday Post will not be published, nor will a Monday edition of Post.

Mr H W Miller, managing director of the Argus Company said today "It seems that management is being accused — wrongly — of refusing to negotiate and thus 'causing the strike'. Yet management was never given time to negotiate — and is in fact

offering more pay than the strikers are demanding."

Explaining the background to the strike he said "Cape Herald has been a signatory to the SA Newspaper Press Editorial Conciliation Board for some time. It became a signatory at the request of its editorial staff who, at that stage, wished to obtain the benefit of the SASJ scales of pay. Both the newspaper and its staff have since been bound by the terms of the Conciliation Board agreement.

"The staff received the benefit of a recent arbitration award to all SASJ journalists and they will benefit from the new higher salary scales and the minimum general increase of 12 percent which will apply from January 1, 1981.

"On October 17, while the Conciliation Board was itself preparing for a salary negotiation, the manager of Cape Herald received a letter from Cape Herald's staff demanding considerable improvement in salaries and working conditions. Arrangements were made to discuss the matter at Head Office with the Cape Herald's manager on October 27. Before that

could happen the Herald staff went on strike on October 24.

"In essence, they are seeking salary adjustments similar to those made at Post Transvaal earlier this year after a strike at that newspaper. It is necessary to emphasize immediately that, in line with the wishes of its staff, Post Transvaal has never been a signatory to the Conciliation Board and no formal agreement has ever governed the salaries and working conditions of its editorial employees.

"The new scales negotiated for Post Transvaal in the middle of this year were based on salaries actually being paid in this expensive Transvaal labour market. They were somewhat higher than the existing basic SASJ scales but are a good deal less than the new levels which have been negotiated by the SASJ for next year.

"We have said clearly to the staff at Cape Herald that the new SASJ scales and the general increase will apply fully to the editorial staff from January 1 1981, that we are ready to adjust other salaries and wages at Cape Herald in that pattern from the same date and will discuss this in detail when they return to duty; and, finally, that we will not pay them while they are on strike. We have added that, if they wish, their absence during the strike may be offset

against the leave which they have due to them.

"The Herald staff are insisting on being paid while they are on strike and on an immediate increase in addition to the increase they will receive in January. We have said that we cannot do this. It is not for management to pay those who strike.

"We have emphasised to them and to MWASA members at Post Transvaal that the newspapers of the Argus Company other than Post Transvaal are at this moment governed by the Conciliation Board agreement and that we and the staff cannot escape the obligations of that contract while it is in operation. If a majority of the editorial staff of these newspapers wish to withdraw from the Conciliation Board agreement and replace it with some other sensible negotiating mechanism we would recognise their wishes but would need to give appropriate notice to the Board.

"In the meantime, the editorial staff on Cape Herald have received the benefit of the arbitration award and, most important, the salaries which have been fixed for January next year are a good deal higher than they are seeking at the moment."

'Don't be dismayed at turbulent times

5 MAR 31/12/80 (127) (138)

Own Correspondent

DURBAN — South Africans should not be dismayed by the turbulent times which lay ahead, Mr A M Rosholt, executive chairman of the Barlow Rand Group, told Natal accountants, in Durban last night.

"We need not be pessimistic," he said. "If we can assist South Africa's blacks to achieve full participation in the economic system and a more equitable share of political power, there is no reason why we should not see a return to the industrial peace which we experienced over many decades."

He said South Africans had been justifiably proud of labour peace since the early 1920s, but there was now a completely new ball game.

Black unions had been admitted to the system and had become conscious of their power.

"Of course they are politically motivated — em-

ployers are not dealing with blacks on purely trade union and labour matters.

"They are dealing with blacks who have discovered that the trade union movement is an instrument which will also give them the political pressure they have never had before."

On Barlow Rand's code of industrial relations, Mr Rosholt told the Natal Society of Chartered Accountants that he had called on the Reverend Leon Sullivan, author of the Sullivan Code, to compare notes.

"He was surprised to find that our group alone employed more blacks than all the 110 US subsidiaries which subscribe to his principles."

"That was in 1978. We now have an unofficial contact group of 10 companies employing 750 000 people in South Africa, which maintains an informal dialogue with him."

The dramatic growth of union activity in East London has startled many observers, companies and the Government, and may set important future trends, reports Labour Reporter STEVEN FRIEDMAN

Labour's 'Siege City'

ADN
3/10/60

NOBODY in East London took terribly much notice this March when Mr Thozamile Gqweta, a former furniture salesman, moved his branch of the South African Allied Workers Union into offices in the city.

By August, many people, including the Minister of Manpower Utilisation and most employers, were taking a great deal of notice.

In those five months, the union's membership had grown from 5 000 to 15 000, according to Mr Gqweta. Employers confirm that it has grown at a "flabbergasting" rate.

And East London, never a centre of worker action, had seen a spate of strikes in factories in which employers resisted the union.

Suddenly, East London had moved to labour's centre-stage. It had seen one of the most startling growths in worker militancy in many a year.

This was all the more remarkable in an area which had hardly experienced unionism and where unemployment in Mdantsane township runs at an estimated 30%.

To some, it quickly became labour's siege city, with a rapidly growing and "militant" union on one side and nervous employers and the Government on the other, determined to keep it out.

Certainly the authorities think the area is important. Mr Gqweta has been arrested twice — once by Ciskeian and once by South African

authorities.

SAAWU is also suspicious of industrial councils, a cornerstone of official labour policy. For years these councils have not had black representation and SAAWU says they "co-optate in exploiting the black worker".

None of this is likely to please companies or Government authorities. The Government obviously believes that SAAWU is beyond the union pale and many employers see it as a dangerous mass movement with a distinct tinge of black militancy.

Mr Gqweta rejects these assertions. He doggedly insists that "our prime goal is the security of the individual worker on the factory floor".

And he adds, that SAAWU wants to negotiate with employers, not confront them. The way to achieve worker security is to achieve recognition, he says.

He goes on to blame the strike wave on Government and employer hostility. "There would be no trouble here if employers were prepared to negotiate with us."

SAAWU is one of the new breed of black unions which have recently sprung to prominence. It has sprung from nowhere and, like Macrusa in Port Elizabeth, it is not a product of years of careful study of Western European and American union tactics and strategy.

Its growth may herald an important new trend — the sudden rise of seemingly untrained, but effective, mass unions — perhaps for something more militant, argues an East Cape

Department of Manpower Utilisation's divisional inspector in East London, Mr J Barn, says his office has urged SAAWU to register.

He is obviously concerned that the union isn't registered and that concern is shared by his Minister.

He adds that his staff are actively engaged in trying to encourage employers to use In-union committees, a move which, unintentionally or by design, would weaken the union.

"If there is a strike we go in and tell the employer to improve communication through his liaison committee," he says.

Many employers are also alarmed, more so because the union's emergence has coincided with a rash of strikes.

While they never spread into the sort of strike wave which hit Uitenhage this year, an increasing number of companies were affected. At least 10 East London companies have experienced strikes this year.

Some, like National Converter Industries, simply take a hard line. They say the union "promised its members the earth" and lost out. That, the company argues, is the end of the matter.

Others insist they are prepared to talk and have shown "patience and restraint" in dealing with it. But they say that a "militant splinter group" in the union is provoking confrontation.

Mr Gqweta denies these charges. The union leadership, he insists, does not tell workers what to do. It merely informs SAAWU committees of the progress of negotiations at their plants and, while it offers advice, it leaves it up to them to decide what action to take.

The union is democratic, he says, and besides, a man with two increment charges over his head is not terribly eager to go looking for a third.

The union plays no role in urging workers to strike, he says.

But he insists that SAAWU does control its members. "We insist on discipline. Our workers have many grievances and the situation is tense, but we tell them these must wait until we win recognition and they must be patient."

"If we are negotiating with a company we tell them that they must not arrive late for work, they mustn't get drunk and they must accept instructions."

Not all employers see SAAWU as a menace. Says one "I can't buy this

talk about the union being destructive. We've had no problems and it's too much of a coincidence that the companies which are getting along with SAAWU are managing fine and those who aren't are in difficulties."

Employers in the area insist there is no common hard line. Some also deny that there is official pressure to take one.

But one senior management man, who is talking to SAAWU, says employers are certainly aware of Government pressure not to deal with the union.

"We are in a dilemma. Sound business sense tells us that we must talk to anybody who has majority support. But we are being officially encouraged to take a hard line. We don't have to listen, but obviously the official line influences many employers."

Some also say that impecunious companies are willing to talk to the union — that attitudes have softened since SAAWU came.

Certainly, many employers are now talking to SAAWU. Some of the strike-hit factories have opened talks on reinstatement of strikers. A few companies are discussing the recognition of SAAWU committees.

The union believes this has occurred because "employers have learned from the strikes. There are less strikes now because companies are talking. It says

But, while companies are prepared to talk to the union, most become non-committal when they are asked to

prepared to recognize it. Only a couple are thinking seriously of that option. I obviously have to talk to anybody who represents the majority of my workers," says one.

But some sources in the area, fear that most employers' willingness to talk is merely a delaying tactic in preparation for Government intervention.

"It may be their way of holding out until March, as the Minister asked them to," says one local man.

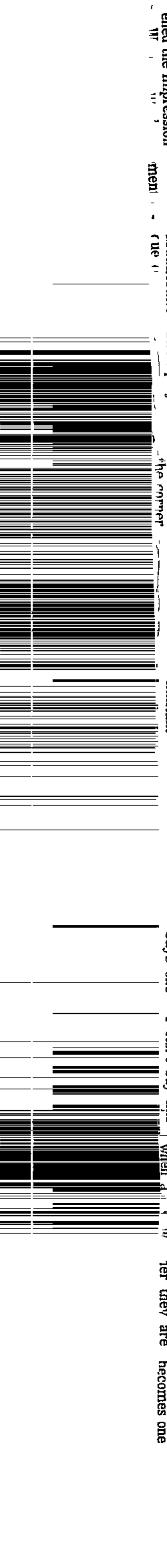
He believes that the "common front" against SAAWU is alive and well in East London. Time will tell. What is certain is that there is still deep antipathy to SAAWU.

It is easy to see why a union like SAAWU should be strong meat for East London employers, particularly as many have never dealt with strong unions. It may well be true that relations in many factories have soured since SAAWU came onto the scene.

But some sources in the area insist that this is inevitable when pent-up grievances find expression.

And they argue that the indisputable fact of industrial life in the area is SAAWU's support. "Any manager can come to terms with a union he likes. It takes a good manager to come to terms with one he doesn't," says one employer.

That isn't a popular view in East London now. But conflict may well continue until it



Workers in a large number of other factories face charges in the courts and recently 126 workers at National Converter Industries were convicted of attending an illegal meeting after a strike there.

At one strike, police took it upon themselves to call individually on strikers at one firm, exhorting them to return.

And Minister Fanie Botha was moved to fly to East London for urgent talks at which he urged employers not to deal with unregistered unions and to

register.

Once a SAAWU committee is elected, workers demand the disbandment of the committees — "they are totally ineffective — all they talk about is boots and overalls," says Mr Gqweta.

have always operated according to a carefully-laid down strategy. They have battled manfully in terms of this strategy to carefully build up support on the shop floor.

They stress the need not to spread their meagre resources too thinly and to fight those battles which the unions have some prospect of winning.

"Workers will only stick with a union if it offers them concrete gains. If they continue to lose, they will ditch the union."

By 1978, the union had become a factor on the labour scene and some explanation is in order.

The union was born out of a split in the Black Allied Workers Union (BAWU), a black-consciousness oriented organisation, towards the end of 1978.

The split occurred when a substantial number of BAWU members rejected the union's "blacks-only" constitution and decided to form a non-racial union.

"We believe the country has a non-racial future and we must therefore be totally non-racial," says SAAWU national organiser Mr Thozamile Gqweta.

It is a general union organising everyone from steel workers to domestic servants, but plans to split into separate individual unions in time.

From the time of the split until early this year, the union was active in East London but was not a significant force. By March this year it had accumulated about 5 000 members, according to Mr Gqweta. Its chief problem was that it could not find an office in which to meet workers.

The turning point came in March, when the union finally found offices. It was then that "workers began flocking to us," he says.

Soon afterwards, SAAWU formed a close working relationship with the African Food and Canning Workers Union, a Cape Town-based union which had opened a branch in East London.

Co-operation grew when AFCWU's branch secretary, Mr Bonisile Norushe, was detained by police. SAAWU office-bearers stepped into the breach and temporarily took over administering the union.

Mr Norushe is still in detention and the links have grown. Employers complain that "we can't distinguish between the two unions".

Soon after the union found its offices, Mr Gqweta was joined by two workers, Mr Sifa Nyikalana and Mr Xolani Kota, who were fired from SATV, a local company — for union activities, they allege.

The union has few of the trappings of other unions, with their sophisticated bargaining

SAAWU: the tough new breed

Some employers blame it but it is certainly a force to be reckoned with

Mr Gqweta says he began his union work by standing outside factories, urging workers to join

But, after a while, "workers began coming on their own". It is now up to a core of SAAWU members in each plant to organise their fellow-workers

The union does not ask for recognition from companies until it has organised 60%-80% of the plant's workers

At that stage a SAAWU committee is elected at the plant and management is sent a letter asking it to recognise this committee

The fact that some 20 firms have received letters is a clear indication of union growth.

Unlike most other unions, SAAWU does not raise worker grievances with management until it receives recognition. Workers, says Mr Gqweta, are urged to "be patient" about grievances until employers are prepared to talk

SAAWU's chief method of sustaining membership interest is the holding of mass worker meetings. These are used, says Mr Gqweta "to educate workers on the purpose of a union and to increase their commitment"

But union meetings are now rare because of official disapproval and the union relies on meetings with its committees in the various plants to maintain communication

Committees come into the union offices regularly, are briefed and return to inform their members of developments and ask them to decide on action

One important aspect of the union is its links with the East London black community and its emphasis on "mass participation."

Union officials ride on buses encouraging workers to sing union songs and workers are encouraged to drop in on the office during weekends — many do

It is this union, which seems amateurish and doomed to immediate failure at first glance, which prompted Minister Botha to fly urgently to East London this month

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STAR 31/10/80
Mixed union for
hotel employees

Own Correspondent

Hotel employees in Pretoria have voted in favour of forming an all race trade union.

A meeting yesterday of the existing white Pretoria Liquor and Catering Trade Employees, which up to now has represented whites, coloureds and Indians, voted in favour of accepting black members as well.

An application to register as a multiracial trade union was sent to the Minister of Manpower Utilisation, Mr Fanie Botha, immediately after the meeting.

If accepted it will become one of the first mixed unions in the city.

The move is a direct contrast to Johannesburg, where employees have apparently decided not to accept one union.

The existing white union has about 400 members of which 48 are coloureds or Indians.

Moves to form one union started some time ago, and earlier this month 350 of the estimated 1500 black hotel employees voted in favour of joining the "white" union.

Business leader predicts non-racial SA

STAR 31/10/50

(135) (137)

SA 138

By Sieg Hannig

Nothing can prevent the emergence of a non-racial South Africa in the wake of forces of change unleashed by the Prime Minister, Mr P W Botha, says one of the country's business leaders.

This vote of confidence appears in the last chairman's review of the Johannesburg Consolidated Investment Company.

It was delivered in Johannesburg yesterday by Sir Albert Robinson who will be succeeded by Mr Gordon Waddell on January 1

Despite the slow progress of the Prime Minister's new policy, it reflected a spirit recognising that negotiated power sharing among races was the only alternative to violent inter-racial conflict, Sir Albert said

Mr Botha had assumed office when the failure of the separate development

doctrine had become increasingly evident

He had lost little time in setting a new and more hopeful course

The Government's further plans were being awaited with interest by moderates of all races in South Africa and by the major Western powers

Sir Albert warned employers that militant measures against workers seeking to negotiate legitimate changes in employment conditions could lead only to civil disorder or industrial action and consumer resistance

He called for three steps

● All unions should aim at being democratically representative of all employees

● The number of unions competing with each other should be limited

● It had to be accepted that workers of all races had industrial rights

Post ^{BYU}
joins ^{Tinks}
Herald ^{31/10/80}
strikers

JOHANNESBURG — Members of the Cape Herald staff were still on strike and the editorial staff of Post Transvaal had decided to strike in sympathy with them, the managing director of the Argus Publishing and Printing company, Mr Hal Miller, confirmed here yesterday.

He said in a press release that as he had explained in a statement some days ago the Cape Herald had been signatory to the SA Newspaper Press Editorial Conciliation Board for some time.

It became a signatory at the request of its editorial staff who at that stage wished to obtain the benefit of the SASJ (SA Society of Journalists) scales of pay. Both the newspaper and its staff have since been bound by the terms of the conciliation board agreement.

'The staff received the benefit of a recent arbitration award to all SASJ journalists and they will benefit from the new higher salary scales and the minimum general increase of 12 percent which will apply from January 1 1981.'

Mr Miller said that on October 17 while the conciliation board was itself preparing for a salary negotiation, the manager of the Cape Herald received a letter from the Cape Herald staff demanding considerable improvement in salary and working conditions.

No pay

'Arrangements were made to discuss the matter with the Cape Herald's manager on October 27. Before that could happen, the Herald staff went on strike on October 24.'

'We have said clearly to the staff at the Cape Herald that the new SASJ scales and the general increase will apply fully to the editorial staff from January 1 1981 that we are ready to adjust other salaries and wages at the Cape Herald in that pattern from the same date and will discuss this in detail when they return to duty.'

He said that the Herald staff had been told that they would not be paid while they were on strike. We have added that if they wish, then absence during the strike may be offset against the leave which they have due to them. — Sapa

Gqweta detention stated

EAST LONDON — The detention of the national organiser of the South African Allied Workers Union (Saa-wu), Mr Thozamile Gqweta, by the Ciskei security police, was yesterday condemned by Saa-wu's general secretary, Mr S. B. Kikine.

In a telephone interview from Durban Mr Kikine said his information was that Mr Gqweta's detention had nothing to do with his trade union activities.

"I find this surprising because Mr Gqweta is such a dedicated trade union worker that it is hard to believe he can find time to do something else," Mr Kikine said.

When he was told that the Secretary for the Ciskei Intelligence Services, Brig Charles Sebe, had said Mr Gqweta had been detained in connection with student disturbances, Mr Kikine said "We challenge this claim about student disturbances and we believe it is unfounded."

"This man spends all his time on trade union work. He gets to the office at 7 am every morning and is there until 9 pm on some days."

"With the full commitment he has on trade unionism he can hardly find time for other activities. In fact he has no connection with students," Mr Kikine said.

The claim that he was involved with students could have no firm basis, he added.

"We expect they have taken him because of the recent publicity enjoyed by Saa-wu and the union's success in the Eastern Cape."

"What is happening is that workers in the Eastern Cape are showing their interest in trade unionism and the Ciskei Government has no way of countering the support Mr Gqweta and Saa-wu enjoy in the area," Mr Kikine said.

An indication of this was when some women hawkers demonstrated against him and the arguments he had against Brig Sebe when the latter said trade unions were not required in the Ciskei as the government looked after the interests of all workers," Mr Kikine said.

Mr G. M. Nxenge, a Durban attorney acting for Mr Gqweta on the matter, said he had been told Mr Gqweta was likely to be released from detention before the end of the week.

Brig Sebe said he did not know how long Mr Gqweta would be detained — DDR

7. ZOOLOGY
The study of animals, where and when they live, and how they live, is the study of zoology. It is a branch of biology that deals with the characteristics, habits, and interactions of animals in their natural environments.

8. CHRONOLOGY
Chronology is the study of the sequence of events in time. It involves the arrangement of historical events, objects, or data in the order in which they occurred. This is often done using dates and time periods.

A number of factors influence the development of a language. These include geographical isolation, contact with other languages, and social and cultural changes. The study of these factors helps linguists understand how languages evolve and diverge over time.

From the study of these factors, linguists can determine the relationships between different languages and reconstruct the history of a language family. This is done by comparing vocabulary and grammatical structures across various languages.

The study of comparative linguistics is essential for understanding the evolution of language. It allows researchers to identify common roots and trace the development of specific linguistic features over time.

By studying vocabulary and grammatical changes in languages, linguists have been able to reconstruct the history of many language families. This includes the Indo-European family, which is one of the most widely spoken groups of languages in the world.

AD 5/1/80

Workers vote on Saawu today

EAST LONDON — Chloride SA and the controversial South Africa Allied Workers Union fighting for recognition as the premier union body representing black labourers here, are confident a referendum at the company's East London factory today will lead to a disciplined agreement acceptable to both sides.

The referendum is being held to determine the extent to which Chloride workers support Saawu being the representative body of employees at Chloride's battery-manufacturing factory in East London.

The company's managing director, Mr Don Searle, who was born in King William's Town and educated at Dale College, speaking from Chloride's head office in Benoni, and two senior Saawu officials in East London, Mr Sisa Njikelana and Mr Kolani Kota, issued a joint statement yesterday outlining the events leading up to today's historic referendum.

The statement said the decision to hold the referendum followed a series of discussions between Chloride and Saawu which started in

May this year when Saawu approached Chloride to recognise their workers' committee as the factory's representative employee body.

The statement added "Chloride and Saawu have conducted the discussions in a spirit of co-operation although there were many points which had to be clarified and conditions met to accord with the company's predetermined industrial relations policy.

"In addition, a workable structure acceptable to both workers and management had to be agreed to.

"Chloride and Saawu feel that the time taken has been worthwhile in the light of the relationship which has been built up since May.

"Both parties see recognition of a union by any company as being a developing process whereby a relationship is built up in which the rights and obligations of both the employer and employees' party are established.

"Since there is a high degree of consensus on fundamental principles, the parties are confident of the relationship leading

to a disciplined agreement to which both parties will adhere.

"Saawu's principle of achieving security for the individual worker on the factory floor through a democratic system, with decisions taken by the workers themselves, is compatible with Chloride's basic policy of dealing with whatever leadership group holds credibility among the workers," the statement said.

It added that in order to allow all workers the opportunity to vote, the referendum would also cover shifts.

The statement said Saawu and Chloride had agreed not to make further details available until after the result of the referendum was known.

The result would not be known until tomorrow, the statement concluded.

— DDR

Poll shows huge Saawu support

DD 7/11/80

127 127 138

EAST LONDON — The South African Allied Workers Union (Saawu) yesterday won a major breakthrough here when more than 95 per cent of the workers at Chloride voted in a referendum in favour of being represented by the union.

The workers voted "Ewe" (yes) to the question "Do you agree that Saawu be the representative body of employees in the factory?"

Support exceeded 90 per cent in each of the four departments and 95.2 per cent of the total of 481 votes were in favour of representation by the union, a joint statement issued by Chloride and Saawu said.

"In terms of the discussions before the referendum, we will call for nominations for the

election of five executive committee members and one shop steward in each of the four departments," the works manager of Chloride, Mr Brian Robertson, said.

Mr Xolani Kota, who monitored the referendum on Saawu's behalf, felt that the result marked the beginning of bigger things locally and nationally for his union.

"Saawu is an emergent force and its bright future is based on non-racial and democratic worker principles," Mr Kota said.

Saawu's general secretary, Mr Sam Kikine, flew in from Durban.

He commended the workers for their unity and management for their impartiality and fairness.

"The company has demonstrated its commitment to its stated prin-

ciples," said Mr Kikine.

Saawu and Chloride have reached consensus on all points embodied in the interim agreement recognising the relationship and participation by the union in the company's disciplinary and grievance procedures.

"We see recognition as a developing process and look forward to the continued building up of a relationship to which both parties will contribute positively," Mr Kota said.

The move by Chloride makes the company the second in the country to state publicly they will be negotiating with an unregistered trade union.

Earlier the giant Barlow Rand group publicly committed itself to negotiating with unregistered trade unions.

— DDR

Unions slam detentions

DD
7/11/80
138
124
129

Botanical evidence that Africa was proc

7. ZOOLOGY
The study of their subspecies throw light on zoological studies initiated by a project breeds of in Africa

8. CHRONOLOGY
Chronology is little value of sequence. Relative chronology for example exactly A took place

A number of placing of historians who discover relies on the element a few millenia would have in Carbon 14.

EAST LONDON — Three unregistered trade unions yesterday condemned the detention of two South African Allied Workers Union (Saawu) organisers, Mr Thozamile Gqweta and Mr Sisa Njikelana

The two men were detained this week under the Ciskei emergency regulations and are alleged to have been detained because of their involvement in student disturbances

The Food and Canning Workers Union, the Western Province General Workers Union and Saawu also condemned the detention of Mr Bonisile Norushe and Mr Oscar Mpetha, both officials of the African Food and Canning Workers Union.

"We reject with contempt the allegation that the Saawu officials have been detained in connection with student-based disturbances in East London," a joint statement issued by the unions through the general secretary of Saawu, Mr S B Kikine, said.

"We believe firmly that their detention stems from the overwhelming

support enjoyed by Saawu from the workers of East London — a support based on strongly held non-racial and democratic principles

"Once again the authorities have responded characteristically to evidence of worker support by detaining the workers' chosen leaders

"Time and again it has been shown that this exacerbates an already tense situation." The unions said it was ironic that the detention should coincide with the referendum held on Wednesday at Chloride, which demonstrated overwhelmingly the support enjoyed by Saawu

They said leading employer organisations had recently called on their members to negotiate with unregistered trade unions and had urged the state to make registration a more attractive proposition

"We are distressed that the state's response to these welcome attempts at reconciliation is their characteristic resort to repression and arbitrary detention," the statement concluded — DDR

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rate. So when an archaeological site is discovered, this fossilized piece of the wood takes place at a major meeting in September, according to the present state of compiling great amounts of data on the 14 resources isotope, how long ago with this description this method has been used for obtaining the chronology of fishalene bitar extended to the Zama Project.

We have already mentioned that fragmented remains of old pottery, not sherds, are being found in excavation sites in Africa. Pot sherds can now be dated. The heating and cooling process in the burning of pottery is an exceptional success in the composition of Penhasus of Africa which has been used weekly, mainly by teachers participating in the teachers' resources programmes From this (sent 214) time other magazines can be seen that the Urban regular rate of learning can be seen to be a steady work at numbers every ago a part week of the Learning Post is sold at 5c per copy and this covers the cost of haulage from Johannesburg.

Where different layers of earth material rest in sequence and are clearly distinguishable, a relative chronology can be obtained. Archaeological material found in the top layer would be the most recent and that in the lowest layer the oldest. Geologists call the study of earth strata stratigraphy. By and large stratigraphy is only useful when analysis covers a wide area. Smaller scale analyses are unreliable. Herald has agreed to do so and is at present trying to get sponsors who will pay for the costs of producing 80 000 Learning Posts per week. Neville is helping to find sponsors.

By studying vocabulary and grammatical changes in languages, linguists have contributed to the establishment of a relative chronology. A recent linguistic theory argues that the rate of change in the vocabulary and grammatical construction of languages is sufficiently constant to obtain an absolute chronology within a margin of error. This technique, called glotto-chronology, so promising at first, has not stood up to empirical tests.

Mention /...

CAPE TIMES 7/11/80 (135) (12) (187) (243)

Dismissal threat to white newsmen

Own Correspondent

JOHANNESBURG — White journalists yesterday defied a warning from management of South African Associated Newspapers (SAAN) that they could be "dismissing themselves" if they refused to do the work of black colleagues presently on strike.

Journalists from SAAN newspapers resolved to continue their refusal to do work normally performed by their black colleagues till the strike had been settled.

The resolution passed by the SAAN chapel blamed the crisis in the newspaper industry on "the failure of managements to recognize the needs and aspirations of black journalists and to create adequate channels for black advancement."

Earlier Mr Raymond Louw, general manager at SAAN, warned journalists that refusal to do the work of black colleagues could constitute disobedience of legitimate orders from their editors and be in conflict with the Conciliation Board agreement.

"I do not say that management would have dismissed you but you would have dismissed yourselves," Mr Louw told a meeting of the SAAN chapel of the SASJ.

Black members of the newly-formed Media Workers' Association of South Africa continued their strike yesterday at 12 newspapers and the South African Press Association. The strike was sparked off by wage demands at the Cape Herald on October 24, owned by the Argus company, and spread to other newspapers as an expression of solidarity.

Yesterday black journalists were still on strike at the Argus-owned Post, Sunday Post, Star, Cape Herald, Sunday Tribune, Daily News and Sowetan, and the SAAN's Rand Daily Mail, Sunday Express, Sunday Times, Financial Mail and Soweto News, as well as the South African Press Association.

Mr Louw said an emergency meeting of the Conciliation Board would be held on Monday.

Unions hit at detentions

Staff Reporter

THREE unregistered trade unions have strongly condemned the recent detention of two union organisers by the Ciskei security police

Mr Thozamile Gqwethi, an organizer of the South African Allied Workers' Union (SAAWU), was detained in East London on Sunday. The East London branch secretary of SAAWU, Mr Sisa Njikelana, was arrested in Mdantsane township outside East London on Wednesday.

In a joint statement issued last night, South African Allied Workers' Union, the Food and Canning Workers' Union and the Western Province General Workers' Union also condemned the detention of two F&CWU officials, Mr Bonisile Norushe and Mr Oscar Mpetha, who are being held under Section Six of the Terrorism Act.

A spokesman for the three unions said "We reject with contempt the allegation that the two SAAWU officials had been detained in connection with student-based disturbances in East London. We firmly believe that the disturbances stem from the overwhelming support enjoyed by SAAWU from the workers of East London — a support based on strongly-held non-racial and democratic principles."

The spokesman said the authorities had "once again responded characteristically to evidence of worker support by detaining the workers' chosen leaders."

"Time again it has been shown that this exacerbates an already tense situation and does not serve the intended purpose of intimidating the workers."

"Moreover, recently, leading employer organizations have called on their members to negotiate with unregistered trade unions."

RECORDS SECRET DATA FOR BLACK UNIONS IN SA

Weekend Argus Bureau

LONDON. — Secret funds are being smuggled into South Africa to help unregistered black trade unions.

This was disclosed this week by Mr Otto Kersten, general-secretary of the International Confederation of Free Trade Unions (ICFTU)

Speaking here at the end of a two-day ICFTU conference on South Africa, Mr Kersten said the organisation had available nearly R300 000 for its Southern Africa activities this year and planned to increase the amount next year.

BLOCKED

He said the money had to be smuggled into South Africa, because the South African Government had blocked normal movement.

The ICFTU conference has drawn up a programme of action to intensify an international campaign to force the South African Government to recognise unregistered black unions

This programme, still to be ratified by the ICFTU executive in Brussels on

November 26, includes recommendations to increase financial aid to the South African unions, provide more education programmes for trade union leaders there, and to increase the pressure on multinational companies to recognise the unregistered unions.

WATCHDOG

It also proposes the formation of a watchdog trade unionist committee, to ensure multinational companies operating in South Africa respect the 'normal rules of non-discrimination'.

Mr Kersten warned of industrial action against these companies in other parts of the world if they did not adhere to the various international codes of conduct between firms and trade unions.

He described the proposed programme of action as the ICFTU's priorities for the 80s' in

the fight to eliminate apartheid.

Mr Lionel Murray, general secretary of the British Trades Union Congress (TUC), who attended the conference along with 60 other top trade unionists from all over the world, said the TUC was already discussing the South African situation with Unilever

POSITIVE WAY

'We will also be approaching other multinational companies with firms in South Africa soon,' he said

Mr Kersten said only about 20 of about 2000 big companies operating in South Africa had reacted in a positive way to trade union pressure

'We feel it is important that black workers are freely allowed to create their own trade unions for collective bargaining with employers without fear of persecution.'

S/M/80 Arcus

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Ciskei holds

13 unionists

By DAVID BLEAZARD,
Labour Reporter

THIRTEEN people were arrested at a road block in Mdantsane, East London, last night in what has been described as an 'emerging vendetta' against trade union work in the area.

Among those arrested were the national president of the registered Food and Canning Workers' Union, Mr Manie van Graan, and the vice-president of the unregistered African Food and Canning Workers' Union, Mr Alfred Noko.

Officials of the unregistered South African Allied Workers' Union and Western Province General Workers' Union were also held, apparently under Ciskeian Proclamation R252.

A spokesman for the WPGWU said the trade unionists were arrested about 10 pm by Brigadier Charles Sebe, head of Ciskeian Intelligence, and a South African Security Police captain.

LOCAL CHAIRMAN

Others arrested last night include the local chairman of the AFCWU, Mr Welile Mzozoyana, a member of the FCWU's management committee, Mr Kallie Schippers; a SAAWU organiser, Mr Xolani Khota; and a WPGWU organiser, Mr Wilson Sidina.

Mr Robert Gqwetha, Mr Lawrence Tulula, Mr Bangumzi Sisingo, Mr Humphrey Mxegwana, Mr September Mpakati, Mr Orea Ndingayi, and a Mr Kwesha were also detained.

The secretary of the AFCWU'S East London branch, Mr B P Norushe, has been in detention for nearly five months.

Two officials of the SA Allied Workers' Union, the branch chairman, Mr Sisa Njikelana, and the national organiser, Mr Thozamile Gqwetha, have been detained in the past two weeks.

Sun Times
Black 9/11/80
newsmen's
strike: (138)
No end (22)
in sight (22)

By BEVIS FAIRBROTHER

NO end to the strike of black journalists is in sight

More than 100 black journalists on 11 newspapers, a magazine and a news agency are striking in sympathy with demands for better working conditions from the staff of the Argus-owned Cape Herald

Negotiations between the black Media Workers' Association of South Africa (Mwasa) reached deadlock this week. Yesterday, management sources, asked if they thought there would be any change soon, said "No"

Mwasa refused to comment. Its president, Mr Zwiakhe Sisulu, said any information issued by Mwasa would facilitate the production of the publications against which they were striking

Four newspapers, Post (Transvaal), Sunday Post, the Cape Herald and the Sowetan have suspended publication because of the strikes

Others papers affected are the Star, Sunday Tribune, Daily News, Rand Daily Mail, Sunday Express, Sunday Times, Financial Mail, Soweto News and Sapa

Support

All strikers are members of the newly formed Mwasa, which aims to represent all black, coloured and Asian media workers, including messengers, cleaners and other non-editorial staff

Meanwhile, some white journalists have pledged support for their black colleagues by refusing to do work normally performed by Mwasa members

Mr Raymond Louw, senior general manager of SAAN, warned journalists that refusal to do the work of black colleagues could constitute disobedience of legitimate orders from editors.

This would be in contravention of the Conciliation Board agreement

This agreement regulates relations between newspaper managements and members of the Southern African Society of Journalists (SASJ).

"I do not say that management would have dismissed you but you would have dismissed yourselves," Mr Louw told a SAAN chapel meeting

He said an emergency meeting of the Conciliation Board, requested by the SASJ, would be held tomorrow

Bid to resolve Press dispute

By Kevin Murray

The standing committee of the South African Newspaper Editorial Conciliation Board met today to discuss the strike by black journalists — which spread still further at the weekend.

In East London, the Daily Dispatch's black chapel came out in support of colleagues on the Cape Herald — where the strike began more than a fortnight ago.

Black journalists of the Argus Company, and SA Associated Newspapers in Durban, Cape Town and Johannesburg are continuing their sympathy strike.

The Dispatch chapel stated that it had no dispute with its management but would strike until Herald grievances had been settled.

The editor of the Dispatch Mr George Farr, regretted the extension of the strike to newspapers not involved in the original dispute.

Today's conciliation board meeting was requested urgently by the national council of the SA Society of Journalists, a non-racial but mainly white organisation.

In Natal, 13 black organisations have expressed support for the Media Workers' Association of South Africa whose members are on strike.

The 13 organisations formed a media workers' support committee on Friday night. A spokesman said they would call on the "community as a whole" to take action against the newspapers if they did not negotiate with MWASA without prior conditions.

4 Cape Herald workers go back

By Kevin Murray

Four Cape Herald workers returned to their jobs yesterday and today as their black colleagues in other newspapers countrywide continued their stayaway. 13 of the Herald's staff of 37 are still on strike.

Those who returned to work in the past 48 hours are two members of the editorial department, one from the advertising department and a telephonist.

The managements of newspapers which are signatories to the SA Newspaper Press (Editorial) Conciliation Board were warned yesterday that there could be international

repercussions if they were seen to be forcing white journalists to do the work of black colleagues on strike.

At a four-hour meeting with a delegation from the Southern African Society of Journalists, the managements were also warned that if their current dispute with black journalists was not speedily resolved, the long-term damage to the newspaper industry could be irreparable.

Mr John Marquard, manager of The Star, and one of the Conciliation Board signatories, said today the meeting had been "worthwhile".

~~137~~ ~~138~~ ~~139~~ ~~140~~ ~~141~~ ~~142~~ ~~143~~ ~~144~~ ~~145~~ ~~146~~

STRIKING workers on the Argus Company publication, Cape Herald, have begun to trickle back to work. Thirteen of the newspaper's staff complement of 37 are still on strike.

Strikers on SAAN and Argus publications elsewhere are continuing their stayaway in sympathy with the demands of the Cape Herald staff.

Three Cape Herald staffers returned to work yesterday and a fourth today. Argus management confirmed.

13 Herald staff still on strike

With the strike entering its third week, 24 of the 37 staff members are at work.

However, no confirmation could be received of reports which said that senior management staff would meet today to decide whether to start producing the newspaper again. The managements of

newspapers which are significant to the SA Newspaper Press (Editorial) Conciliation Board were warned in Johannesburg yesterday that there could be international repercussions if they were seen to be forcing white journalists to do the work of their striking black colleagues. At a four-hour meeting

with a delegation from the Southern African Society of Journalists, the management were also warned that if their current dispute with black journalists was not speedily resolved, the long-term damage to the newspaper industry could be irreparable.

The black journalists on strike are members of the Media Workers' Associa-

tion of South Africa (Mwasa) and work for Argus Company and SA Associated Newspapers Publications throughout the country.

A statement issued by the SASJ after the meeting with the conciliation board yesterday urged managements to take far-reaching and imaginative steps to come to terms with Mwasa.

The society also placed on record its strong opposition to members being required to do the work of striking journalists.

Mr J Marguard, manager of the Star, and one of the conciliation board signatories, said today the meeting had been worthwhile.

'As a result of the meeting we both came away with an understanding of each other's points of view. But I don't think we were required to reach any agreement at the meeting.'

12/11/89

Unions to meet on detentions

Staff Reporter

THREE independent trade unions will meet in East London tonight to discuss the continued detention of 13 union officials and members arrested at a roadblock by Ciskei security police last Friday

The African Food and Canning Workers' Union the South African Allied Workers' Union and the Western Province General Workers' Union said in a joint statement last night

"The Ciskei authorities have publicly stated that they don't intend charging our members and have no evidence of them having committed any offence, yet they continue to remain in detention

"We can only repeat that we believe these people are being held in a deliberate attempt to smash these three trade unions as a direct result of the overwhelming support we enjoy from workers in East London"

"The minister would do better to reflect on the sorry state of industrial relations in

East London despite recent attempts at reconciliation by employers. It appears that the real content of the suggested reforms in the legislation presupposes repression of those unions who oppose the current dispensation

Among the 13 trade unionists, who are being held under section eight of Ciskei's Proclamation R252 in Mdantsane, are the national president of the Food and Canning Workers' Union, Mr Manie van Graan, the national vice-president of the African Food and Canning Workers' Union, Mr Alfred Noko, the national organizer of the South African Allied Workers' Union, Mr Thozamile Gqwetha, the East London branch chairman of SAAWU, Mr Sisa Njikelana, the local chairman of the AFCWU, Mr Welile Mzozoyana, a member of the FCWU's management committee, Mr Kallie Schippers, a SAAWU organiser, Mr Xolani Kota, a WPGWU organiser, and Mr Wilson Sidma

Starved dog ate bowl

LONDON — A couple who starved their pet dog so much that it ate its metal food bowl were banned from keeping a dog for 10 years yesterday

Alan Martin, 30, and his wife, Sandra, 29, of Edenthorpe, Yorkshire, admitted causing unnecessary suffering to the animal and were fined R90 each by a Doncaster magistrate

The court heard that when a veterinary surgeon examined the dog after it had died of starvation, pieces of aluminium were still lodged in its stomach

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FOCUS	9-11	Classified	18-24	Burglar
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				Comic

Information on what has been achieved there But my point is that this concept could and should have been applied in District Six as well"

Mr Tian van der Merwe, MP for the area and the Progressive Federal Party's Western Cape chairman, described the government booklet as a "party-political pamphlet" and said he deplored the fact that it had been produced at the expense of the South African taxpayer

"I think it is an absolute disgrace The government is obviously embarrassed over District Six and this booklet is a vain attempt to justify its actions in this sordid affair.

"This violent where townships like the removal in District Six it is a mention "While the govt the Nile Street stage of The Re of the H

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15/11/80
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Weekend Argus
Correspondent

JOHANNESBURG. —
More labour unrest hit
East London yesterday
when the striking black
labour force of a furniture
factory was dismissed.

About 200 workers at
East London Furniture In-
dustries (Pty) Ltd were
paid off after a dispute,
said a South African Allied
Workers' Union spokes-
man.

SAAWU, one of a num-
ber of unregistered unions
active in the East London
area, claims a phenomenal
membership leap.

EXPLANATION

The dispute began when
a worker's committee,
newly elected under the
auspices of SAAWU,
approached management
for an explanation of a
letter posted on the com-
pany notice board, the
spokesman said.

The letter allegedly
threatened to dismiss
workers intimidating
others into joining a cer-
tain union.

The spokesman said
management refused to
deal with the union com-
mittee, because it was
linked with an outside
body.

Conflict came to a head
late when management
agreed to meet the
workers as a group.

The workers demanded
the swift redress of a
number of grievances with
which management did
not agree.

DD 18/11/80 (192) (137)
Motor workers' union
in merger move (138)

PORT ELIZABETH — The newly-launched Motor Assemblies and Component Workers' Union of South Africa (Macwusa) has made a move towards merging with two other militant unregistered trade unions

Macwusa officials met representatives of the South African Allied Workers' Union (Saawu) and the Western Province General Workers' Union here at the weekend

The Macwusa move comes in the wake of an announcement by three affiliates of the Federation of South African Trade Unions (Fosatu) that they had decided to form a non-racial union

One of the merged

Fosatu affiliates is the United Automobile, Rubber and Allied Workers of South Africa, from which Macwusa broke away

The three militant unions have rejected government registration.

Mr Dumile Makhanda, Macwusa chairman, said the talks at the weekend were informal, and the three unions would meet again soon

"We realised we had a lot in common with Saawu and the Western Province Union, except for a difference here and there in administration. We thought it would be to the benefit of the workers if we merged"

170 dismissed after dispute at EL factory

DD 18/11/80
129
134
138
151

EAST LONDON — About 170 black workers at East London Furniture Industries here were dismissed when they returned to work yesterday after downing tools on Friday, according to the South African Allied Workers Union (Saawu)

The decision to down tools came after the workers and management were involved in a dispute about the workers joining a parallel furniture workers' union, the union said

Most of the dismissed workers belonged to the Furniture and Allied Workers Union initiated by Saawu

Yesterday Mr Xolani Kota, the branch secretary of Saawu in East London, said Saawu condemned the action taken by management and said they had not considered grievances listed and presented to them

He said workers were forced to sign membership forms of the parallel union for fear of dismissal and that this amounted to intimidation

Two of the dismissed workers, Mr Siphon Dlutu and Mr Elvis Salman, said

they both belonged to the Furniture and Allied Workers Union. Mr Dlutu had 12 months' service at the company and Mr Salman five months

They said management forced them to join the parallel union by calling workers in one by one and threatening them with dismissal if they did not sign the membership form.

Within two weeks of signing they received a membership card, and the constitution was explained to them at the meeting. They did not feel "at all satisfied with it"

He said workers gave their membership cards to their own union officials who suggested they present their grievances to management. They did that and management objected because Saawu was involved. Management also suggested the workers select a committee of five. This was done and the committee presented the workers' grievances.

Mr Dlutu said management did not accept the grievances. He said management then offered to listen to their grievances again and they

were called in one by one. Management listened to the grievances, but did not do anything about them.

Mr Dlutu said workers felt dissatisfied and decided to stay in the restroom where the meeting was held. They then phoned Mr Kota, who suggested they go back to work. They were on the verge of doing this when three representatives of the Department of Labour arrived.

The workers were told that it was an offence to strike and Mr Dlutu said after this it was decided not to go back to work.

When they went home later in the afternoon, they were told by a management official to get their wages.

They were also told that when they came to work yesterday some would be re-employed selectively. Mr Dlutu said when workers arrived at the factory yesterday at 7 am they were told they had been dismissed. They were also told to collect their holiday pay this afternoon.

The managing director of the company, Mr P. W. Mackie, declined to comment yesterday — DDR

Herald back on the streets

CAPE TIMES
18/11/80
138 129 125 127

Staff Reporter

AFTER an absence of three weeks the Cape Herald resumed publication yesterday with one third of its staff still on strike

Approached for comment yesterday the editor of the Cape Herald, Mr Ted Doman, said

"The paper was produced under pressure and with less staff, but in my opinion it is still the normal Cape Herald. There is nothing extraordinary about it"

He said that the Mitchell's Plain supplement of the Cape Herald the Plansman, would appear on Wednesday

At the weekend 10 000 pamphlets calling on the public to boycott both the Cape Herald and the Argus were distributed by the Media Workers Association of South Africa (Mwasa). The pamphlets outlined the reasons for the strike and said that the public could support the strikers by not buying the Argus and Cape Herald, not advertising and not buying at the Central News Agency (CNA), "another Argus firm"

A statement yesterday by the Cape Herald staff association said there was still a deadlock between the strikers and the Argus management, which owns the Cape Herald. It said the Western Cape Traders Association had instructed its 2 000 members not to sell the Argus and Cape Herald and not to advertise in the publications

Threats to boycott the Cape Herald and Argus have come from the Grassy Park Traders Association and the residents and ratepayers associations in Mitchell's Plain

A spokesman for the strikers said that another meeting with the Argus management would be held today

For the first time in its 15-year history, the Cape Herald failed to appear after workers went on strike on October 24

In a statement in Johannesburg yesterday Mr Hal Miller, managing director of the Argus company, said that management felt it was necessary "to put the dispute into perspective by succinctly stating again the demands made by Mwasa and the action that had been taken to meet them"

In the November issue of its bulletin Kwasa, Mwasa records these demands as settlement of the Cape Herald strike, payment for all strikers for the time spent away from work and recognition of Mwasa. Mr Miller said

At the Cape Herald, only 13 of the total staff of 37 are on strike at this moment. The

staff know that from January 1, 1981 all the editorial and non-editorial members will be given pay increases substantially higher than those increases they themselves have demanded

Vital principle

"We have pointed out that by refusing to take up their duties, the strikers are in breach of their legal contracts with us, but we have said that they may return to duty at any time. We have told Mwasa and explained carefully to the Cape Herald action committee that we cannot pay those who are not at work, that it is not for management to pay employees on strike

"We believe this to be an absolutely vital principle in our industrial negotiations, not only for the newspaper and printing industry but for all industry in South Africa

"However, we have no wish to make its application more burdensome than it need be and we have therefore told the Cape Herald committee that either the period of the strike may be written off against their leave entitlement or that we would be prepared to let them meet the liability over a period of six months

"In the latter event, if the strike lasted, say, till the end of November, a man earning R600 a month would receive R500 per month over the next six months and would be paying back strike pay of R100 per month. By this means the burden would be spread to avoid serious difficulty in any one month but the principle would be held intact

"Finally I must emphasize that we are, of course, prepared to discuss with Mwasa our recognition of them in a properly structured industrial agreement. We and SAAN (SA Associated Newspapers) made this clear in a meeting with Mwasa's head executive in Johannesburg some two weeks ago," Mr Miller said

4 SAAWU

Sir 18/11/80

members

(138)

(134)

(152)

(105)

arrested

Four more members of the South African Allied Workers Union (SAAWU) — an unregistered body active in the East London area — have been arrested by Ciskeian security police

All were union organisers employed by Border Passenger Transport, of which the Ciskeian Government is a part-owner, a SAAWU spokesman said today. They are Mr Boyce Soci, Mr Sirking Goci, Mr Michael Ngesman and another whose name is not yet known, he said

Thirteen unionists — eight of them SAAWU officials — were detained by the Ciskeian authorities last week in the East London township of Mdantsane, to be released five days later. SAAWU national organiser Mr Thozamile Goweta and East London branch secretary Mr Sisa Njikelana detained two weeks ago, are still in Ciskeian police hands

STAR 18/11/80

Herald back on streets ⁽¹³⁸⁾ ~~but~~ facing ⁽¹²⁷⁾ boycott ⁽²⁴³⁾

By Kevin Murray

The Cape Herald is back on the streets today facing community boycotts by supporters of the newspaper's striking employees

The newspaper was produced yesterday after an absence of four weeks

Only 13 of its staff of 37 are still on strike

Members of the Media Workers' Association of South Africa at Aigus and South African Associated Newspapers offices throughout the country are still on strike

The editor of the Cape Herald, Mr Ted Doman, said "The paper was produced under pressure and with less staff, but in my opinion it is still the normal Cape Herald"

BOYCOTT CALL

About 10 000 pamphlets calling on the public to boycott both the Herald and The Aigus were distributed at the weekend

Traders' organisations in the Cape have stated they will not sell, advertise in, or buy, the two newspapers until the dispute has been settled

A spokesman for the Herald's staff association said today the strikers were still deadlocked with management over the issue of strike pay, but would hold further meetings this week

The strikers want to be paid for the period they have been away from work, but management has refused on the grounds that 'this was an issue vital to industrial negotiations.

DD 19/11/80 (124) (136) (144) (152)

EL firm says workers wouldn't allow meeting

EAST LONDON — The current stoppage of work at East London Furniture Industries had come about because of a refusal by the workers to allow a meeting to take place between their representatives and management, the managing director Mr P. W. Mackie said yesterday.

It was reported this week that about 170 workers had been dismissed following a dispute between the workers and the management.

In a written statement, Mr Mackie said: "For many years, we have operated within the framework of the Industrial Conciliation Act. This Act, which is designed to provide security for both employer and employee by means of open negotiation at Industrial Councils by both parties in arriving at a mutually acceptable agreement for the regulation of an industry, has resulted in many years of industrial peace in our industry in this area.

"During these years, we have dealt with registered unions, who represented

white and coloured workers, and with black labour officers, appointed by the Department of Manpower. These unions concerned themselves only with matters relevant to the furniture industry. They adopted a responsible attitude and, therefore, we were prepared to negotiate with them.

"Since it became legal as from August 1980 for black employees to join unions, we believe that, like any innovation, there will be a period during which both employers and employees will have to become accustomed to handling the new situation.

"As black employees were previously not allowed to be members of registered unions, they have not had the opportunity to develop such unions. We understand that, but we are not prepared to meet with unregistered unions that do not concern themselves with our industry only, or who have aims and objectives that lie outside our scope.

"During the period of adjustment mentioned

above, we are always prepared to meet representatives of our black employees to resolve difficulties that may arise, but for the sake of progress and good order, these meetings must be properly organised.

"It has always been our way to deal with problems as they arise. That is the reason we have had a Works Committee, meeting with management on a monthly basis, since 1973.

"The current stoppage of work in our factory, which constitutes an illegal strike, appears to have resulted from a complete refusal by the black workers to allow a meeting to take place between their representatives and management. The situation is inexplicable, for it has arisen despite two meetings of management with general meetings of all the black workers, and a similar meeting addressed by officials of the Department of Manpower Utilisation, at all of which they were requested to put forward their grievances through

representatives. On only one occasion was a list of grievances submitted. It was completely anonymous and could not be identified as being the grievances of the workers.

"When they were asked, through the Works Committee, to put forward an agreed list, the return of the anonymous list was demanded, and no further list was forthcoming.

"The management of this factory is extremely concerned, not only about loss of output and customer service, but also because of the effect this work abandonment will have on the lives of former employees. Many people in this area, who lost their jobs through strikes or walking off the job, are now not working and have no income.

"It was not our wish that such a situation should come to pass, and we believe that the situation has been manipulated to achieve aims outside the scope of our industry.

"It is not anticipated at this time that any further press statement will be issued," Mr Mackie said.

— DDR

DO 19/11/80

Saawu threatens legal action

129
138
149

EAST LONDON — The Furniture and Allied Workers' Union is to take legal action against East London Furniture Industries, a spokesman for the union said yesterday.

This development follows the dismissal of about 170 workers at East London Furniture Industries after a dispute between the management and the workers, the spokesman said.

The workers alleged the management tried to coerce them into joining a furniture trade union against their wishes.

They preferred to belong to the Furniture and Allied Workers' Union formed under the auspices of the South African Allied Workers' Union (Saawu).

The general secretary

of Saawu, Mr F.K.B. Kikine, said yesterday following the dismissal of the workers he had written to East London Furniture Industries asking for an appointment to meet with the management to try to negotiate the reinstatement of those who had lost their jobs.

"We believe in talking, in negotiating," he said. "Legal action is our last resort."

But he said the management of East London Furniture Industries had declined to meet him, saying the matter was in the hands of their legal team and had been referred to the Industrial Council.

He said at a subsequent meeting it had then been decided to take legal action against the company.

"The law does not allow an

employer to force a worker to join a union of the employer's choice," he said. He alleged the management of East London Furniture Industries had tried to force

the workers to join a parallel union by calling them one, by one and threatening them with dismissal if they did not sign the membership form —
DDR

Herald

1911/80
ARGUS

28
Strike: New

12
talks today

THE Cape Herald staff association and The Argus management met twice yesterday in attempts to break the Herald strike deadlock.

Another meeting will be held today.

In London, six journalists belonging to the National Union of Journalists (NUJ) picketed the offices of The Argus Bureau and South African Associated Newspapers yesterday in support of black journalists.

Strike by Mwasas enters 20th day

STAR
19/11/80

138

The strike by black journalists at newspapers throughout the country continued for the 20th day today as negotiations with management remained deadlocked.

In Johannesburg several journalists who tried to return to work have been intimidated.

They received threats from supporters of the Media Workers' Association of South Africa (Mwasas), even though they themselves are not members of the association.

The journalists who are on strike work for Argus, SAAN publications in Johannesburg, Durban and

Johannesburg. They went on strike at the end of last month calling for a settlement of the Cape Herald strike, which began a week earlier, over pay for the strikers while off work, and recognition of Mwasas.

The Cape Herald newspaper returned to the streets yesterday after an absence of four weeks. Management reports sales appear to be normal in spite of threats of community boycotts in support of the strikers.

Certain traders have said they will not buy, sell or advertise in the Herald.

20/11/80 138

Cape Herald 3-week strike ends today

CAPE TOWN — The Cape Herald strike is over

After a three-week long pay dispute with the management of the Argus, the strikers said in a statement yesterday they would return to work today

Their decision came after yesterday's negotiations with management on messenger scales

The Staff Association statement said that after initially agreeing to salary scales for messengers up to five years, management yesterday conceded to scales up to 14 years. The staff had asked for scales up to 13 years

The association said it found the scales to be low but nevertheless they believed that the scales "could form the basis for future negotiations"

The dispute over messenger scales was one

of three stumbling blocks. The two were strike pay and implementation of the new salary scales for all Cape Herald staff from November 1. Management did not accede to the two demands

The statement said management was prepared to compromise on strike pay by letting the strikers take the strike period as leave or to have the pay lost as the result of the strike deducted over a period of six months, or a combination of both

"The Staff Association rejected these alternatives in principle although we feel that some people, because of personal circumstances, would be forced to make use of the offer," the statement said

The Argus management had also given the under

taking that no strikers would be victimised by being dismissed or by having their chances of promotion affected

Management had also agreed to recognise the Staff Association as the legitimate representatives of the Cape Herald staff and a meeting had been set up for November 25 to discuss improved working conditions

The association believed the decision to call off the strike had "in no way negated any of the number of victories gained"

The association said their action precipitated a tremendous union awareness among all workers in the newspaper industry and they were deeply indebted to colleagues on other newspapers who came out in support of them — DDC

Nationwide boycott planned by union

STAR 20/11/80

By Drew Forrest

The South African Allied Workers' Union (SAAWU) is to stage a nationwide boycott of an East London furniture group which has refused to negotiate on the reinstatement of its black workforce, dismissed after striking last week.

Union members throughout the country would be asked to boycott the products of East London Furniture Industries (Pty) Ltd over the Christmas period, SAAWU general secretary Mr Sam Kikane said yesterday.

The union would also seek the support of community organisations, churches, trade unions and foreign labour groupings such as the Zimbabwe Congress of Trade Unions, Mr Kikane said. A large proportion of the furniture produced by the factory is exported to Zimbabwe.

Drastic measures had become necessary, he stress-

ed, to "show management that SAAWU is not a union to be fooled around with".

Mr Kikane said that since the 176 workers had been dismissed last Friday management had "dodged" all union overtures to discuss their reinstatement.

Central to the workers' grievances is the claim that they were forced to join the National Union of Furniture and Allied Workers' of South Africa (NUFAW) — a registered body affiliated to Tucsa.

In a Press statement, NUFAW assistant secretary Mr A J M Groenewald said that in terms of a registered "closed shop" agreement the company could employ only members of his union.

"The South African Allied Workers' Union has no legal right to approach any employee in the furniture industry to discuss terms with them," he said.

Herald

strike

return

to work

By Kevin Murray

The entire staff of the Cape Herald newspaper is back at work today after discussions with management yesterday — but black journalists at other newspapers throughout the country are still out on strike.

The Herald staff decided to return to work today after reaching a agreement with management on one of three issues they have been disputing — that of pay scales for messengers.

But they rejected in principle having their pay docked while away from work, even though some would be forced to accept a management compromise on the issue.

Management said strikers could take the strike period as leave, or have lost pay deducted over six months, or a combination of both.

A spokesman for the Media Workers' Association of South Africa — whose members are still out on strike — refused to comment on the decision by Herald employees to return to work.

Members of Mwasu at South African Associated Newspapers and Printing Company, publications in Durban, Cape Town and Johannesburg are now in their fourth week on strike.

When they went out on strike they demanded settlement of the Herald workers' grievances, that workers should be paid for the time they were on strike, and that Mwasu be recognised as the negotiating body for black newspaper workers.

STAR 21/11/80

Newspapers hit by distribution strike

By Kevin Murray,
and Drew Forrest

The distribution of several Johannesburg and Pretoria newspapers, including The Star, was seriously disrupted today because of a strike by drivers, street-sellers and deliverymen

The workers, who are employed by Allied Publishing Ltd, have taken action in support of striking black journalists throughout the country and over a number of

grievances with their own management

At an urgent meeting with management this morning, several hundred workers decided not to return to work until the strike issues were discussed at a further meeting this afternoon

Shop stewards of the Commercial Catering and Allied Workers' Union of South Africa — of which the strikers are members — are being assembled

To Page 3, Col 7

Newspapers hit by distribution strike

from Allied Publishing depots throughout the Transvaal for the meeting

The union said yesterday that workers had decided to act in concert with the Media Workers' Association of South Africa

Members of Mwasa, whose members include black journalists from Argus Company and SA Associated Newspapers publications throughout the country have been on strike for three weeks

This strike was partially resolved yesterday when workers at the Cape Herald, where the strike originated, returned to their desks

Allied workers are also concerned about the dismissal of two colleagues this week and have demanded for the transfer of an area manager of the company

Mr RC Alport Transvaal provincial manager of Allied, said the two workers at the centre of the dispute would be suspended on full pay pending an investigation into their dismissal

He also stressed that by undertaking a sympathy strike, the workers were acting in breach of an agreement with the union

The action has meant that the distribution of several Johannesburg and Pretoria newspapers has been seriously disrupted

The distribution of The Star was affected and management could not find an alternative means of selling newspapers on streets or making home deliveries at short notice

138

Workers still on strike 23/11/80

Sunday Express Reporter

THE strike at Allied Publishing Company in which several hundred workers walked out of their jobs earlier this week was still fully effective at the weekend and is expected to continue into the coming week, according to management sources

The strike has affected distribution of newspapers owned by South African Associated Newspapers and the Argus Printing and Publishing Company and will affect the street sales of Johannesburg's two English-speaking Sunday newspapers, the Sunday Express and the Sunday Times

A meeting on Friday afternoon between Allied management and the Commercial Catering and Allied Workers' Union of South Africa which represents the striking workers ended in deadlock

Strikers demands include

- The immediate and unconditional reinstatement of two

No home deliveries

MR Nigel Twidale, a SAAN general manager, said there would be no home deliveries of his company's Sunday papers — the Sunday Express and the Sunday Times.

However, he said the papers would be available from all cafes and booksellers which opened on Sundays

He said SAAN regretted the inconvenience. If the strike continued into next week he invited "anyone who would like to assist as a seller or an agent to phone the newspaper offices. We will happily employ them".

workers dismissed earlier in the week.

- The removal of an Allied distribution manager who, the union contends dismissed the two workers and also assaulted some workers

- The resolution of the present Mwasa strike

Mr Nigel Twidale, a SAAN general manager, told the Sunday Express after the meeting with Argus and Allied management that Allied workers have no grounds for striking because of conditions at Allied. Their strike appears to be one of solidarity with striking Mwasa journalists

Mr R J Mitchell, managing director of Allied told the Sunday Express. The issue which sparked the strike was the speed at which the two workers were fired. It didn't allow them the chance to lodge an appeal. We have agreed with this view

'We recognise that these men weren't given that chance. But now we have reinstated them'

It appears, however, that the union are still not satisfied because the men, although reinstated, have been suspended pending an investigation of alleged theft

STAR 24/11/80

Allied workers may be fired

By Kevin Murray

The employers of the striking newspaper deliverymen said today if the workers did not return to duty by tomorrow morning they would lose their jobs.

Street-sellers, deliverymen and truck drivers of Allied Publishing Ltd have been on strike since Thursday night.

The distribution of several Johannesburg newspapers, including The Star, has been seriously disrupted by the strike.

Mr R J Mitchell, managing director of Allied, said today the workers were on strike in breach of their contracts with the firm. They had, in effect, terminated their own employment.

"We are bitterly disappointed the agreement reached with the Commer-

cial Catering and Allied Workers' Union of South Africa has not met the first test and instead we face a strike by all of Allied's black employees," he said.

Students have been recruited to sell The Star and other newspapers as a holiday job during the strike by Allied workers.

The students will be helping deliver the newspapers to cafes and will sell them at selected street corners in Johannesburg.

Subscribers to The Star have been urged to buy their copies at their local cafes, as home deliveries are still affected.

They will be compensated for the period of the strike.

This also applies to subscribers of the Rand Daily Mail.

Mvubelo Tejeets Saawu Claim

Represented on un-

EAST LONDON — It was unfortunate that ever since the government allowed blacks to form organised trade unions, everyone wanted to get onto the bandwagon, veteran trade unionist, Mrs Lucy Mvubelo, said here yesterday.

The general secretary of the National Union of Clothing Workers was commenting on industrial disputes and strikes in the Border area.

Mrs Mvubelo is visiting East London for four days as part of her routine programme of visits to her union's branches.

She was angered by a statement in a weekend newspaper claiming that strikes in the East London area were being caused by the Trade Union Council of South Africa and its agents.

The statement had been made by the general secretary of the South African Allied Workers Union (Saawu), Mr S. K. B. Kuku.

"If Saawu will leave organised workers in peace and concentrate on the numerous industries with no organised unions, I would be happy with them because they would be assisting in organising the unorganised," she said.

The Garment Workers Union, of which her union is part, had been responsible for negotiating agreements, including agreements effective in the Eastern Cape, for all workers in the clothing industry, she said.

"To my surprise Saawu is now discrediting our efforts in the belief that they will organise a better deal for workers."

What worried her most was that this struggle between black trade unions was giving some people in government circles a chance to justify their belief that blacks were not ready for trade unionism.

"If Saawu is such a strong organisation why can't it consult with other trade unions which have

been operating all these years and have actually made it possible today that they (Saawu) can operate as a trade union?"

Mrs Mvubelo called for closer co operation between all trade unionists.

"What we need is co-operation and consultation, not confrontation."

She felt the efforts made by her union for 27 years in trying to get recognition of black workers in unions were not being appreciated by those who sought to discredit them.

"Black workers have struggled to upgrade their living standards and working conditions ever since the promulgation of the first Industrial Conciliation Act in 1924.

"The exclusion of such workers, defined as employees under the Act, made them open to all forms of exploitation by employers."

"Fortunately black

women were not subject to this Act then and when we entered the clothing industry in 1942 we became members of a registered union hence our wages and working conditions were better than those of our men-folk."

She said women were paid the rate for the job in all industries falling under agreements at that time.

When the law was changed and the Native Labour Settlement of Disputes Act was promulgated in 1953 they were forced by law to separate from workers of other race groups.

"We did not blame the union for this because they had nothing to do with it. It was government law."

"Neither did we sit down and cry over the tragedy. We worked ourselves up and proved that a black worker is just as valuable as any other in this country."

MRS MVUBELO... angered by Saawu

128 (229) (152) (138)
SAR 20/11/80 (139)
Petition for release
of Ciskei unionists

By Drew Forrest
EAST LONDON — The South African Allied Workers Union (Saawu) is to launch a nationwide petition calling for the release of six union officials currently in Ciskeian security police hands.

This was revealed today by the acting secretary of Saawu's East London branch, Mr Xolani Khota. Saawu members have been at the centre of a number of recent strikes in East London, and the local branch of the union claims a phenomenal leap in membership in recent months.

A petition calling for the charging or release of

Saawu national organiser, Mr Thezamile Gqweta, East London branch secretary Mr Sisa Njikelana, would be forwarded to the Ciskeian Minister of Justice, he said.

It will also call for the charge or release of four union organisers employed by the Ciskei Transport Corporation, of which the Ciskeian Government is believed to be part owner.

All six are held under a proclamation which provides for the indefinite detention of Ciskeians without trial.

The petition will be circulated on a countrywide basis, Mr Khota said.

Striking ^{S.P.R.} workers ^{26/10/80} may lose ^(S.P.R.) their jobs ^(S.P.R.)

By Kevin Murray

The Argus Company has told striking employees of the black newspaper Post (Transvaal) they will forfeit their jobs if they do not return to work by tomorrow.

The strikers are all members of the Media Workers' Association of South Africa, and have been away from work for more than three weeks.

Members of the association from Argus and South African Associated Newspaper publications in many parts of the country are on strike.

Their negotiations with management are deadlocked over the issue of strike pay — Mwasa demands members be paid for the period they have been away from work, management refuses.

In a statement released today, Mr Hal Miller, managing director of the Argus Company, said the workers from Post had been reminded they were in breach of their legal contract and had, in effect, dismissed themselves.

He added that the Argus was ready to re-employ them because it wished to resume its service to the community and the advertisers by publishing Post again.

If the 70 striking members of Post—out of a total staff of 260—did not return to work by tomorrow the Argus would take the view that they themselves had terminated their employment from the date they ceased to work.

Argus and SAAN said they were ready to finalise arrangements for recognition of Mwasa among employees who they represent, but claimed Mwasa refused even to discuss recognition until the companies agreed to strike pay.

Date: 26/11/80

Gqweta's case struck off roll

MDANTSANE — A case in which the national organiser of the South African Allied Workers' Union, (Saawu), Mr Thozamile Richard Gqweta, 26, was to have appeared on a charge of incitement to strike, was struck off the roll in the regional court here yesterday

Mr Gqweta, who is detained under the Ciskei emergency regulations, was not in court when the prosecutor, Mr S Mzaidume, asked that the case be struck off the roll. He did not give reasons.

Asked later if the decision had been taken by the

Attorney-General, he said, "No, we decided on our own"

Mr Gqweta's attorney, Mr B B Ntonga, said afterwards Mr Gqweta was still in detention

Mr Ntonga said bail would still remain with the state and would probably be extended at his next appearance

Mr Gqweta's appearance on previous occasions followed a strike at Mdantsane Special Organisation on April 16.

When he appeared in September the matter was set for hearing over two days — yesterday and today — DDR

Striking

Post men

fail to

turn up

By Kevin Murray

A total of 70 striking employees of the Argus Company failed to meet a management deadline to return to work today.

They were told yesterday to return to work today or forfeit their jobs.

The strikers are all journalists of the black newspaper Post (Transvaal).

At the time of going to Press, a spokesman for Post said: "None of the workers has returned. We are waiting to see what happens."

There are 190 non-editorial employees of Post still at work.

Argus management said yesterday the strikers were in breach of their contracts with the company and had, in effect, dismissed themselves.

If the workers had returned to duty today they would have been re-employed because the Argus Company was anxious to resume its service to readers and advertisers by once again publishing Post.

Mr Hal Miller, managing director of the Argus Company, said yesterday if the 70 striking members of Post did not return to work today management would take the view that they had ended their employment from the date they stopped work.

Mr Miller would not comment on what would happen to black journalists from other Argus publications who are also on strike.

71 Lose jobs after strike

574K
138
139
24/1/80
143
142
142

By Kevin Murray
and Mike Cohen

Seventy-one striking employees of the Argus Company have lost their jobs after defying a management ultimatum to return to work.

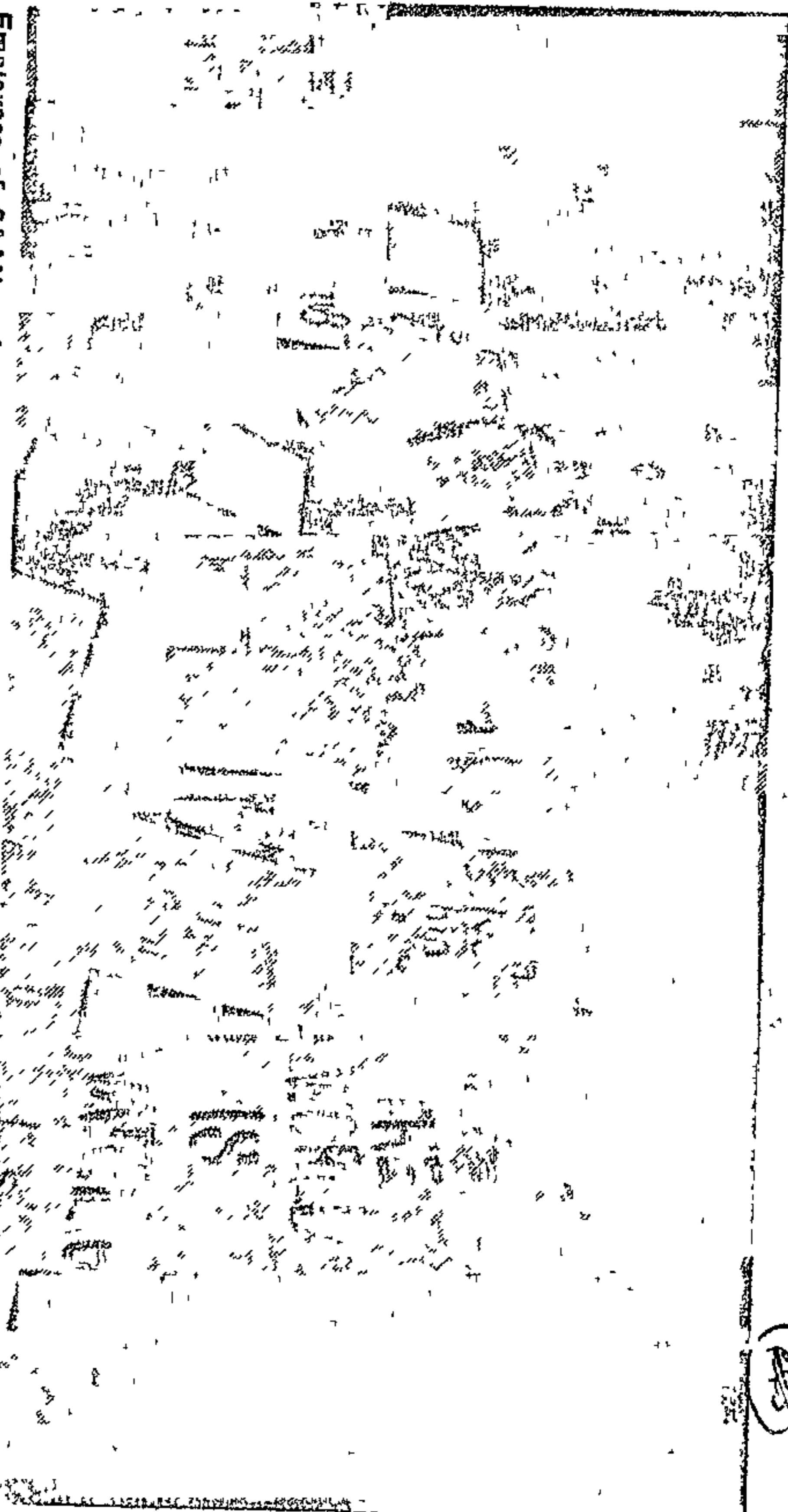
Argus management said the strikers were in breach of the contracts and had, in effect, dismissed themselves. A total of 68 strikers from the black newspaper Post (Transvaal) were yesterday formally told they had terminated their employment from the date they left work four weeks ago.

In Durban three striking members of the Sunday Tribune also lost their jobs today.

Mr J Nuttall, manager of the Tribune said the three strikers had been told they should be back on duty by this morning or lose their jobs.

At the time of going to press the three had not turned up and were deemed to have fired themselves, said Mr Nuttall.

Two journalists from



Employees of SAAM picketed the Star building today in protest at the Argus Company's decision to terminate the employment of 68 striking Post Transvaal journalists.

Post returned to work yesterday and were also re-employed. There are now 192 people on duty at the newspaper.

Mr Hal Almer, manager of the newspaper, said the strikers are being paid and will continue to be paid.

Mr John Uitt, manager of Post said the strikers are members of the Media Workers Association of South Africa.

About 20 employees of South African Association Newspapers picketed the Star building today in protest at "the sacking of 68 members of Post".

STAR 29/11/80 (138) (127)
 (152) (175) (243)
**Way open for
 Post strikers**

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The Post newspaper is ready and willing to re-engage all striking staff immediately, with no loss of service privileges. The manager confirmed this morning, however, that the paper could not concede the principle of paying strikers

Mr John Gittins, Post manager, said "We are very ready to re-engage, immediately, all staff who wish to take up their duties again. I know the staff are aware of this."

"While we cannot agree to pay the strikers while they have been away from work there will be no break in service. We have maintained the company's contributions to the pension and medical aid funds while staff have been away, and they are therefore fully protected by the funds although they have not been at work."

"We are ready, and happy, to have them back."

"We cannot move on the principle of strike pay. On everything else, we will do what we can to help. We know and understand the pressures, but we simply cannot let up on the principle of paying staff on strike."

"We are prepared to regard the period away from work as part of annual leave, or, as in the case of the Cape Herald, spread the loss of pay over six months and so lessen the burden, particularly at this time of the year."

He stressed that 192 people — mostly black works staff — were still at work and had never gone on strike. "Those at work are black, white, Indian and coloured people."

"They have stayed at their posts throughout the strike of journalists, and continue to receive their pay."

⊙ Page 3: Mwasa's new threat.

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More strikes loom as Argus fires 77

Mercury Reporter

THREE striking Sunday Tribune journalists were yesterday 'sacked' when they failed to return to work after an ultimatum had been issued

The men — Mr Ticks Chetty, Mr Marlan Padyachee and Mr Shami Harichunder — had been informed by telegram that they should return to work by yesterday

Mr David Wightman, assistant editor of the Tribune, confirmed last night that the three men had not returned to work before yesterday's deadline

It means that they have dismissed themselves from

November 4 — the date they went on strike, he said The Argus Company dismissed 68 striking Post (Transvaal) journalists on Thursday

All are members of the Media Workers Association of South Africa and have been on strike for about four weeks

Cape Town

In Cape Town, the Argus, Cape Herald and Cape Times units of the media association decided yesterday to go on strike if the people dismissed by the Argus Company are not reinstated by Monday morning

A striking Daily News reporter, Mr Devan Maistry and two from Post (Trans-

vaal) returned to work yesterday and have been re-employed

It is learned that Sunday Tribune freelance reporters and a photographer who were striking in sympathy with the full time journalists have decided not to offer their services to the newspaper until the 'sacked' journalists are re-employed

In Johannesburg, journalists at the Star yesterday called for an arbitration committee to seek ways of reopening negotiations between the Argus Company and the association

The Star chapel of the Society of Journalists passed a resolution regretting the sackings

STAR 1/12/80 (38)
Post men
stay away (39) (42)

By Mike Derry

None of the 68 sacked Post workers had returned to work by today, Mr John Gittins, manager of Post, said this morning.

The workers were dismissed last week when they ignored an ultimatum from Post management to end their strike and return to work.

Management has offered to reinstate the workers — members of the Media Workers Association of South Africa (Mwasa) — if they return to work.

Mr Gittins said that as yet none of the 68 dismissed workers had taken advantage of the offer, and returned to work today.

In Cape Town, about 20 black journalists on the Cape Times, the Argus and the Cape Herald met today to decide whether to go on strike to support their colleagues on Post.

a) the system of controls on the movement of African labour

already discussed. No such system is incorporated in the

Harris-Todaro basic model. In terms of the model, the controls

may be conceived of as a series of barriers of finite height,

the height being jointly determined by penalties for contra-

vention of the controls and the chances of contravention being

detected. So unemployment may be considerably lower in small

towns than in metropolitan areas not only because wages are

lower there but because small towns, being small, are easier

to police. In the rural areas, much of the policing is, in

effect, done by individual farmers. There is an important

corollary to this: given a fixed level of enforcement of con-

trols on the movement of labour, urban unemployment must rise

as the urban-rural income gap rises. If a constant level of

urban unemployment is desired and the gap rises, the enforcement

of controls must be stepped up creating the conditions for a

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must follow becomes greater.

SASJ
won't join
strike

The strike by Media Workers' Association of South Africa members continued today, while a statement from the South African Society of Journalists said it would not strike in sympathy

In a statement issued by the SASJ national council, the society said it was disturbed that the current dispute could signal an end to the ability of the Press to act as a bridge between black and white in South Africa

The statement said, however, it was not possible to ask SASJ members to take industrial action when it appeared that M W A S A would prefer to pursue its action on its own

The society appealed to all newspapermen to make the realisation of a settlement of the strike their "paramount and urgent objective"

The laws on opening hours are only a small tyranny, but they're still tyranny

THE general secretary of the National Union of Distributive Workers, Miss Dulcie Hartwell, is furious. The very idea that anybody should accuse the solid, hardworking ladies of her trade union of undemocratic tendencies brings her storming to their defence

She was astounded, she writes, to read that I included the shop hours ordinances — the laws that limit shopping hours — among the tyrannical laws imposed by government on the hapless citizenry of this country.

Fair enough I don't want to quarrel with people who spend eight hours a day on their feet trying vainly to keep their tempers in the face of incessant provocation — the public is insufferable — and who must then catch an overcrowded bus home to cook and clean for a family

I wish them well! The shops hours ordinances are far, far down the list of tyrannies that I would like to see removed, pass laws, group areas, protection of monopolies, labour restrictions, trading restrictions, import controls, the Book of Life, licences, and heaven knows what else Shops' hours are the littlest tyranny

But Miss Hartwell has touched on a matter of principle that underlies much of the coercion that characterises South African society. We don't, in fact, really believe in liberty. We are a nation of cartels, monopolies, subsidies, and restrictive practices on a scale that keeps us all poorer than we should be

Let her, though, speak for herself

Ken Owen, in his article 'The New Tyranny', makes a nonsense of an otherwise interesting analysis when he includes the shop hours laws among such as the pass laws, etc., etc., as an example of the tyrannical laws imposed by government

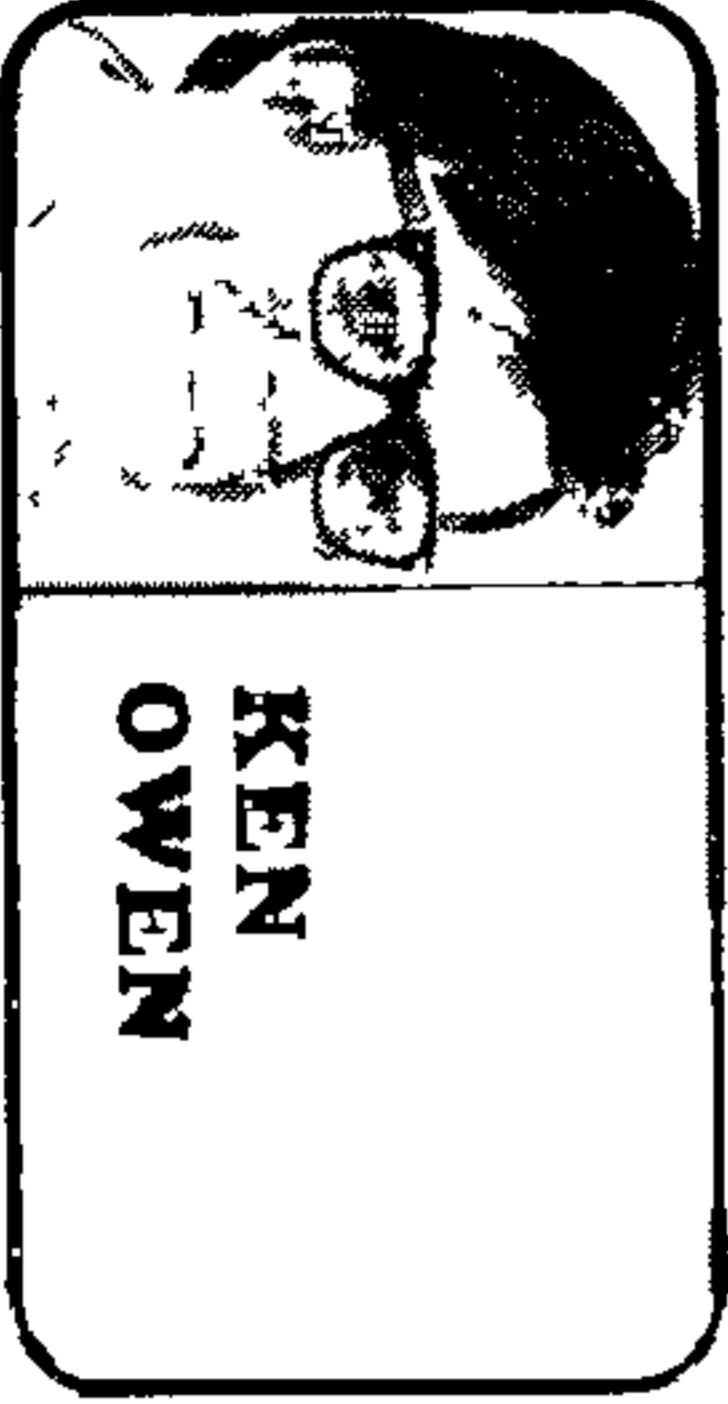
Higher prices

Only Mr Owen, some of the shopkeepers (by no means all of them) and a small minority of shoppers consider existing shop hours need extending. People will have no more money to spend if shops open later and what they buy will cost more because later trading increases costs

He should consult the representatives of the shop owners, to see at night and part of the day

Even in the shops, freedom works best

S Times 11/12/40
138
2/1



KEN OWEN

whether he has ever thought to compare it with those countries where shops are open at night and part of the day



efficient society, and America is an efficient society because it is, by and large, a free society

To say, as Miss Hartwell does, that we shall get American efficiency when we get American wages is to put the cart before the horse. We need to become efficient before we can pay high wages, and the question is how we can become more efficient

Let me make some comparisons with American practice where, at least in the big cities, it is common with the arrangement, that is nobody else's business (though in recent years minimum wage laws have tended to upset the system, putting youngsters out of work and into the discos)

This system has several advantages. It means that owners can pay lower wages to part-timers to reduce the cost of keeping shops open in the evenings. It means that goods can be delivered much later, and this in turn means that the expensive transport system is better used for it does not have to run through the night.

shoppers trying to remove them. Stacking is usually done in the late evening or early morning when the pace is slow

Everybody — shopper, shop worker, delivery man — gets through his business faster

In South Africa, we all cram into the shops on Saturday mornings, or Friday nights, or during lunch hours, or else we sneak away from work to do our shopping in the boss's time.

Efficiency

No hardship

Tyranny!

do if he wishes to compete with shops that have lower wage bills because they do not open at night. That way we all benefit

And so forth. Miss Hartwell says it can't work. I say it can, because I had the good luck to live for some years in a much freer country where it did work and work very well

All that is required is to let a shopper, if he wishes, go to a shop that is open because the owner wishes to keep it open, and buy what he likes at a price he chooses to pay from a shop worker who chooses to work at that hour

That's freedom, and that's what government forbids us to do. Whatever Miss Hartwell calls that, I call it tyranny.

He writes of Saturday morning shopping being a nightmare — in some supermarkets Friday nights are a nightmare while in some others, which started off late night trading on three nights a week but soon changed to only Friday nights (in Cape Town) the number of customers hardly covers the cost.

I wonder if Mr Owen knows how much the shop workers' wage is, and

accept for less than R200 a month, while in America the minimum qualified rate is nearly 10 times that in South Africa, and they work a 35-hour or a 37,5-hour five-day week.

We think we are the ones to complain of tyrannical shop hours and tyrannical pay rates, if one can use such a term, and not that Mr Owen should complain about Saturday morning shopping when he could

alent here. If you want American trading hours and American efficiency you must also agree to American working hours and American wage standards.

Well!

Seldom have I seen such a perfectly upside-down argument. American wages are high — few South Africans can grasp just how Croesus-rich Americans are — because America is an

their own way through university

Their affair

There is no closed shop to forbid them to work. There is no law that shuts the shop. There is nothing to prevent them from striking a bargain with the owner to work a split shift, and to agree to a mutually acceptable wage.

If both sides are happy

because many deliveries take place after dark, and that makes everybody more efficient (American rush hours are horrendous but they would be worse if commuters had to compete with delivery trucks on the expressways as we do in South Africa).

Unlike South Africa, the aisles of the supermarkets are not crowded with workers stacking goods on to shelves in competition with

ping spells, the staff is overworked, the shoppers make hurried and ill-considered purchases — and who wants to go back a second time to return shoddy goods? — and we all end up flustered, ill-tempered, and less efficient at doing our own jobs that we would otherwise be.

Efficiency lies at the heart of the matter. A shop owner who merely extended his business hours, thereby

steering shoppers quickly through their shops.

This is called productivity and it is achieved not by sweating the hired help but by thinking — and nothing makes a man think like competition.

As Miss Hartwell points out, American shop workers are better paid. But it is not because they stand longer on their aching feet. It is because, man for man, they

Sunday Times
14/10/80

INDUSTRIAL

RELATIONS

WORKERS' Org.

— Unaffiliated
UNIONS.

20/1/87

—

18/21/87

Macwusa invites Gqweta

NEW BRIGHTON - The first national congress of the Motor Assemblers and Component Workers' Union of South Africa (Macwusa) will be held at the Centenary Great Hall here on February 1.

This was announced by the local chairman of the union, Mr. Danile Makhande yesterday. He said the opening theme would be "outlined" in the 80's.

The Johannesburg Transport and Allied Workers Union under the leadership of Mr. Joseph Mavi, the Western Province General Workers' Union, the African Food and Canning Workers' Union and others sponsors have been invited to the congress.

Mr. Mavi, who led more than 1,000 municipal workers at the time of his arrest during the strikes in Johannesburg will be the main guest speaker, followed by Mr. Danile Gqweta, the national organiser of the South African Allied Workers' Union (Saaawa) - I.D.P.

Carlton talks ON GRIEVANCES

By NARIKA SBOROS

A DELEGATION of Carlton Hotel black workers will meet the management tomorrow to discuss grievances

This results from a strike on Tuesday when, it is said, 500 workers — many of them members of the unregistered Hotel, Liquor and Catering Trade Employees Union — stayed off the job for three hours

The management says only 250 stopped work

Labour unrest at the Carlton, began last week when two cleaners were dismissed over the alleged theft of liquor

Now other workers are demanding the immediate and unconditional reinstatement of their dismissed colleagues, and union recognition

At tomorrow's meeting the delegation will also discuss claims of regular dismissal of union members as part of a victimisation campaign, and claims of racist treatment by white employees in the catering department

Mr Pat Burton, the hotel's general manager, said yesterday that only about 250 workers walked off the job on Tuesday — and the situation returned to normal after he had addressed them

He said in some cases white employees had done the strikers' work

Denying workers' claims that as many as four workers a day had been dismissed during November and December, he said the allegation was "ludicrous" The hotel had a multi-racial staff of more than 1 000,

and total turnover last year was 60% This included "voluntary as well as involuntary" termination of employment

Mr Burton said the hotel had an excellent record on work conditions "Racism is not allowed, and employees can be dismissed for using racist language"

Mr Burton could not say how many union members had been dismissed recently. "We are not aware of who are union members and who aren't"

He said the hotel would not negotiate with the union because there was no agreement between it and management — there could be no agreement until an assessment had been made of how representative the union was

Talks on
 Carlton
 staff future

Labour Reporter

Union representatives for the several hundred Carlton Hotel staff who walked out this week are to meet management today

On Monday housekeeping staff stopped work over last week's dismissal of two colleagues, reportedly for theft

On Tuesday most of the hotel staff stopped work early in the day until a meeting with the general manager, Mr Pat Burton

The union representing the staff is the Hotel Liquor and Catering Union — part of the Commercial Catering and Allied Workers' Union

An hotel union spokesman said the two major issues to be resolved were the rehiring of dismissed staff and recognition of the union

Mr Burton told staff on Tuesday that dismissals would be made only after consultation

n fourth

Year student.

og Prize

David Haddon Prize
 For the best student of
 Architecture (or Quantity
 Surveying) subject

Miss C Fredgold

in third year.

Molly Gohl Memorial Prize
 For the best woman student

P A Rappoport

1st, 2nd and 3rd major courses.
 satisfactorily completed

Helen Gardner Travel Prize
 For a student who has

P F Dunckley

Sixth Year

For the best student in :-

Cape Provincial Institute
 of Architects' Prize

FINE ART & ARCHITECTURE

ARCHITECTURE

RDM 28/1/81

Rightwing unions warn Govt of 'new 1922 revolt'

By ARNOLD GEYER
 RIGHTWING white trade unions have warned the Government that there will be a repeat of the 1922 Rand Revolt if more rights are granted to blacks during the present Parliamentary session.

Yesterday they told the Government any further "tampering" with white workers' rights in favour of blacks, and the scrapping of apartheid on any level, would be strongly resisted and would force them to resort to a general strike.

These attacks emerged from the Mineworkers' Union annual general council meeting in Johannesburg yesterday.

Officially opening the meeting, Mr Louwrens Muller, former Minister of Transport and Leader of the House of Assembly, said political power over South Africa, as well as the

Southern African sub-continent, should remain firmly in the hands of the Afrikaner and be detended "at all costs".

He also said Afrikaners had to be prepared for the day when negotiations, reasonableness and honesty no longer achieved this political goal.

"The Afrikaner seems to have lost the desire to carry on the fight for that which is dear to him," he said.

The acceptance by Mr Muller — an arch-enemy of the Prime Minister — to open the extreme Rightwing union's meeting has raised speculation as to his present political loyalties.

The most fiery and outspoken address yesterday came from Dominee H B Senekal, the controversial Nederduitse Gereformeerde Kerk (NGK) minister from Bronkhorstspuit.

In his speech, which was enthusiastically received and is bound to cause an uproar in the NGK, Ds Senekal urged all Afrikaners to 'fight to the bitter end' to resist integration in the labour, church, sport, cultural and public spheres.

He added that any changes to present influx control and job reservation legislation would lead to the downfall of the Afrikaner, who had 'shed precious blood for the country'.

Warnings of the far Right's collision course against the Government were made by

Mr P C C de Jager, president of the Mineworkers' Union, who urged all whites in the industry to join a general strike if blacks were granted blasting certificates, if mixed unions were forced on whites, and if more rights were granted

to black workers as a result of amendments to the Mines & Works Act and further Wiehahn Commission reports.

Mr Attie Nieuwoudt, president of the South African Association of Municipal Employees (Saame), who told the meeting mixed unions would always be "strongly and actively opposed. He urged all whites — not only the workers — to join all-white unions to fight for the "survival of the Afrikaner".

Mr B S J Reinecke, vice-president of the South African Confederation of Labour, which represents 18 all-white unions, who urged white workers to engage in an "all-out battle" against any further "integrationist" legislation passed by Parliament, particularly any further 'betrayals' coming from such commissions as the Riekert and Wiehahn ones.

For the best final year student.
General J B M Hertzog Prize

D H Pryce Lewis
 of Professional Practice.
 Surveying) in the subject
 Architecture (or Quantity
 For the best student of
David Haddon Prize

Miss C Tredgold
 in third year.
 For the best woman student
Molly Gohl Memorial Prize

P A Rappoport
 1st, 2nd and 3rd major courses.
 satisfactorily completed
 For a student who has
Helen Gardner Travel Prize

P F Dunckley
Sixth Year
 For the best student in :-
of Architects' Prize
Cape Provincial Institute

ARCHITECTURE

FINE ART & ARCHITECTURE

ARCHITECTURE

Cape Provincial Institute
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For the best student in :-

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Architecture (or Quantity
Surveying) in the subject
of Professional Practice.

D H Pryce Lewis

General J B M Hertzog Prize
For the best final year student.

S A Read

Osbourn Prize
For the best work in fourth
year.

D H Pryce Lewis

John Perry Prize
For the best work in
third year.

R A van Rosenfeld.

**Muller
denies
remarks to
miners**

138 (2) 21/1/81

THE former Minister of Transport, Mr Louwens Muller, has denied that he said Afrikaners must retain power at all costs when he addressed the General Council of the Mineworkers' Union in Johannesburg this week.

Mr Muller said in Cape Town that he had specifically not used the word 'Afrikaners' but the word 'ons'.

By using the word 'ons' he had meant all South Africans, Afrikaans and English-speaking, who supported the principles of the National Party.

Mr Muller was widely reported in the English and Afrikaans Press as having said that Afrikaners must cling to political power.

But his notes showed that the word 'ons' was used and not 'Afrikaners'.

I also specifically refrained from referring to job reservation, as I was not sufficiently informed about the merits of the mineworkers' case, he said.

RDM. 7/2/81 (2/4) (138)

Mine unions reject black artisans deal

By RIAAN DE VILLIERS
Labour Correspondent

ARTISAN unions yesterday officially rejected employer proposals for introducing black artisans in the giant mining industry for the first time.

The proposals were contained in a "productivity package deal" submitted to the unions by the Chamber of Mines about a year ago.

The unions informed the chamber of their rejection of the package at a meeting yesterday morning.

However, it is believed that there is some possibility that discussions on some aspects of the package may continue.

Unionists have been reluctant to comment fully on the reasons for the breakdown in the talks.

But it seems a major cause was the way in which the proposals were structured.

As in the past the chamber combined proposals for black job advancement with the concession of certain fringe benefits to white artisans.

Unionists say they have rejected this as they refuse to trade off black job advancement for increased benefits.

They demand that negotiations on benefits and working conditions be handled separately from those on black job advancement.

One senior unionist involved in the talks said yesterday

SAR artisans talk about mixed union

By IAN WYNN

THE 22 000-strong Artisan Staff Association of the South African Railways will debate constitutional changes which would throw it open to all races.

Proposals to amend the constitution will be debated at the union's annual congress in April.

Stiff opposition to the move is expected from conservative delegates from the Transvaal.

The SAR already employed 1 500 black trade hands to help white technicians — and the ASA fears a militant black trade union will be formed.

"The idea of blacks being invited to join is to teach them the ropes so they won't form their own union and start industrial unrest," said a highly-placed ASA source.

The union would ensure control remained in white hands for a number of years.

One suggestion is that no black will become a branch chairman or secretary until he has been a member for five years and he will not be elected to the national executive until he had served 10 years.

ASA president, Jimmy Zurich and general secretary Wally Grobler refuse to comment on possible changes to the ASA's constitution, but they are known to have sounded out union members throughout the country.

"The president told us if the entire three-day conference is spent discussing just this one issue and we come up with some concrete results, it will have been worthwhile," said one source.

Mr Zurich said the conference agenda has not

been drawn up, but the source said branches had already been asked to put forward their proposals.

Mr Grobler said the situation was very sensitive.

"The leadership of a trade union can only move as fast as its members allow it to move," he said.

"We don't take on black apprentices, but we are going to have problems filling posts — it is happening throughout the Republic — and we will have to take on blacks soon," said another ASA source.

Koos Verster, Assistant General Manager (manpower) of the SAR, said there were 13 500 artisans on the railways — and the vacancies were only 1 600.

"We have 2 300 white apprentices in their third and fourth years and should be able to cover any vacancies which may exist," he said.

"There are about 1 500 trade hands who are not whites doing work of lesser importance below the technicians," he said.

"We held negotiations with the ASA about bringing them in and they had no objections," he added.

Kidnap victim murdered

BILBAO: Basque terrorists shot dead the kidnaped chief engineer of a nuclear power plant after Spanish authorities ignored their demand to demolish the reactor. — Sapa-Reuter.

JOHANNESBURG — The State had failed to prove that three black municipal workers had gone on an unlawful strike, defence counsel argued in the Johannesburg Regional Court yesterday

Mr E Wentzel said the State had only proved a work stoppage, which the workers were entitled to

Appearing before Mr J J Luter are Mr Joseph Mavi, 42, president Mr Phillip Dlamini, 29 secretary, and Mr Gatsby Mavi 29, an executive member of the Black Municipality Workers' Union

They are charged with instigating an illegal strike taking part in a strike and inciting other workers to go on strike

Mr Wentzel said the city council had not kept their side of the bargain by not paying promised wage increases to the drivers

In evidence given earlier, a council official admitted that he was aware of pay complaints three weeks before the strike

The court heard that the drivers had been promised pay

CT 21/2/81
Unlawful
strike not
proved
defence
(152) (221) (266)
(138) (439)

increases three weeks prior to the strike and these had not been paid to them

The council had not kept their side of the bargain and the employees were entitled to a work stoppage, Mr Wentzel said

In his argument the prosecutor Mr H J Coetser, said the dispute between the council and the union involved matters not within the powers of the council

"The labour dispute is where the problem involves the employer," Mr Coetser said

In earlier evidence, it was alleged that the black municipal workers had gone on strike because the council had failed to recognise their union

Further, it concludes, although data on incidence of silicosis on the gold
mines is inadequate, the problem of silicosis in gold mining has to a very
large extent been solved. (The Chamber of Mines no longer employ a
large number of miners. But a different disease - a form of obstructive lung
disease - is now the primary concern to the auriferous and to doctors.

The Chamber of Mines, the Chamber of Commerce and Industry, legisla-
tion and the Department of Labour. The prevention of industrial disease
and industrial accidents is a top priority in the Chamber, he argues,

138 139 140 141
Huletts sugar
yesterday the 13 workers had
previously worked for a com-
pany belonging to a Mr C G
Smith
He said Huletts had bought
the company and had agreed to
employ the 13 workers but
would not take on another six
who were committee members
of the Sugar and Allied Work-
ers Union and the Stevedore
Workers Union

Call to boycott Huletts sugar

Own Correspondent

DURBAN - The South African Allied Workers Union has
called a national boycott of
Huletts products in protest at
13 workers who they under-
stood were to be reinstated at
the refinery on Maydon Wharf
yesterday being fined for
striking

The general secretary of
SAAWU Mr Sam Kikeme said

- (14) the... of the... various acts covering... health,
- (15) the... of the clause in the Women's Compensation Act... actions for damages by workers against... This would allow workers, primarily through... employers' negligence a very expensive matter, and the award of... a few cases would directly assist the unions engaged in collective bargaining in... conditions.

A different perspective on industrial accidents is provided by Mathysen
(*33), who argues that management cannot afford the waste of productive time,
depletion of the labour force and damaged material and equipment which
result from industrial accidents

Every year, he writes, more than 250 000 South African workers are victims of
accidents, serious enough to keep them from work for at least a day.
11,000 hands, 50 000 feet and 200 000 eyes will be damaged, injured
32 000 men and women will be injured, injured, see...
...that... of these accidents are... Cost of cor-
...and rehabilitation... the Women's Compensation Commissioner and
...accident fund, approx... a fraction of
...total costs. There are... related to... production
...of injured... by the...
...to see... in his... read to
...of management control, personal factors (20%) of knowledge
...and 'practical or mental problems', job
...standards, design of... standards,
...These factors... the...
...that... at 'improper
...as inadequate guards, defective equip-
...cases of accidents (O...
...of... of...
...National Occupational Safety
...investigator... Minister of
...he concludes that progress
...of this is the lowering of
...Commissioner.

Two papers, by Levy (*57) and Conq (*41) examine various aspects of health care
for workers

The focus of Levy's paper is the use of a 'medical team approach' to the
health of workers. He suggests, like Mathysen, that it is in the interests
of management to maintain and improve worker health because this leads to
increased productivity and efficiency, the reduction of time lost due to
ill-health and treatment and the prevention of 'premature wastage of
trained manpower'

STON
138
138

Clothing unions want 20pc more

Labour Reporter

Two major clothing unions have demanded a 10 percent increase in wages in addition to another 10 percent promised by management in July

The Garment Workers' Union of South Africa and the National Union of Clothing Workers have called for the extra wage increase to combat increasing cost-of-living rises.

Workers in the clothing industry were due for a 10 percent pay rise in July from the Transvaal Clothing Manufacturers' Association.

Garment Workers' Union president, Dr Anna Scheepers, said that wage negotiations should take place on an annual basis to meet current consumer problems.

"With the cost of living having run ahead of increases over many years, the workers are far worse off now than they were in 1960. This can no longer be tolerated," Dr Scheepers said.

"Food prices are going up so fast that in future we shall have to negotiate annually."

The two unions represent more than 25 000 workers and are affiliated to the Trade Union Council of South Africa.

GEN
Union

gets
5/18/81
registered

2/3/81
Labour Reporter

The National Union of Clothing Workers was registered last week, giving the union the formal right to engage in wage negotiations

An excited Mrs. Lucy Mvubelo, secretary of the union, said the union had applied for registration in December 1979 and had received its certificate on Thursday.

"It was a long, long wait but it was definitely worth it," Mrs Mvubelo said

"Now we will be able to negotiate for our workers at all levels"

The National Union of Clothing Workers, which is a member union of the Trade Union Council of South Africa (Tucsa), has more than 20 000 members.

Mrs Mvubelo said the clothing union had in the past been involved informally in wage negotiations

"Now we are legal," she said.

11-shift fortnight for mine artisans

Own Correspondent

JOHANNESBURG — Mine-artisan unions made a major breakthrough in their 50-year-old quest for a five day working week yesterday when the Chamber of Mines agreed to the introduction of an 11-shift fortnight for mine artisans.

The 11 shift fortnight which is already enjoyed by members of the Mineworkers Union entitles workers to take alternate Saturdays off.

The shorter working week was announced in a joint state-

ment by the chamber and the unions after agreement was reached on a range of improvements in working conditions.

The improvements effective from the March pay month affect about 14 000 white artisans on gold and coal mines who are members of six unions which form the Federation of Mining Unions.

Yesterday's agreement follows the recent failure of a productivity package proposed by the chamber which also included proposals for introducing black artisans on the mines.

The unions rejected this on the grounds that they refused to trade off material benefits for changes in job practices and demanded that the issues be separated in negotiations.

According to the statement, the 11 shift fortnight will not apply to workers engaged in multi-shift production and development and shaft sinking who will continue to work a six-day week.

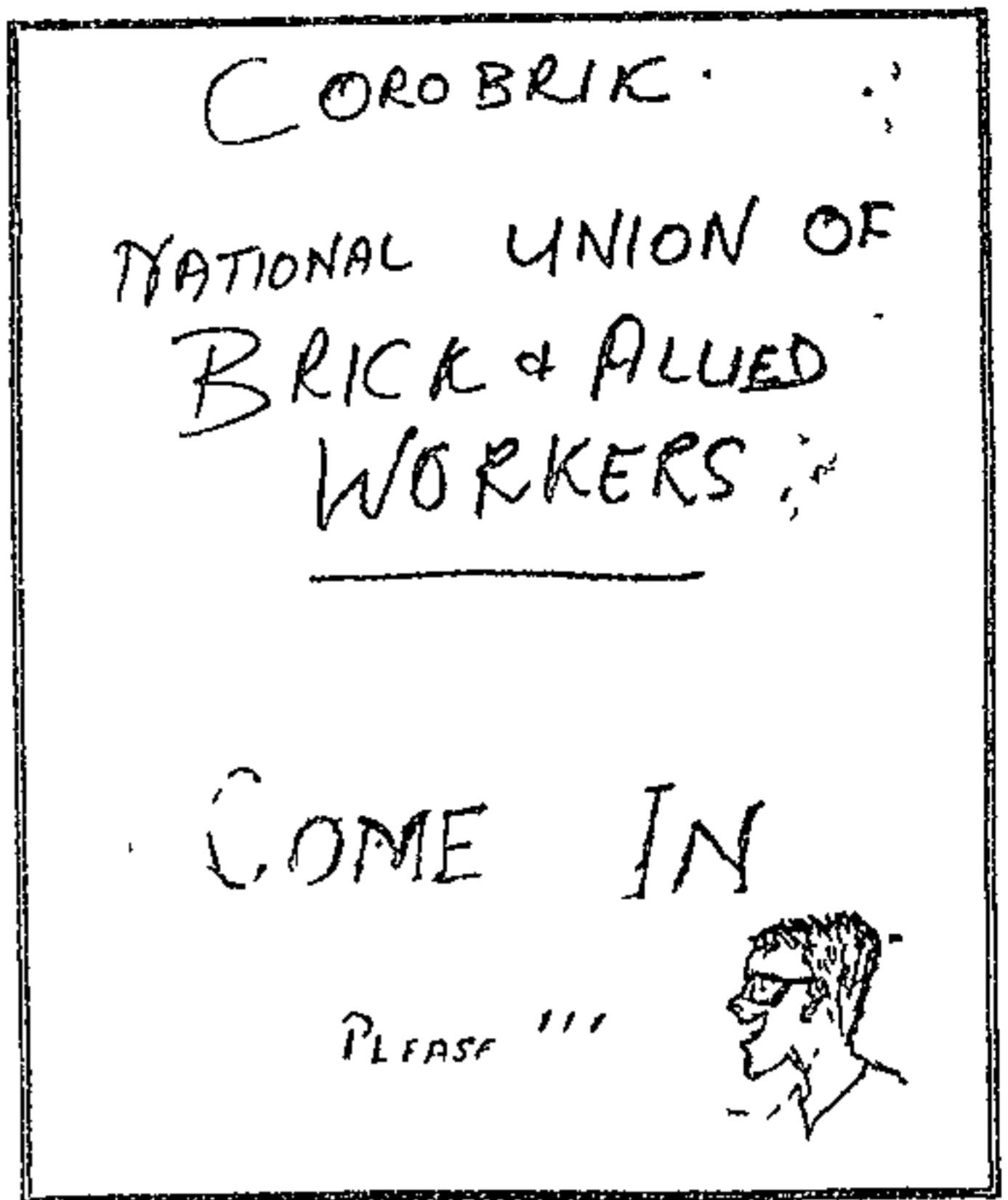
The 11-shift fortnight will reduce normal working hours from 96 to 92 hours a fortnight.

Other improvements include an increase in holiday leave allowances and an increase of maximum bonuses to R90 a month.

RDM
 6/3/61
 (151) (138) (139)
 193

The acquittal of municipal worker leader Mr Joseph Mavi has focused attention on the formation of "company" unions by employers. Labour Reporter STEVEN FRIEDMAN reports on an alleged company union which seems set to cause a major controversy in the brick industry.

Bricks could fly over this close union



Signs outside the National Union of Brick and Allied Workers office in Darragh House a company or an independent union?

IF BLACK trade unionists are correct, the spirit of Francois Oberholzer lives -- on the first floor of a building at the corners of Wanderers and Plein streets Johannesburg

The building Darragh House, houses the offices of the National Union of Brick and Allied Workers (NUBAW), whose application for Government registration is due to be gazetted this morning

While the union's general secretary, Mr Eustace Legotlo, insists that his union is totally independent of management, rival unionists insist that it was formed as a 'company union' by management at the Corobrik brick company, a subsidiary of the Tongaat group

The allegations seem set to spark off a controversy which could put another aspect of the Government's official labour system under the spotlight

"Company" unions have a long history. They were invented by motor magnate Henry Ford, who formed his own unions at his plants in order to keep the growing American trade union movement out

The experiment was not an unqualified success -- indeed, it ended in total disaster. If one of the purposes of dealing with a union is to enable the employer to solve genuine grievances through negotiation rather than confrontation a hand-picked union is unlikely to fulfill this function

But this has not deterred other employers in the Western world from trying the same thing from time to time

Obviously, a union formed by employers is unlikely to give employers a particularly hard time. Establishing one also means that you can keep real unions out by telling them that you already deal with a union

It was, of course, Mr Francois Oberholzer chairman of the Johannesburg City Council's management committee who made company unions headline news in South Africa

His council was accused of setting up just such a union in order to thwart the efforts of the Black Municipality Workers Union under Mr Joseph Mavi

And, in the week in which Mr Mavi won his acquittal on charges flowing from the council work stoppage, unionists insist that "Obie" has his imitators at Corobrik

Assuming for the sake of argument that the NUBAW is a company union it may well also be aimed at keeping other unions out of the bargaining process

For it has objected to a registration application by an independent black trade union, the Building Construction and Allied Workers Union, which is affiliated to the Councils of Unions of South Africa (Cusa)

In a letter to the industrial registrar, NUBAW says that the Cusa union should not be registered for workers in the brick industry because that is NUBAW's area of interest

The objection itself has heightened rival union suspicions because the letter to the industrial registrar containing it was sent by De Villiers and Strauss, a law firm whose address is Smith Street Durban

The union's head office is in Johannesburg, not Durban. Tongaat's head office is in Durban

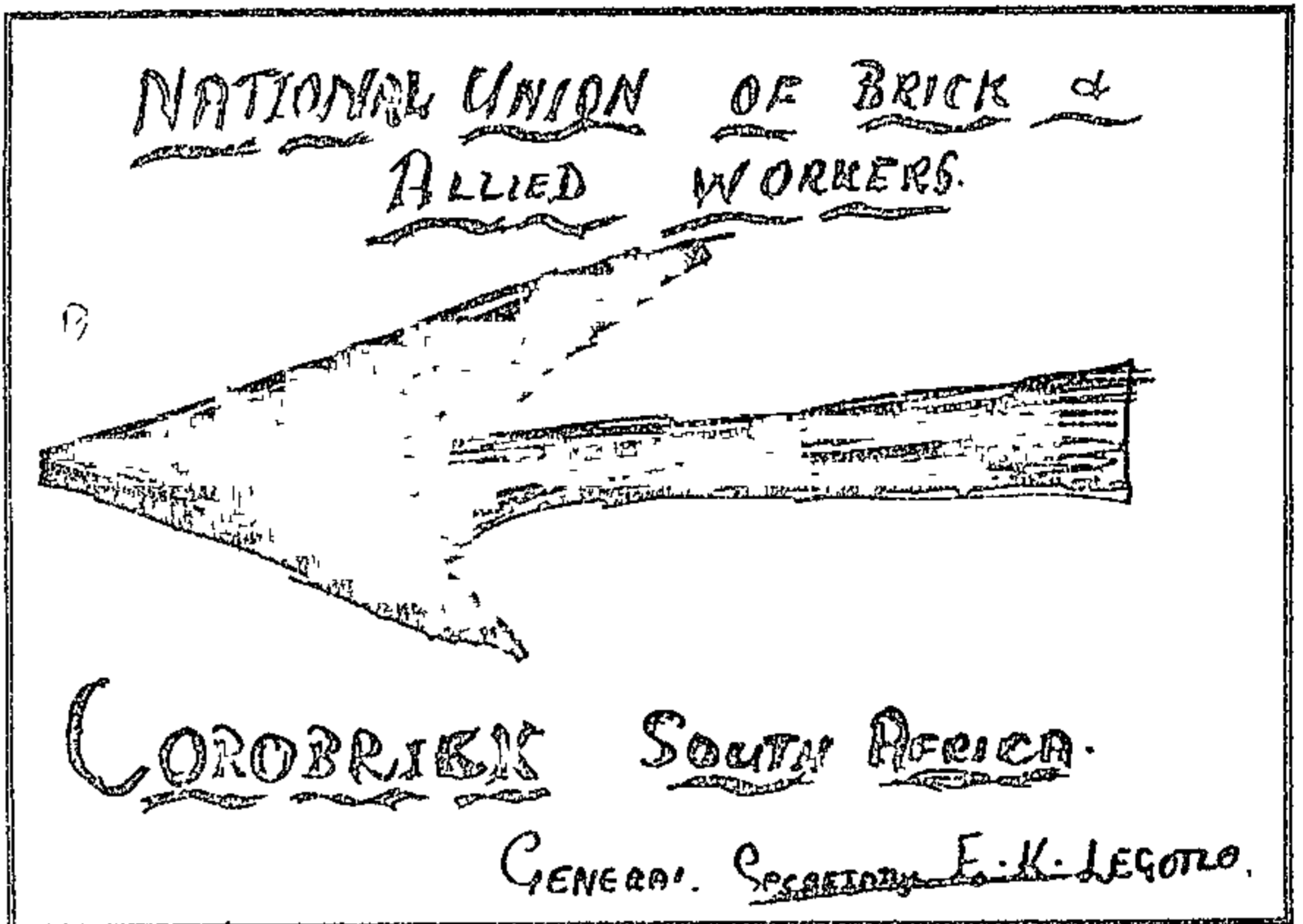
There are other factors which tend to add fuel to the fire

Firstly, there are two signs outside the union's offices in Darragh House

The first directs workers to 'The National Union of Brick and Allied Workers Corobrik (SA)'. The second, on the door of the union's office, reads 'Corobrik National Union of Brick and Allied Workers'

Trade unionists regard this as fairly weighty circumstantial evidence that NUBAW is a company union

It is only fair to add that, when this



reporter telephoned the union's offices, a secretary answered the phone with a cheery Corobrik good morning, which obviously did little to allay suspicion

Eventually, on being put through to Mr Legotlo the 'Mail' asked him what he did for a living before joining the union movement. The answer: 'I was a personnel officer at Corobrik'

Despite all this, Mr Legotlo angrily rejects suggestions that his union is a company union. The secretary's greeting he says was a mistake

He says the union was started independently by himself and other Corobrik workers in 1979. They decided after the Durban riots that the official liaison committee system was ineffective and that a trade union was needed

Mr Legotlo adds that the union is not restricted to Corobrik workers and has members throughout the country at several companies. He concedes, however, that Corobrik workers outnumber the others

He is equally angry about suggestions that the union is a management 'stooge'. Management at brick companies has, he says, been extremely hostile to the union

'They have tried to throw us off the factory floor. But we keep coming back to them to ask them for facilities and eventually they have to agree'

The union has thus applied for registration "so that they will have to talk to us and grant us stop order facilities"

Mr Legotlo could certainly not be classed as a militant unionist. He tells the 'Mail' that he is committed to taking up worker complaints but "not if they are rubbish"

He adds "I am not prepared to have my members causing labour unrest over rubbish. As a result he says, worker complaints are scrutinised 'very carefully' before the union decides to act on them

Despite this caution, workers are flocking to the union, Mr Legotlo says, and he claims a membership of 7 500. He claims representation in the Eastern and Western Cape, Durban, Johannesburg and Vereeniging

The union has not yet decided whether it will join any of the union co-ordinating bodies. "We might even form one ourselves," says Mr Legotlo. The union is for black workers only

Workers, he says, are attracted by free legal aid offered by the union and by "our excellent burial benefit scheme"

He says the union was formed in 1979 and union sources point out that a union

which has signed up that number of members in so short a time must have prodigious organising abilities -- or be receiving a more cordial management reception than other unions usually enjoy

However, most rival unionists say they do not believe "for a moment" that the NUBAW has the membership it claims. And they remain convinced that it is, indeed, a company union

Unionists point to the fact that Tongaat was one of the first companies to back a system very similar to the "company union" idea. And they insist it hasn't changed

The company's manpower manager, Mr Stan Savage, says he prefers not to comment on the NUBAW. He says Corobrik is 'aware' of the union's existence but adds it would be more appropriate for Mr Legotlo to discuss the matter

So there the matter rests. But, if union suspicions are founded, it is unlikely to rest there for long

Rival unions are likely to object to NUBAW's registration application as soon as it is gazetted, arguing that it is a "company" union

If they can demonstrate that it is one, an interesting situation for the Department of Manpower Utilisation may be created

The department's Minister, Mr Fanie Botha, last year delivered two speeches in which he warned employers against 'sweetheart unions' -- a category in which company unions certainly fall

There was talk after those speeches that the department would carry this warning to its logical conclusion and be extremely wary of registering any unions which were obviously formed by managements

The registrar's decision would therefore be watched with great interest

An even greater test, however, will be the registrar's decision on whether to uphold NUBAW's objections against the Cusa union's application

If it does, a storm of protest is inevitable with unionists protesting that the registration system can be used to deny representative unions official bargaining rights

All a company would have to do to keep unions out would be to form one of its own, get a registration application in first -- and sit back

After all, unions who apply for registration before their rivals are entitled to object to their rivals' applications

So the rumours about that office in Darragh House may well end up by going well beyond the confines of yet another inter-union battle

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Mine group opens to blacks

By RIAAN DE VILLIERS
Labour Correspondent

The 14 000-strong Mine Surface Officials Association yesterday formally announced that it had opened its ranks to blacks

The announcement was made at its annual meeting in Johannesburg yesterday

In its annual report, the executive committee said following a MSOA council decision last September, the MSOA had applied to the Minister of Manpower Utilisation for exemption to open its ranks

The permission had been granted and the MSOA was now entitled to recruit "non-white" members. Once it had enrolled sufficient numbers, it would apply to the industrial registrar for an extension of scope to represent them

Only when this was granted would the MSOA be recognised in law as being competent to represent a multiracial membership, and be enabled to conclude a recognition agreement with the Chamber of Mines entitling it to negotiate on behalf of "non-white" members

At a Press conference, Mr Robbie Botha, secretary of the MSOA, said there was no clarity yet on which posts for monthly-paid blacks on the mines would eventually be granted official status

He confirmed the chamber had presented the association with a proposed list of occupations which would qualify for official status and thus become eligible for MSOA membership

"The list is still under discussion and at this stage we cannot say how many blacks will eventually qualify. It may be less than 6 000 or more than 12 000," he said

Mr Botha added that the MSOA had started recruiting members of other races on January 29 and so far there had been a "favourable reaction".

He said the association had been granted full nonracial status

The Underground Officials' Association has also opened its ranks to workers of all races, and the third association, the Technical Officials' Association, has opened its membership to coloureds

Workers strike

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over sackings

By RIAAN DE VILLIERS
Labour Correspondent

BLACK workers at the Irvin and Johnson plant in Benrose went on strike yesterday after their union chairman and a committee member were dismissed

The workers and their union, the African Food and Canning Workers' Union, claimed the men were victimised

Later, workers returned to work after the firm agreed to reinstate the union committee member, Mr Lucas Ngwenya

Management also agreed to the formation of a committee consisting of union and works committee members, pending recognition of the union

However, the firm refused to withdraw the sacking of the union committee chairman, Mr Anderson Sithole

Mr Sithole was dismissed

again after a hearing on Wednesday this week. A short work stoppage followed and union members decided at a meeting on Wednesday night to strike in support of a demand that he be reinstated

Mr Ngwenya was dismissed yesterday for allegedly inciting workers to strike

A spokesman denied that Mr Sithole had been victimised

Mr Ngwenya was reinstated as the management felt he had acted at a time when emotions were running high

He also said union members appeared to be more aggrieved about the fact that they could not negotiate with management than about Mr Sithole's dismissal

"Accordingly, we proposed the joint committee as an interim measure before formally recognising the union," he said

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Strikers go back as demand is met

Labour Reporter

About 360 striking workers at a clothing factory at Nancefield, Johannesburg, returned to work today

The entire work force of Cutrite Apparel, returned today after a walk-out on Monday over a wage dispute

Workers called for a R3 a week increase — a rise given to staff at another nearby clothing firm last month

Special meetings of the Transvaal Industrial Council for the Clothing Industry were held yesterday and again today to resolve the dispute

Dr Anna Scheepers, president of the Garment Workers' Union which represents the workers, said that wages had to be increased because of considerate cost of living increases

The managing director of the Cutrite Apparel company, Mr Sydney Cope, told The Star workers had returned while talks continued He

had agreed to increases, which would be backdated to February 18 — the date on which new wages were instituted at a nearby factory

He said that about 55 percent of the workers at Cutrite already received above the minimum weekly wage set down in the industrial council agreement

The labour unrest at the Wilson-Rowntree factory in East London shows every sign of developing into a drawn-out dispute with everyone the loser.

The parties in the dispute are the company management, the management's head office in England, the Sweet Workers' Union, the South African Allied Workers' Union, the police and 500 unhappy unemployed workers.

The workers were dismissed over one in a series of disputes since late last year, and the SA Allied Workers' Union (Saawu) has demanded their unconditional re-employment.

Management at Wilson-Rowntree recognises the Sweet Workers' Union, which is affiliated to the Trade Union Council of South Africa.

But this union is in conflict with Saawu over membership on the factory floor.

And the Sweet Workers' Union has accused Saawu of intimidating members and, in some cases, assaulting them.

Saawu's general secretary, Mr Sam Kikine, has denied the allegations and says the assaults were the results of bitterness on the part of some dismissed workers.

Saawu and management have met, but the recent

Sweets row

could be a bitter dispute

dismissal of the 500 workers and their replacement has resulted in a breakdown of talks.

A boycott of Wilson-Rowntree products has been called by Saawu and Mr Kikine said he had written to overseas and local unions asking for support.

The Sweet Workers' Union acting president, Mr Steve Scheepers, has blamed Saawu for unrest at the plant.

And even the chairman of Rowntree-MacIntosh in England, Mr Donald Barroon, sent a telegram to Saawu blaming the union for the unrest.

The managing-director of Wilson-Rowntree, Mr Peter Preston, has apparently flown to England to meet Mr Barroon over the dispute — a clear indication that the problem is getting more serious.

His secretary would only confirm that Mr Preston "was overseas".

Police were called in to

disperse dismissed workers outside the factory gates recently and several former workers have been taken to court over allegations of assaulting other workers.

The Sweet Workers' Union has claimed that petrol bombs have been thrown at a member's home.

In response to the allegation about Saawu violence, Mr Kikine said his union believed in consultation and not confrontation.

Saawu claims about half the company's 1500 workers are union members.

Mr Kikine has replied in a telegram to Mr Barroon about his allegations of Saawu's activism.

"We asked him to review the situation and unconditionally re-employ the 500 workers — that is our condition for ending the boycott and holding talks with management," Mr Kikine said.

Agiot
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to lead
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domestic
workers

By INGRID
STEWART

TWENTY-THREE years ago Agiot Duma arrived in Durban from a farm in New Hanover to find work in a factory.

Last week he was unanimously chosen to chair the South African Domestic Workers Association in Durban at its inaugural meeting where 200 Durban domestics immediately signed on as members.

With a couple of exceptions, Mr Duma's story is as typical as that of the domestic workers his association represents.

After he passed Standard Seven at the farm school in New Hanover where his wife and six children now live, his father told him there was no more money for schooling. He would have to go to the city to find work.

"I wanted to work in a factory but the only employment I could find was domestic work," he said.

He began as a gardener and worked his way up to become cook, driver and housekeeper in a household where he is still employed. On several occasions he decided to try his luck with the factories again but was persuaded by his employers to stay with them.



AGIOT DUMA — domestic cook, cleaner, driver and chairman of the newly-formed South African Domestic Workers' Association.

And he's not sorry. He earns a good salary, has a pension fund, reasonable working hours and plenty of time off to visit his family. These are rights which he believes every domestic worker should enjoy. He is prepared to work hard through the newly-formed association to ensure that they are.

His involvement with other domestic workers began early in his career when he decided, on his own, to share his reading and writing skills with other domestics in the neighbourhood. Every night Monday to Friday, he used to hold literacy classes in his room for a fee of 25 cents a month. The Domestic Workers and Employers' Project (DWEPE) soon heard about him and hired him to teach literacy in one of their centres of concern.

The idea for forming an association was born out of these centres where domestics voiced their grievances against their employers but felt powerless to do anything about them.

"The domestic worker has no one to help with problems like low wages, proper time off and so on. Factory workers have unions but domestic workers have nothing," Mr Duma said.

"We felt an association might help."

A steering committee was formed out of the centres of concern, a constitution drawn up and at the inaugural meeting last week 200 Durban domestics pledged their support for the association by becoming R3-a-year paid-up members. The money raised is going to be used to set up a permanent office to assist domestics with their problems.

Union calls for a 3-prong boycott

By SUE DENNY

THE Durban branch of the South African Allied Workers' Union yesterday called for a country-wide boycott of Wilson-Rowntree, Hulett's and Rainbow Chicken products.

The call, made at a SAAWU meeting attended by church organisations and trade unions in Durban, follows the dismissal of workers at Warehousing Services, a Durban subsidiary of Hulett's, and at Wilson-Rowntree's East London factory.

The meeting resolved that Rainbow Chickens would also be boycotted until it produced halaal birds.

In a statement after the meeting, Mr Sam Kikine, general secretary of SAAWU, said it was resolved that Hulett's products would not be bought until 19 workers, dismissed by the firm, were reinstated unconditionally. Wilson-Rowntree products would also not be bought until the company reinstated the 500 workers it had dismissed, the statement said.

There have been several work stoppages at the Wilson-Rowntree factory during the last few months, and Hulett's workers went on strike last month.

The meeting condemned the Springbok rugby tour of New Zealand and resolved that the Government should abolish pass laws, work seekers permits, the migratory labour system and the child labour system.

It was agreed that letters should be sent to national and international labour, church and other organisations, calling for solidarity.

Mr Kikine claimed last week that Durban and East London workers had been boycotting Wilson-Rowntree and Hulett's products for several weeks.

Inter-union tension erupts in public row

RDM 18/3/81 (138) (21)

By STEVEN FRIEDMAN
Labour Reporter

GROWING tensions between white and mixed unions came into the open yesterday as two of the country's most influential registered trade unions clashed publicly

Yesterday, the general secretary of the SA Boilermakers' Society, Mr Ike van der Watt, issued a statement reacting angrily to claims by the Mine Workers Union that white boilermakers wanted to leave the union because it had opened its doors to black workers

His statement comes at a time when the MWU is renewing efforts to recruit non-mineworkers, arguing that

white workers are becoming increasingly unhappy with other established unions

The Boilermakers, one of the country's biggest non-racial unions, recently accused another white union, the Amalgamated Engineering Union, of telling Boilermakers' members that "the union is no longer interested in white members and that it is concentrating exclusively on blacks"

Yesterday Mr Van der Watt reacted to an article in the MWU's journal, The Mineworker, by its general secretary, Mr Arrie Paulus

Mr Paulus asked whether all the Boilermakers' white members were happy to belong to a

mixed union and challenged the union to scrap the "allocation of occupations" agreement between the union and the Chamber of Mines

This agreement gives registered unions in the mining industry a "closed shop" — workers in specific jobs must belong to one union

Mr Paulus said this would make it possible for "unhappy" members of the union to join another, all-white, union

Mr Van der Watt replied yesterday that the Boilermakers were "perfectly prepared to accept Mr Paulus's challenge" if the present agreement was replaced by an industrial council "on which all are fairly and equally represented without any reference to race"

He also accused Mr Paulus of using "belittling language about some population groups" which "must arouse the resentment, not only of members of our union, but of all South Africans"

But Mr Paulus rejected this yesterday. "They are hiding behind an industrial council. All I am asking is that their white members be allowed to join other unions. What has that to do with a council?" he said

Yesterday's statement by Mr Van der Watt is the latest salvo in a battle between the Boilermakers and all-white unions in which it has said that the heads of its Rightwing opponents "seem to have been screwed on with a left-handed monkey-wrench"

The union has said that non-racialism is the only "realistic" union policy. It said other unions were "worried" by "our stand against a couple of compromises (offered by employers) which (they) were prepared to accept"

Last week Mr Paulus re-

sponded by saying that it was "merely a matter of time" before black workers "take over" mixed unions. "They will become the majority and black domination will simply be a matter of time"

He challenged the Boilermakers to let their members "decide for themselves whether they like fruit salad"

He also attacked the union for calling him "Brother Paulus". He said he was thankful he was not called "Comrade Paulus" and added "I would like to know if the writer uses the word 'brother' when he talks to other races?"

Mr Van der Watt yesterday said his union wanted an industrial council on the mines because "it would be irresponsible to abandon any arrangement which would tend to protect the interests of workers without replacing it with a better system"

He also demanded that "Mr Paulus state unequivocally what his objectives are in organising an exclusively white union". Such a union "cannot be a trade union" and members could not derive benefits from it, he added

He also attacked the MWU's stated goal of representing "all white workers in whatever industry they may be employed", asking how this could be reconciled with "the special interests of each industry"

Mr Van der Watt warned that "the course being advocated by Mr Paulus can only seriously harm the position of all workers at a time when unity is of the utmost importance irrespective of race"

He said Mr Paulus's "policy of fragmentation" could "only be explained in political terms" and was "working in the interests of employers alone"

SP caused

RDM 18/3/81

Unionists to

miss plane

— Saawu

By STEVEN FRIEDMAN
Labour Reporter

SECURITY Police have questioned two trade unionists at East London airport in an attempt to "disrupt" a recognition agreement between their union and an employer, it was claimed yesterday.

The unregistered South African Allied Workers Union (Saawu) said that two of its officials had been questioned by police shortly before they were to board a plane for Johannesburg.

They were due at a negotiation meeting with senior executives of Chloride (SA), which recognises the union. According to Saawu, police questioned the unionists until their plane took off and then released them.

A senior official of the East London Security Police told the Rand Daily Mail's East London correspondent yesterday that he had "no knowledge" of the incident.

The two SAAWU officials — its national organiser, Mr Thozamule Gqweta, and a member of the union committee at Chloride, Mr Bennie Sisingo, were due in Johannesburg yesterday to discuss a new job grading system with Chloride management.

A union spokesman said yesterday, however, that the two men were stopped at East London airport by two men who identified themselves as Security Policemen.

They were questioned about a detained unionist, Mr Bonisile

Norushe, and were forced to miss their flight as a result, the spokesman said. As soon as their plane had left, they were released, he claimed.

This had delayed their arrival in Johannesburg by more than three hours, he said.

"This appears to be harassment, aimed at disrupting our negotiations with Chloride — the only company to recognise us in East London," the spokesman added.

Chloride recognised the union late last year. Earlier in the year the Minister of Manpower Utilisation had urged East London employers not to recognise SAAWU as the Government was opposed to the recognition of unregistered unions.

Unionists have claimed that the authorities are opposed to any negotiations with unions outside the Government's official labour system.

A Chloride spokesman yesterday confirmed that the two unionists had been delayed for three hours at East London airport.

"We understand that there was an incident at the airport which delayed them," he added.

He said the meeting had been called to plan a new job grading system for the company. The two unionists had been invited to attend because "we recognise SAAWU and we felt it best to have a union view on the new system we are planning," he added.

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Miners
uneasy

Miners expected to be uneasy at HNP 'leaks'

Own Correspondent

JOHANNESBURG — The Heistigte Nasionale Party (HNP) has again openly defied the government by publishing what it says are details of the Wiehahn Commission's report on the mining industry.

This is expected to raise the political temperature in mining constituencies where the HNP is making a major election effort.

The purported leaks could also increase tensions on the mines, where many white miners fear the government and employers are moving to scrap the protection against competition by black workers which white miners enjoy.

Report not released

The government has not yet released the Wiehahn mining report which it received last year.

The HNP and the Mine Workers Union claim it is holding the report back because it is 'frightened of the effect it would have on white miners'.

The latest issue of the HNP newspaper Die Afrikaner contains a report which purports to detail the Wiehahn recommendations on job reservation and

black bargaining rights on the mines.

It gives particular attention to the commission's claimed recommendations on blasting certificates. No one may become a fully-fledged miner without these certificates and they have been barred to blacks for several decades.

Many white miners fear access to these certificates will be opened to blacks and say they believe they would be replaced by blacks as a result. The MWU has said that it will call a strike on the mines if blasting certificates are extended to black workers.

Die Afrikaner report is headlined 'Wiehahn Commission recommends All jobs in mines open to blacks'.

This follows a recent HNP pamphlet distributed widely in mining areas, headed 'All job reservation in the mines is to be abolished'.

This also purportedly 'leaked' details of the Wiehahn report but the report in Die Afrikaner is more detailed.

Both the pamphlet and report openly defy the Minister of Manpower Utilisation, M. S. P. Botha, who warned recently that people who released details of the report before it was ta-

bled in Parliament could be prosecuted.

The government maintains that it constitutes contempt of commission to publish details of the report before it is tabled in Parliament.

However, it is understood from sources close to the government that it does not intend to prosecute the HNP for the 'leaks'.

The article in Die Afrikaner says M. Botha's warnings show that 'The government is very worried about the effects the commission's recommendations will have among white mine workers if they are made known'.

Quoting reported statements by the MWU's general secretary, Mr. Arrie Paulus, and its president, Mr. Coi de Jager (HNP candidate), Die Afrikaner says: 'It is clear that the recommendations will lead to great unrest among white mine workers'.

It also quotes a recent article in the MWU journal The Mine Worker in which Mr. Paulus charged that management at the President Steyn mine were planning to ease black 'boss boys' into more skilled jobs.

(Report by Steven Friedman, 171 Main Street, Johannesburg)

White, mixed unions clash

CT 19/3/81 (138) (2) (126) (157)

Own Correspondent

JOHANNESBURG — Growing tensions between white and mixed unions came into the open yesterday as two of the country's most influential registered trade unions clashed publicly.

Yesterday, the general secretary of the SA Boilermakers' Society, Mr Ike van der Watt, issued a statement reacting angrily to claims by the Mine Workers' Union that white boilermakers wanted to leave the union because it had opened its doors to black workers.

His statement comes at a time when the MWU is renewing efforts to recruit non-mineworkers, arguing that white workers are becoming increasingly unhappy with other established unions.

The boilermakers, one of the country's biggest non-racial unions, recently accused another white union, the Amalgamated Engineering Union, of telling boilermakers' members that "the union is no longer interested in white members" and that it is concentrating exclusively on blacks.

Yesterday Mr Van der Watt reacted to an article in the MWU's journal, the *Mineworker*, by its general secretary, Mr Arrie Paulus.

Allocations

Mr Paulus asked whether all the boilermakers' white members were happy to belong to a mixed union and challenged the union to scrap the "allocation of occupations" agreement between the union and the Chamber of Mines.

This agreement gives registered unions in the mining in-

dustry a "closed shop" — workers in specific jobs must belong to one union.

Mr Paulus said this would make it possible for "unhappy" members of the union to join another — all-white — union.

Mr Van der Watt replied yesterday that the boilermakers were "perfectly prepared to accept Mr Paulus's challenge" if the present agreement was replaced by an industrial council "on which all are fairly and equally represented without any reference to race".

He also accused Mr Paulus of using "belittling language about some population groups" which "must arouse the resentment, not only of members of our union, but of all South Africans".

Hiding

But Mr Paulus rejected this yesterday "They are hiding behind an industrial council. All I am asking is that their white members be allowed to join other unions. What has that to do with a council?" he said.

Yesterday's statement by Mr Van der Watt is the latest salvo in a battle between the all-white unions and the boilermakers in which it has said that the heads of its right-wing opponents "seem to have been screwed on with a left-handed monkey-wrench".

The union has said that non-racialism is the only "realistic" union policy. It said other unions were "worried" by "our stand against a couple of compromises (offered by employers) which they were prepared to accept".

Last week, Mr Paulus responded by saying that it was

"merely a matter of time" before black workers "take over" mixed unions. "They will become the majority and... black domination will simply be a matter of time".

He challenged the boilermakers to let their members "decide for themselves whether they like fruit salad".

'Brother Paulus'

He also attacked the union for calling him "Brother Paulus". He said he was thankful he was not called "Comrade Paulus" and added: "I would like to know if the writer uses the word 'brother' when he talks to other races?"

Mr Van der Watt yesterday said his union wanted an industrial council on the mines because "it would be irresponsible to abandon any arrangement which would tend to protect the interests of workers without replacing it with a better system".

He also demanded that "Mr Paulus state unequivocally what his objectives are in organizing an exclusively white union". Such a union "cannot be a trade union" and members could not derive benefits from it, he added.

He also attacked the MWU's stated goal of representing "all white workers in whatever industry they may be employed" asking how this could be reconciled with "the special interests of each industry".

Mr Van der Watt warned that "the course being advocated by Mr Paulus can only seriously harm the position of all workers at a time when unity is of the utmost importance irrespective of race".

New draft Bill on union control published today

DD 27/3/81

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Conflict arose over the issue of control over psychiatric services

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PRETORIA — Mixed trade unions will be permitted and sex discrimination abolished, but new government controls on unions and employer organisations will be introduced in a draft labour Bill to be published today

Union "political" activities, ballots to call a legal strike and union stop order facilities will be subject to new controls in the Bill and "certain alleged irregularities" in unions and employer groups will be "combated"

However, the Bill will guarantee union autonomy, including the right of unions to decide how their financial affairs will be managed

These are the implications of a statement issued here last night by the Minister of Manpower Utilisation, Mr Fanie Botha

It is understood that some of the tough controls envisaged last year had been removed in the Bill which will be published in today's Government Gazette for comment

Mr Botha said the government planned to amend the Industrial Conciliation Act — which regulates labour relations — in the next parliamentary session and that the Act's name would be changed to the Labour Relations Act

The Black Labour Relations Regulation Act, which lays down special — and, experts argue, inferior — labour machinery for black workers would be repealed

Mr Botha said the new Bill would provide for the "further enlargement and strengthening" of the principle of "trade union autonomy"

Unions would be allowed to decide who to admit as a member, decide how their financial affairs were to be run and the right of unions to "full management of their affairs" would be recognised

This means unions will be allowed to remain open to one race only if they wish, but that the right to

fully mixed unions would be legally entrenched

At present, registered unions may only open their constitutions to all races with ministerial permission

Mr Botha spelt out broad details of new controls in the Bill

Possible political activities of unions would be further regulated,

Alleged irregularities in unions and employer associations would be combated to protect those involved,

The law governing strike ballots by registered unions would be extended to ensure regularity

The compulsory deduction of union dues on behalf of unions by employers would be "regulated", and

Provision would be made to investigate irregularities in the affairs of official industrial councils "to ensure order"

Observers point out that much depends on the detail contained in the bill — DDC

Licensed Institutions

The most significant development in licensed institutions was the emergence of the private company-run institutions. They entered the arena during the critical phase of the over-crowding crisis in the early 1960's. By 1976 over 12 000 beds were available. Nearly as many people were then being treated in private company hospitals as in state mental hospitals.

'Homeland' Hospitals

The mission hospitals formed the backbone of health care in the 'homelands'. The government began taking them over in the 1960's. In 1972, the Secretary for Mental Health, Dr J. Gilliland, outlined the comprehensive health system for the 'homelands'. Each 'homeland' was to be divided into wards (which do not coincide with the magisterial district). Each ward was to contain a central hospital. This would be a control point for surrounding 'satellite' clinics. More specialised services would be concentrated at the central hospital. The surrounding clinics would provide family planning, immunization, paediatric and follow-up services on an outpatient basis. Psychiatric follow-up services were included. The clinics would jointly drain the entire ward. Psychiatric facilities would therefore be available on all three levels of the three tier system, i.e. State mental hospitals, general 'central' hospitals and the satellite clinics. The emphasis is towards the management of psychiatric patients in the community, but Gilliland predicted that the demand on inpatient facilities would grow. Three institutions run by private companies were operating in the 'homelands' since 1973. The first 'homeland' state mental hospital opened at Umzimkulu in 1976. There was no available information on the progress of the satellite clinics

Outpatient Services

The discovery of the psychotropic drugs in the late 1950's was the precondition for the development of outpatient and community services. They provided a means whereby patients could be managed without hospitalisation.

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DD 28/3/81

Another EL firm may recognise Saawu

EAST LONDON — The South African Allied Workers Union (Saawu) has taken another step towards being recognised by major industry here as representative of workers

Last night workers at Johnson and Johnson voted overwhelmingly in favour of Saawu recognition at the end of a three-day referendum, and the firm is to begin negotiating formal relations

This follows another referendum recently in which workers at Chloride also voted for Saawu recognition, and Chloride now recognises Saawu as a

workers' mouthpiece

The referendum conducted by Johnson and Johnson was held to test the level of support for the unregistered trade union

Last night it was announced that 93.5 per cent of the workers were in favour of Saawu

In a joint statement after the result was announced, Johnson and Johnson management and Saawu said

In line with the Johnson and Johnson policy to negotiate with any party that truly represents the majority of workers, Johnson and Johnson will now proceed to negotiate a recognition

agreement that will lead to formalising relationships with the South African Allied Workers Union."

The referendum was held after lengthy discussions between the management and Saawu officials

Last night a Saawu official, Mr Sisa Njikelana, said Saawu was not trying to force its way into factories and was willing to be tested by referendum at any time in any factory

"We strongly believe in freedom of choice and the right of workers to be represented by any organisation they want," he said — DDR

BOOKS

David Phillip, Cape Town, 1977. Francis Wilson, Alide Kooy and Della Hendrie (eds.). *Farm Labour in South Africa*. (R9,00)

David Phillip, Cape Town, 1979. GILL Westcott and Francis Wilson (eds.). *Economics of Health in South Africa Volume I: Perspectives on the Health System*. (R4,00)

David Phillip, Cape Town, 1980. GILL Westcott (eds.). *Economics of Health in South Africa Volume II: Hunger, Work and Health*. Francis Wilson and GILL Westcott (eds.). (R4,00)

26	L.C.G. DouwesDekker	The Process of Collective Bargaining and its Implications for Industrial Relations Policies. (R0,75)
27	Marc Best	The Scarcity of Domestic Energy: A Study in Three Villages (R1,00)
28	Jonathan Myers	Asbestos and Asbestos-Related Disease in South Africa (R1,00)
29	Dudley Horner/ Alide Kooy	Conflict on South African Mines: 1972-1979 (R0,75)
30	George Ellis	The 'Quality of Life' Concept: An overall framework for assessment schemes (R2,00)
31	Don Pinnock	Telona: Some reflections on the work of a private labour recruiter (R2,00)

New labour bill a disgrace — unionist

PORT ELIZABETH—Mrs Lucy Myubelo, the controversial trade unionist who has supported the government's moves towards labour reforms in the past, slammed the proposed Industrial Conciliation Amendment Bill this week as "unfair" and "a disgrace".

She was commenting in a clause which would give the Minister of Manpower Utilisation wide powers to close down registered trade unions and union

federations if the Bill becomes law.

The Bill proposes that a registered union could be closed down if the government was satisfied that it had acted "in a manner which is unreasonable in relation to its members and which causes serious dissatisfaction" among a substantial number of members, or if it had "failed to observe any provision of its constitution" or had acted unlawfully.

The assets of a union

that had been closed down could then be given to a rival union.

Mrs Myubelo, who is deputy vice president of the Trade Union Council of South Africa, said during a visit to Port Elizabeth that she was "very perturbed" about the Bill.

"How can the government close down a union because of the actions of a few members? I think it is very unfair that this could be done without the

members being consulted. The government is going beyond its bounds."

Mrs Myubelo said the Bill would tend to justify the stand of those unions who were agitating against registration.

"And even registered unions, we who laboured for registration for many years (her National Union of Clothing Workers was granted registration in February) and who now have been given so many rights, the

government wants to take it all away again," she said.

The Bill has also drawn sharp criticism from Unions, including Port Elizabeth's unregistered Motor Workers' Union of South Africa (Macwusa).

A spokesman for the union said "This has fully justified our decision not to enter into the government's registration machinery," he said — DDC

MRS MYUBELO

SA to get its first black mine captain

RDM
16/4/81
177
138

By STEVEN FRIEDMAN
Labour Reporter

A SOUTH African mine is to appoint the country's first black mine captain, according to the Mine Workers Union.

The Rightwing MWU seems set to make a major political issue of the appointment - at a time when intense election battles are being fought in mining constituencies.

It says the black man is to take the place of a white mine captain who has been promoted at Bank Colliery, a Witbank mine owned by the Anglo American Corporation.

The MWU claims the appointment demonstrates that black job advancement threatens white miners' jobs, because a white did not get the post.

The MWU bases its information on a news item in the Witbank News, which says that Mr Frans Zungusa, a Bank Colliery black worker, is completing his practical training for a Mine Captain's Certificate and will soon be promoted to mine captain.

The report says he will take the place of Mr Frik Bezuidenhout, who is to be promoted to a higher position.

The post of mine captain is a senior official's job which has hitherto been closed to blacks.

In the latest issue of its journal, *The Mineworker*, the MWU publishes a picture of Mr Zungusa. And the MWU general-secretary, Mr Arrie Paulus, writes "Now you can see for yourself what Mr Zungusa looks like."

"Look again at the photo and you can see (probably) the first senior black member of the Underground Officials Associations" (The UOA recently opened its doors to black members).

Mr Paulus adds "And if you look again, you can perhaps see the first black member (in the future) of the Collieries Committee of the Chamber of Mines."

Labelling Anglo American the "African Advancement Corporation", Mr Paulus asks his members to "note well that a white has not been promoted to

take Mr Bezuidenhout's place". He adds "If there are still men in the mining industry who doubt that blacks will also replace other whites, my sympathies lie with them."

According to Mr Paulus, the promotion of Mr Zungusa contrasts with assurances given to white miners by the Minister of Mineral and Energy Affairs, Mr F W de Klerk, and the Minister of Manpower Utilisation, Mr Fanie Botha.

He says the MWU has asked Mr De Klerk to give it written assurance that blacks will not get the same job advancement concessions in "white" South Africa as they have recently been granted at the Impala Platinum Mine in BophuthaTswana.

The MWU, according to Mr Paulus, has also asked Mr Botha for an assurance that blacks will not be given blasting certificates on the mines.

Spokesmen for Anglo American could not be reached for comment last night.

(Report by Steven Friedman 171 Main Street Johannesburg)

(v1) Encouragement should be given to efforts to train clinical

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Miner's prank sparks political storm

By STEVEN FRIEDMAN
Labour Reporter

A POLITICAL storm in mining constituencies has been prompted by what mining sources yesterday described as "a practical joke"

The storm has been occasioned by claims by the HNP and the Mine Workers Union that a black man has been appointed a mine captain — a senior officials' post — at Bank Collieries, a Witbank colliery owned by Anglo American

HNP pamphlets on this claim have been distributed in key mining constituencies and the Rightwing MWU has published it prominently in its journal, The Mineworker, distributed to 17 000 members

Both bodies are using the claim to back their assertion that Government labour policies threaten white jobs

Union and employer sources said yesterday the union had been "hoaxed", pointing out that mine captains require blasting certificates which cannot be granted to blacks. They say it originated from a practical joke played by two mine officials on a local Witbank paper

However, Rightwing miners continue to claim there is a grain of truth in the assertions and at a meeting in Barberton on Wednesday night, a miner claimed two blacks were being trained for mine captains' jobs

Yesterday both Anglo and the Underground Officials' Association, the mine union to which mine captains belong, said the claim was "absolutely untrue"

According to industry sources, two white mine officials at a first aid competition persuaded a reporter from a local paper, the Witbank News, that a black miner, Mr Frans Zungusa, was to become a mine captain

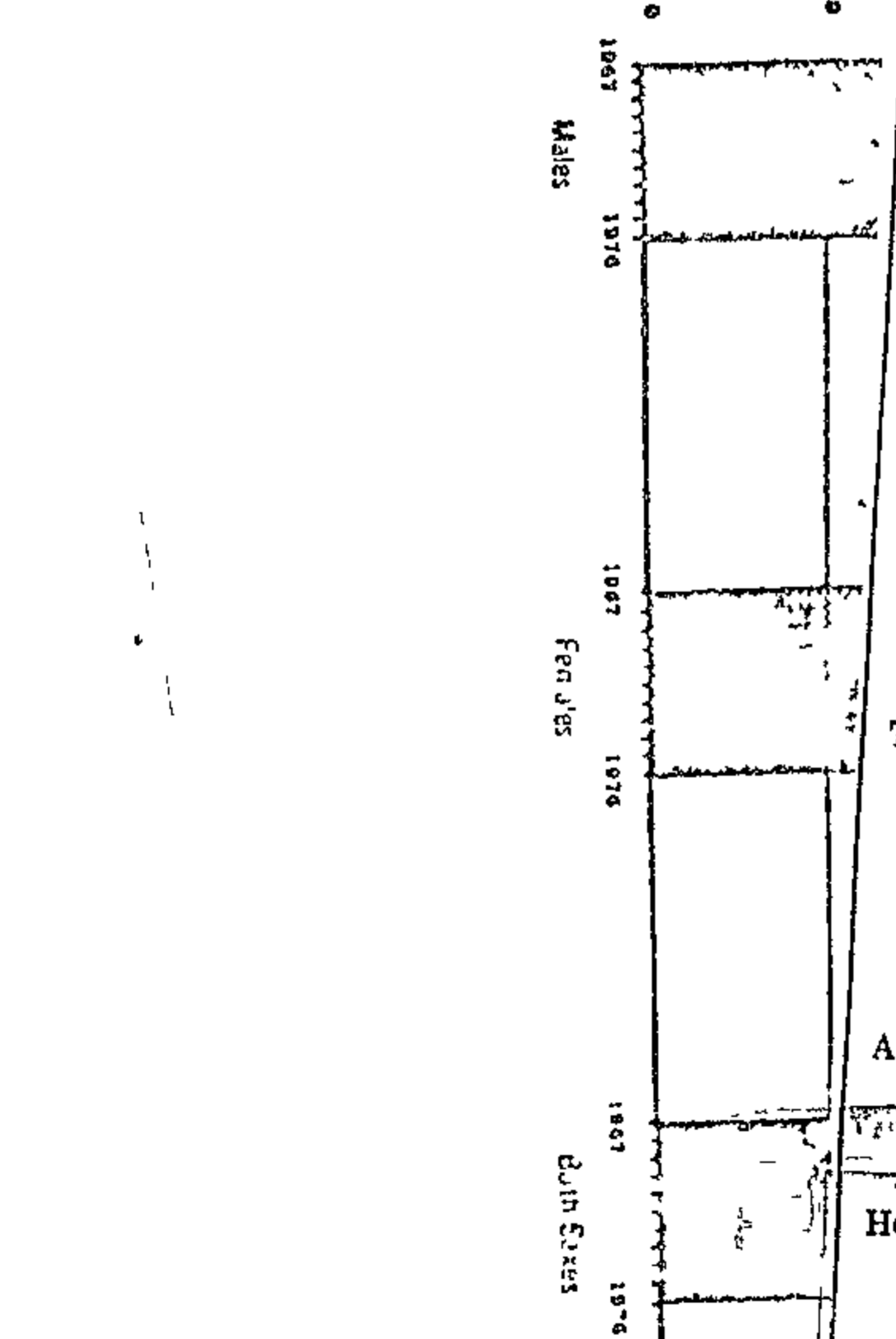
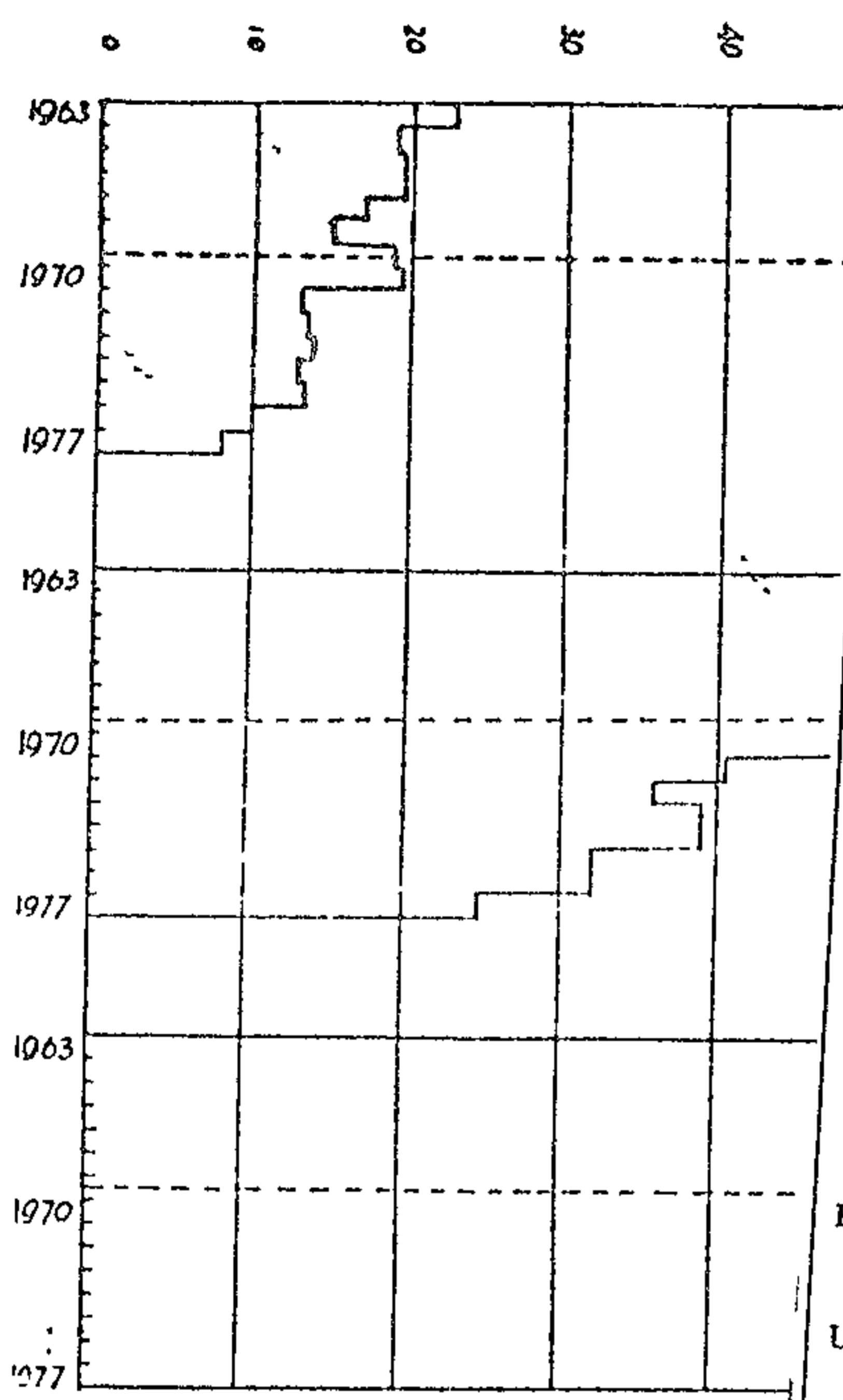
The reporter believed them, and the paper published a photo of Mr Zungusa, saying he was to become the country's first black mine captain. When the paper discovered it had been a victim of a prank, it published a correction

A spokesman for Anglo American said yesterday that the corporation had one coloured mine captain on a De-Berg diamond mine.

He added "We can categorically deny that any black workers are being trained as mine captains by us. Would we be silly enough to risk a major incident by taking a step like this without consulting the unions concerned?"

Mr Doc Coertse, general secretary of the Underground Of-

FIDAY HOSPITALS



4. MUNICIPALITY OF CAPE TOWN
INFANT MORTALITY RATES PER 1000 LIVE BIRTHS
1963-1977

5. LIST EXPECTANCY AND CAUSES OF DEATH - COLLECTED
PERCENTAGE OF ALL DEATHS OCCURRING IN PERSONS AGED 65 YEARS OR MORE
1967 to 1976

WHITE
COLOURED
BLACK

...nials' Association, said the man responsible for the practical joke had been disciplined by Bank Collieries. "A mine captain needs a blasting certificate. Why would they train a man who cannot hold a certificate? What would they do with him?" Mr Coertse asked. Mr Arrie Paulus, general secretary of the MWU, declined to comment. (Report by Steven Friedman 171 Main St Johannesburg)

RDM
17/4/8
138

Paulus hits at promotion of black miner

CT 20/4/81

277
138

Own Correspondent

JOHANNESBURG — A black man has become a mine captain on a South African mine for the first time according to the Mine Workers' Union (MWU)

The union seems set to make a major political issue of his appointment at a time when an intense election battle is being fought in mining constituencies

It says he is to take the place of a white mine captain who has been promoted to a higher position at Bank Colliery, a Witbank mine owned by the Anglo American Corporation

The union claims his appointment demonstrates that black job advancement threatens white miners' jobs because a white miner has not been given the job

The MWU bases its information on a news item in the Witbank News which says that Mr Frans Zungusa a Bank Colliery black worker is completing his practical training for a Mine Captain's Certificate and will soon be promoted to mine captain, becoming the only black man in the country to hold this post

According to the report, he will take the place of a Mr Frik Bezuidenhout, who is to be promoted to a higher position

The post of mine captain is a senior official's job which has hitherto been closed to blacks

In the latest issue of its journal The Mineworker, the MWU publishes a picture of Mr Zungusa which appeared in the Witbank News

Its general-secretary, Mr Arrie Paulus, writes in the journal "Now you can see for yourself what Mr Zungusa looks like

Look again at the photo and you can see (probably) the first

senior black member of the Underground Officials Associations" — the UOA recently opened its doors to black members

Mr Paulus adds "And if you look again you can perhaps see the first black member (in the future) of the Collieries Committee of the Chamber of Mines"

Labelling Anglo American the "African Advancement Corporation", Mr Paulus asks his members to "note well that a white has not been promoted to take Mr Bezuidenhout's place"

He adds "If there are still men in the mining industry who doubt that blacks will also replace other whites, my sympathies lie with them"

According to Mr Paulus, the promotion of Mr Zungusa contrasts with assurances given to white miners by the Minister of Mineral and Energy Affairs, Mr F W de Klerk, and the Minister of Manpower Utilization, Mr Fanie Botha

Mr Paulus says the MWU has asked Mr De Klerk to give it written assurance that blacks would not get the same job advancement concessions in "white" South Africa as they has recently been granted at the Impala Platinum Mine in Bophuthatswana

It has also, according to Mr Paulus, asked Mr Botha for an assurance that blacks will not be given blasting certificates on the mines

"Election promises will not set miners at rest," Mr Paulus writes

● Spokesmen for Anglo American could not be reached for comment by the weekend

(Report by Steven Friedman, 171 Main Street, Johannesburg)

Gqweta predicts ban on Saawu

EAST LONDON Mr Thozamile Gqweta, the national organiser of the South African Allied Workers Union (Saawu), predicted yesterday that the union would be banned in the Ciskei after it becomes independent in December.

Speaking before a crowd of about 600 at a Saawu mass meeting here yesterday, Mr Gqweta said, "Chief Minister Sebe does not like to see that other people have support among the community."

"That is why he locked up a number of union officials in December. He did not want us to hinder the referendum which was being held then."

"Chief Sebe is not happy with Saawu. We have a membership of more than 15 000 in the East London area alone. He feels that we pose a threat to him."

Mr Gqweta alleged that the meeting a few weeks ago between Mr Fanie Botha, the Minister of Manpower Utilisation, and Chief Sebe was to discuss means of suppressing Saawu.

Mr Gqweta said the long-term objective of Saawu was to move beyond organising on the shop floor.

"We want to transform the status quo," he said. "We want to see the abolition of Draconian laws such as the Group Areas Act and the Industrial Conciliation Act."

"We are striving to do away with the exploitation of man by man in South Africa."

Mr Sisa Njikelana, the East London branch chairman of Saawu, said that "a trade union serves more than just the shop floor interests of workers."

He called for a government based on the interests of the workers, as for instance the Labour Party when it was in power in England.

He said one of the biggest drawbacks to gaining rights for black workers was resistance to change among white workers.

Mr Njikelana also criticised the government for allowing the exploita-

... item 8
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 ... of current DC.
 ... SA Advertising
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 ... ken
 ... AT MEETINGS

Item	Source
5. New B.Com. and CTA courses	DC 186 19 September 1980
4. GSB budgets	DC 185 24 July 1980
3. Ph.D. Candidate Miss P Lomber	DC 184 11 July 1980
2. M.Com., R Began	DC 185 12 August 1980
9. Entrance Requirements Higher Degrees	DC 185 3. New Rule for GSB Examiners
8. Statistical Business Computing	DC 185 3. New Rule for GSB Examiners
7. 1981 Prospective entries	DC 185 3. New Rule for GSB Examiners
6. Institute of Advertising Studies	DC 183 13 June 1980
5. Class Medal B.Bus.Sc.	DC 182 22 May 1980
10. Doctoral Degree	DC 184 11 July 1980
3. Change in Personnel	DC 184 11 July 1980
5. Changes to B.Com. degree	DC 185 24 July 1980

ACTION TAKEN ON THE RECOMMENDATIONS AND THROUGH DEAN'S CIRCULARS

Mr Njikelana confirmed Saawu's rejection of registration and their opposition to the government's bantustan policy — DDR.

Mixed
Sattu
to solve
problems
facing
blacks

By KARZER
NGWUYA

THE SOUTH African Theatre Union (Sattu) which has finally received permission to open its doors to all races called a special general meeting at the weekend at the Market Theatre to ratify this with union members.

Peter Sepuma and Nomsa Mene who were the only black artists who attended the meeting, wanted to know from the chairman of the union, Will Bernard what Sattu intends doing for the black artists in the township who are scraping the bottom of the barrel.

Will Bernard said Sattu has little information about the problems facing black artists but that it is prepared to do a thorough investigation.

Will Bernard said "We're aware of the suspicion with which Sattu has been viewed from some quarters and I hope that we can set the doubters' mind at rest at this meeting. A union can, after all, only become strong as its membership grows and that is why we want blacks to join."

He added that the union recommends a salary of R80 per week for its members.

It was pointed out that some independent black producers can't afford to pay their actors the basic minimum of R80 stipulated by Sattu. What would the union do in such cases? a speaker asked.

Will Bernard said Sattu will negotiate with black producers on behalf of its black members.

Sattu made it clear that in future no artist who is not a

member of the union, will be employed by theatre managements.

"So far no measures have been taken to make blacks join the union. A recent poll of members showed overwhelming support for the principle of non-racialism. We would like to get as many applications from black artists, who work in the entertainment business as possible," Will Bernard said.

He added that the long-awaited authorisation from the Minister of Manpower and Utilisation to grant the union a permit to open its doors to all races has come after many years of patient work under the guidance of the union's honorary President P P B Breytenbach.

Mr Bernard said blacks who are part-time actors can join the union as associate members and promised them the same protection and rights as their white counterparts.

Railways union opens up to blacks

RDM 2/5/81

By RIAAN DE VILLIERS
Labour Correspondent

A LEADING white Railways trade union, the Artisan Staff Association, has decided to back the introduction of workers of all races as apprentices on the railways — and to open its own ranks to them.

It has also decided to apply for affiliation to the multiracial Trade Union Council of SA (Tuksa), the largest trade union co-ordinating organisation in the country.

The decisions were taken at the annual conference of the 2000-member association in Johannesburg this week and announced at a Press conference yesterday.

However, the conference decided it would only accept black apprentices if they were subject to compulsory military training — or white apprentices were exempted.

White applicants would have to be given preference.

Its executive committee would have to ensure that the ASA retained the "greatest measure of control over the influx of non-whites into the association's ranks and into work situations over which it has jurisdiction".

Commenting on these moves, the ASA's president, Mr Jimmy Zurich, said the association was willing to accept black apprentices provided they were subject to the same employment conditions as whites.

The issue of military training was more important in the Railways than elsewhere and apprentices who did not have to undergo training would gain a permanent advantage over the others.

However, Mr Zurich did not

appear to see this as an insuperable obstacle. He said the issue was under urgent investigation by a Railways management committee and that the next intake of apprentices would take place next year — which gave the parties "ample time" to resolve the problem.

Mr Zurich said there had been some opposition to the decisions and some members "weren't very happy".

However, the conference decision to open ASA ranks had been virtually unanimous.

The ASA has not been affiliated to any co-ordinating organisation since 1976, when it broke away from the Rightwing SA Confederation of Labour with the intention of setting up a new "middle of the road" organisation.

Mr Zurich said yesterday that the union had worked hard to form a new organisation, but had run into stiff opposition. It had now come to the conclusion that the idea, though good, had been "stillborn".

The ASA needed a platform for its views and it had consequently decided to affiliate to Tuksa.

The ASA conference also debated a resolution calling for a one-day strike in protest against price rises.

According to yesterday's statement, it took "all the persuasive powers of the president and the executive committee to dissuade the conference from such strong action".

The Government would be urged to take strong steps to curb inflation.

The union would also press for new wage increases to match inflation and compensate members for increased productivity.

AS a black mine worker, I wish to reply to the article by Madeline van Biljon (Sunday Times, April 26) on a speech by Mr Arrie Paulus, general secretary of the white Mineworkers' Union, in support of the HNP in Carletonville

Many insults have been hurled at the black people of South Africa, with no regard for their feelings

It is, therefore, only fair that you should also publish this reply to Mr Paulus from a black mineworker

Mr Paulus believes the white miners are the pillars of the industry

He and the Chamber of Mines signed a so-called "closed shop" agreement which he thinks "protects" the "white man's jobs" from being done by blacks

That is only a paper agreement

I have been a team leader underground for 25 years, and can tell you that there has never been a white man's job in the underground work situation

White "miners" are so lazy that they delegate all their duties and responsibilities to the blacks

The result is that the training in skills which is denied to blacks by officialdom is taught to them by the white miners

This exposes the stupidity of both the union and the Chamber of Mines in trying to maintain a "closed shop" deal

Today, black miners are well-skilled in blasting and virtually all aspects of mining

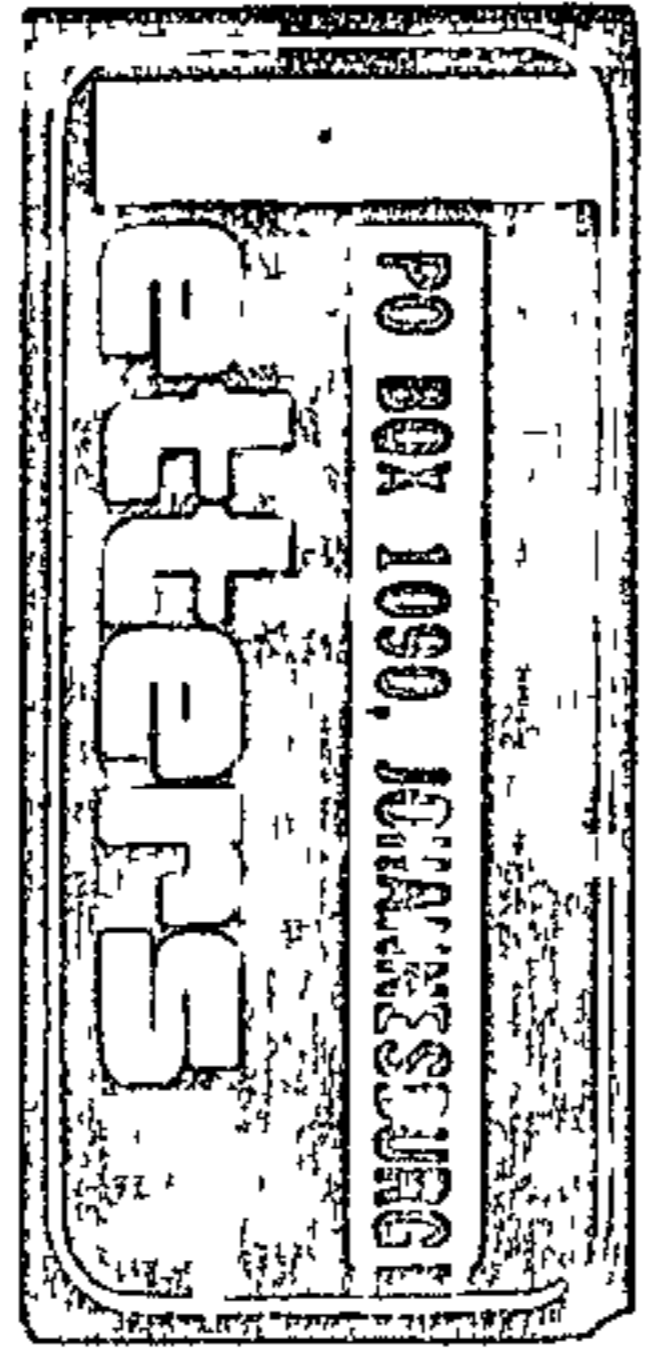
W e s w e a r t,

W e b l e e d,

W e d i e

And soon we'll show Arrie Paulus

who produces South Africa's gold



The white miner today is the fellow who prefers to sit on top of his lunch tin at a slope entrance yawning the shift away and watching for unexpected visits by officials

All work operations nowadays can be planned, organised, supervised and performed by blacks

A black man sweats, bleeds and sometimes dies so that a white man can get a fat cheque and bonus for "good productivity" at the end of the month

But mining today is a black man's world

Mr Paulus talks aggressively, but no white man cares to restrain him

The mining industry relies on black labour

Black mine workers will soon group together to form an organisation that will show Mr Paulus who the real gold producers are — **BLACK MINER**, Carletonville

'Dirty' wage

Agos 13/5/81
deal say

(138) (178)
electrical

dissidents

Labour Reporter

A DISSIDENT group within the Western Cape branch of the Electrical and Allied Trades Union has called a meeting of members to discuss what it claims was 'the dirty wage deal made behind our backs'.

In a pamphlet, the Electrical Workers' Action Committee asked union members when they last received 'decent and substantial increases' and what the recent agreement meant for apprentices and artisans.

A spokesman for the committee said the main objection to the agreement was that it permitted skilled work to be done at unskilled rates of pay for creating new categories of electrical workers.

It was announced in March that the hourly rate for licensed electricians in the contracting industry would increase from R2,75 to R3,75, a rise of R40 a week. The hourly rate for unlicensed artisans would go up to R3,20 and for labourers to R1,20.

CT 14/5/81
138
77

Artisans fear for jobs in new pay agreement

Staff Reporter

ARTISANS have called a meeting to discuss a new wage agreement which they fear will have the effect of phasing them out in the long run.

The agreement will leave workers in the electrical contracting industry with substantial increases. As part of the agreement the electrical unions have accepted two new types of workers — conduit installers and systems installers.

According to the Electrical Workers' Action Committee whose members belong to the Electrical and Allied Trade Union but are opposed to the agreement negotiated by that union, the two new types of workers will do work formerly done by licensed artisans, but at a lower rate of pay.

The Action Committee said this opened the door for skilled work to be done at unskilled rates of pay. Licensed electricians said they feared for their jobs.

They believed they would be the first to go if there was a slump. They said the agreement would allow further exploitation of the unskilled worker.

The secretary of the Electrical and Allied Trade Union Mr Cyril Shield, said that although the union was not satisfied with the agreement, he did not believe it would result in licensed artisans being "phased out".
"The artisan will always be

needed to work on individual homes. The work done by the conduit installer and the systems installer will be of a repetitive nature. The fittings are prepared off site and all they have to do will be to put the pipes together."

Mr Shield disagreed that unskilled workers would be further exploited and said the agreement would "force bosses to recognize work done by these workers."

The meeting to discuss the agreement will be held at the Methodist Church Hall, Kiplington Road, Hazendal at 8 pm today.

Public sector could demand 20% pay rise

By GERALD REILLY
Pretoria Bureau

IT IS expected that the pay demands which the public sector is to lodge later this year will exceed 20%

Some staff association leaders say they are determined to press hard for rises which will take into account that this year's increases were 4% below the inflation rate

They fear, too, that by the time the new pay rises are granted next April, the inflation rate could be bumping 20%

The president of the Artisan Staff Association, Mr Jimmy Zurich, said his 23 000-strong association intends, when it meets the Minister of Transport later this year to make a claim which would compensate

fully for the level of the Consumer Price Index plus 2% or 3% more to reward workers for increased productivity

"In our last increase in April, we were given 12% — which was 4% below the inflation rate," he said "This time we intend asking for full compensation for a rate which by the time the increases are granted next April, could be approaching 20% "

Mr Zurich, who is also chairman of the Federal Consultative Council of Railway Staff Associations said that because of staff shortages and rising traffic volume, people were being called on to do more work

"We feel the time has come when railway workers should

get their fair share of the handsome profits being made in the private sector "

Senior public servants said they were in full agreement with the Artisan Staff Association's attitude

They, too, said they had received increases of 12%, which fell short of the inflation rate The result had been a drop in living standards for thousands of State and provincial workers accelerated resignations, and a determination not to be fobbed off next year with rises which failed to take inflation into account

Post Office workers feel the same and will also be asking for increases to compensate for inflation and restore living standards

LITRES WITH 0.5 0.1 AND 0.05 SUB-DIVISIONS (ATPS)

LITRES WITH SUB-DIVISIONS (BTPS) @ 20°C (AMBIENT TEMP)

START

0.75

SECONDS

Patient's Name

Position

Date (11)

ZERO POINT

(1)

(2)

(3)

(4)

(5)

(6)

(7)

(8)

(9)

(10)

(11)

(12)

1980

Argus 19/5/81

Better pay deal for ~~132~~ 138 SA's brewery staffs

Argus Correspondent.

JOHANNESBURG —
New minimum wages for employees in the brewing industry have been gazetted

The wage agreement follows an agreement by the industry's employers' association and the Witwatersrand Brewery Employees' Union

Also gazetted this month were minimum

wages, bonuses and sick fund payments for employees in the iron, steel, engineering and metallurgical industries.

The agreement affects a large number of employers' associations as well as unions. The major unions affected by the agreement are the Boilermakers' Society and the Amalgamated Engineering Union

CT 8/16/81
Pay boost for SA
mine staff granted

JOHANNESBURG. The minimum salary scales of about 21 000 officials on gold and coal mines in South Africa are to be increased by 14 percent from this month. A joint statement issued in

Johannesburg by the Chamber of Mines, the Mine Surface Officials Association, the Underground Officials Association and the South African Technical Officials' Association said that in addition certain other agreements had been reached after the annual review of wages and conditions of employment.

"The contributions made by employers to the mine officials' pension fund will be increased by 0.5 percent, thus bringing total contributions payable to the fund by employers and employees to 22 percent.

"The contributions paid by employers and employees to the mine officials' pension fund death benefit scheme will be increased from the current R4 payable by employees and R4.80 payable by employers to 1.4 percent of each employee's pensionable emoluments, and this amount will be payable by both employers and employee.

Death benefits

"As a consequence of the increased contributions, the death benefits will be increased as follows:

"For working members the death benefit of R10 000 will be increased to 24 times the employee's monthly pensionable emoluments, with a minimum of R10 000.

"For pensioner members, the death benefit of R2 200 will be increased to 24 times the pensioners monthly pension with a minimum of R2 200.

"As in the past mining houses may grant merit increases in the discretion of mine managements.

"The officials' associations and the Chamber have also agreed to examine jointly the feasibility of amending the rules of the mine officials' pension fund death benefit scheme to allow for a lump sum payment when an official goes on pension." — Sapa

Sugar mill wrangle before industrial council

Mercury Reporter

MANAGEMENT and workers of the Huletts sugar mill in Felixton are to meet their industrial council for discussions today in an effort to resolve the issues in this week's six day strike

The more than 500 workers at the North Coast mill resumed work yesterday on the advice of their union and members of the industrial council, pending today's discussions

Workers downed tools on Friday last week after management refused to meet their demand for a R95 a-month living-out allowance Management of-

fered them R50, according to the public relations officer for the company, Mr Ron Phillips

Sugar workers were paying a great deal of interest to the dispute because the outcome would affect the whole industry, said Mr Selby Nsibande, secretary of the registered National Union of Sugar Manufacturing and Refining Employees

Mr Nsibande said workers at the mill had asked management for a living-out allowance in February last year After the election of union shop stewards earlier this year, the matter was again taken up with management

the exception rather than the rule. (21) Thomas Leggett, a consulting mining engineer, stated, 'Contract work does not greatly exceed that of average pay in my experience.' (22) After paying expenses many miner-contractors earned wages which ranged from £12 to £15 per month. (23) Mining engineers believed that single men might be able to save a little of their earnings on a wage of £1 per day, but that for married men this was not the case at all. S. Jennings contended that it was very difficult for a married man 'to make ends meet.' (24) Edward May, manager of the George Goch mine amplified this further:

A single man can possibly save, if he saves everything possible, perhaps £100 a year. But the married man has several disadvantages. As a rule he does not get a house free upon the company's property. He has house rent to pay, and there is the keep of his wife and possibly a family, and he cannot live under a margin of £18 to £20 a very large percentage of the men who live

Sugar NY 27/6/81
workers awarded allowance
(189)

Mercury Reporter
MARRIED workers in the sugar industry have been awarded a living-out allowance following a six-day strike by 500 workers at a Huletts sugar mill this week. The industrial council for the sugar manufacturing and refining industry yesterday awarded the R30-a-month living-out allowance to all married workers covered by the industrial agreement bringing to an end the dispute between management and workers at the Felixton sugar mill. The award comes into effect retrospectively from the beginning of this month. The chairman of the council, Mr William Kullim, said 'Unanimous agreement was reached by the council that as from June 1, 1981 sugar mills covered by the industrial council will pay an allowance of R30 a month in lieu of compensation paid to all married employees presently living off mill premises. The striking workers had demanded R95-a-month food and living-out allowance while management offered R50

rand, the latter view (26) It was the hope of earning high contract wages that kept so many overseas miners on the Rand. This occurred even after the hazard of silicosis was recognised. It was notably the fear that gradually wages of white miners would be reduced which provided one of their reasons for striking when three drills under their supervision was introduced (instead of the customary two introduced since 1897); another contention was that they were being exposed to an increased dust hazard. (27) Relatively reduced wages, increased unemployment and growing fears about the alleged incidence and prevalence of silicosis which no longer made it worth their while to remain on the Witwatersrand goldfields were also major reasons which prompted miners to strike in 1913. (28) It has often been suggested that while the outcrop mines - many of which were of the open-cast type - were being worked,

the dangers to miners from exposure to dust were minimal. This was because the rock in the rich 'free milling' surface zone (where the gold values were high) was relatively soft and damp. (29) Another reason why this type of mining was erroneously not considered to be injurious to health was that developing was performed by hand. (30) This method was considered to be free from the hazard of dust and that the disease only developed after 1892 when the first dust-producing machine-drills were introduced by mining companies. (31) However, even in the early stages of mining average depths, although shallow in comparison with those of later years, extended as far as 300 feet; and in certain operations very hard pyritic rock was encountered at relatively shallow depths. (32) But rock does not have to be broken by machinery to produce dust. Even hand-broken rock can generate dust in dangerous quantities, as the Report of the Miners' Petition Commission, 1902 to 1903, (MTC 1903) indicated. (33) During the period in outcrop ore was being mined natural ventilation, on the whole, was probably reasonably good. But as early as 1887 vertical shafts of 100 to 300 feet in depth were being sunk. These miners tunnelled dead end underground drives along the section of the reef, (or established cross-cuts - another kind of dead end tunnel for the creation of different levels - right angles to the shafts) and raised and sank winzes for connecting the drives and cross-cuts and to provide ventilation during the construction of winzes, and until the connection was made with the drive or cross cut, they were also cul-de-sacs. This meant that hammer men drilling through rock were working in dead ends where the air was probably vitiated. (34) It is highly probable and it can be strongly argued that even in the early mines silica dust was being generated in sufficient quantities to produce a chronic, that is a slowly developing, form of silicosis, in miners.

During the period 1833 to 1889 deep-level boreholes were sunk. These served to confirm that far below the surface, the reefs flattened, and in this way the continuity of the gold supply was confirmed. From this time deep-level mining commenced. (35) Solid steel, heavy bar-rigged reciprocating drills, which on the back stroke threw off fine dust in the form of shattered rock particles, were used for shaft sinking, and the other

Wage deal criticism expected

23 138
~~189~~

B1 pages

Labour Reporter

DISSATISFACTION at what has been called a 'dirty wage deal' is likely to be expressed at a meeting of the Electrical and Allied Trades Union tomorrow.

The meeting is to inform members about new agreements for the electrical contracting and servicing industry, which came into effect last week.

Members of the Western Cape branch of the union have criticised the agreements for permitting skilled work to be done at unskilled rates of pay.

Mr Cyril Shield, secretary to the union's southern area management committee, says in the notice of the meeting that illegal 'union' meetings have been held recently and 'addressed by people who have no knowledge or information as to the recent

changes which have taken place'

In a statement last week, the Electrical Contractors' Association said the cost of electrical services and installation would rise by as much as 25 percent, following an average wage increase of 30 percent for workers in the industry

Tomorrow's meeting will be in the Garment Workers' Hall, Victoria Road, Salt River, at 8 pm.

3. Mi
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4. As

As the company's address does change to the LIFO basis of stock valuation, calculate the value at which his opening stock will be stated in his financial statements for the year ended 28 February 1982.

(2 marks)

(Conversion Course - March 1981 : 22 marks - 20 minutes)

Argus 27/7/81 Saldanha Workers Sent Home

Labour reporter

ABOUT 900 workers at the Sea Harvest fish factory in Saldanha were sent home today in what the Food and Canning Workers' Union has described as 'a clear case of a lookout'.

A spokesman for the union said almost the entire labour force — mostly women — had left the factory on the instruction of the managing director, Mr H E Kramer, after he refused to address the workers on a pay dispute.

The union had been trying to negotiate with the firm for higher wages over the past six weeks. On Tuesday, however, Mr Kramer made a pay offer which was rejected at a meeting last night.

When Mr Kramer was told of the decision he accused the union of 'stirring up' the workers, the spokesman said.

'He refused a request from the workers' committee today to speak to all the workers. He told them they all had to leave the premises immediately.'

'It seems nearly everybody is out. The workers are meeting in White City, Saldanha to decide what is to be done,' the spokesman said.

Mr Kramer was not available and a spokesman for the company said there was 'no comment at the moment' on the trouble this morning.

The Sea Harvest factory, one of the biggest fish factories on the West Coast, experienced a number of stay-aways by its work force in late 1979.

In a four-month wrangle over what the women workers called 'slave

wages', they demanded a minimum wage of R30 a week.

The union spokesman said that although wages now approached this figure with allowances and bonuses, management was unwilling to specify a clear rate for the job at the various grades of work.

In Port Elizabeth the labour dispute in Uitenhage is threatening to spread. The Argus Bureau reports.

A strike of about 150 workers at a motor com-

ponent plant has again disturbed labour peace.

Of the companies again facing production losses over a dispute at another company, are the Ford and General Motors plants.

A spokesman for the National Union of Motor Assembly and Rubber Workers (Numarwosa) said today that workers at at least five major plants will refuse to handle parts manufactured by the Dorbyl company if the company persists in attempting to recruit scab labour at its strike-hit Uitenhage plants.

Argus 3/7/81 138

Talks expected in wages dispute

Labour Reporter

NEGOTIATIONS aimed at settling the dispute at the Sea Harvest fish processing factory in Saldanha are likely today, with both management and worker representatives saying they are ready to talk.

The workers, who are dissatisfied with wage increases announced this week, are demanding a minimum wage of R40 a week.

This would be 'no problem', the managing director, Mr E H Kramer, said today.

'We are prepared to pay a minimum of R40 a week, but then allowances and bonuses would fall away. We are paying more than R40 a week now with the allowances and bonuses.'

More than 700 workers, mostly women, left the factory yesterday in what their union called 'a clear case of a lockout.'

They said Mr Kramer refused to address all the workers together on the wage issue as he had agreed, and sent them home.

Mr Kramer, who was not available for comment yesterday, said today there was 'no question of a lockout.'

'Whoever told the workers to go home, it certainly wasn't me.'

He said it was necessary to hold meetings in groups as there was no place at the factory to accommodate 1 000 people.

'A series of meetings was arranged with the

workers' committee and they proceeded to organise the meetings. That was the last I saw of the committee or anyone else yesterday.'

Mr Kramer denied an allegation that he had tried to bypass the Food and Canning Workers' Union by announcing increases while the union was trying to negotiate on wages.

'We have a policy of twice-yearly wage increases. At the beginning of the year we had committed ourselves to a general wage increase in the first week of July.'

He said that while some workers might have been prepared to wait for a

negotiated agreement, others were not

Mrs L Abrahams, Paarl branch secretary of the union, said small increases were 'eaten up tomorrow' by the rising cost of living.

In a notice dated July 1, management announced an increase in the minimum wage for women of 14c or 17c an hour, depending on length of service. The minimum is presently between 60c and 72c an hour for a 46-hour week.

New minimum wages of between 70c and 77c an hour were set for male factory workers, excluding contract workers.

FACULTY OF MEDICINE

Bronte Stewart Research Prize
For the student (35 years or under) submitting the most meritorious thesis for the degree of MD, PhD, or ChM.

Dr D W Beatty

Forman Prize
For the undergraduate who is of adequate academic standard and has made a special contribution to student affairs.

J T Taylor

Barnard Fuller Prize
For the best student qualifying for MB ChB with first class honours

J M Cornell

Stanley Philip Neumann Memorial

Award

For the overall outstanding student completing the courses prescribed for the 3rd year of the MB ChB course.
Miss C H Botha-Reid

University Gold Medal in Medicine
For the most distinguished student graduating with honours.

STOP 6/7/8
Wage talks
satisfactory

CAPE TOWN — The wage dispute between the management of Sea Harvest and its workers at Saldanha Bay was resolved at the weekend.

But a joint statement by the company and the Food and Canning Workers Union said that in spite of the dispute having been settled, there was strong disagreement over the causes of the situation which arose last week.

Wage discussions earlier last week were interrupted when, according to the union, about 900 workers were "locked out." Management claims the workers "walked out." — Sapa.

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al course.
or student submitting
a subject related to

ANAESTHETICS

CT 4/7/81

Wage dispute at Saldanha fish firm

(138)
(139)
(146)

Staff Reporter

MANAGEMENT and worker representatives were last night negotiating a settlement on a new wage deal for workers at the Saldanha Sea Harvest Fish factory where 700 workers were "locked out" on Thursday

Late last night, officials were still deciding on the terms of the agreement, which could bring an end to the week-old dispute

Negotiations started at noon yesterday and continued throughout the afternoon and evening

The dispute arose when management this week announced wage increases which were unacceptable to the 1 000 workers at the factory

The wage offered by management was an average of R34 a week, while workers were demanding a minimum wage of R40 a week

Workers were also demanding a clear wage rate for the various grades of work

According to a spokesman for the Food and Canning Workers' Union to which the workers belong, workers were locked out on Thursday after management had refused to speak to them

The more than 700 women who then left the factory did not return to work yesterday

The spokesman said others, mainly contract workers, had returned to the factory "under protest"

The company's managing director, Mr E H Kramer, denied yesterday that workers had been locked out

He said management was prepared to grant a minimum wage of R40 a week, but then travel allowances and bonuses which workers had previously been given outside their basic salaries, would fall away

Stalemate in fish factory pay dispute

CAPE TOWN — The labour dispute at the Saldanha plant of Sea Harvest, a major fish processor, was deadlocked yesterday after action on Thursday by about 900 workers over pay.

Interviewed in Cape Town yesterday, the general secretary of the Food and Canning Workers' Union (FCWU), Mr Jan Theron, claimed workers had been locked out, while Sea Harvest's managing director, Mr H E Kramer, said the workers had "walked out".

Both men denied workers had struck.

But although the union said it was ready to negotiate yesterday, management remained non-committal.

The dispute arose after a series of meetings this week between management, union officials, a works committee, and about 900 employees, mainly women.

Mr Theron said management made a wage offer on Tuesday which was rejected on Wednesday after discussion among workers.

He said FCWU officials, who claim 1 600 members in Sea Harvest's 2 700 workforce, reported that workers were unhappy because they said their wages were lower than those paid by rival Irvin & Johnson.

Mr Theron said Mr Kramer indicated he was not satisfied that workers understood the wage offer and wanted to address them personally, in groups.

"The workers were not agreeable to that for understandable reasons," he said. "Then Mr Kramer told them to get out."

About 900 workers left the premises.

"As far as the union is concerned, we are still talking. We are open to negotiations."

Mr Kramer said workers

involved in the dispute did not arrive at work yesterday. However, wages from last week were to be paid later yesterday.

In a detailed statement, Mr Kramer said management had a 13-year working relationship with the FCWU, which also represented Transkei contract workers.

A works committee was established last year.

Sea Harvest gave a general wage increase at the start of this year and announced that a further general increase would be paid in the first week of July.

Mr Kramer said the increase would bring minimum gross weekly pay, excluding overtime, to R39.

Less than 30% of the workforce received the minimum wage, he said. The average wage exceeded R42 a week.

He said the union told management it had to agree on any

increases, and a meeting was held in June.

On July 1, a meeting was held with union officials. About 500 workers were then addressed by the works committee and the wage proposals were rejected.

Mr Kramer said he was asked to speak to the workers. He agreed to have a series of meetings, "but the workers elected to go home".

Management had urged workers to return, then on Wednesday night made a further attempt to resolve the dispute, he said.

The union then changed its initial demands and asked for a weekly minimum wage of R40. "Management agreed to this, but allowances would fall away," he said.

This was rejected by the union.

The Sea Harvest factory experienced a number of stayaways in late 1979 — Sapa

RDM 4/7/81 (18/10) (18/10) 138

Bell-John Prize
For the best all-round student
in any year of study.
P C Key
The Committee of the Western
Cape Chapter of Quantity
Surveyors' Prize
For the student obtaining
the highest marks in
Professional Practice.
P R Swift
LTA Prizes
For the best student in each of
the courses of Building Economics I,
II and III in the third, fourth &
fifth years respectively.
I : N D G Sessions
II : A R Low Keen
III : No award
S A Brick Association Prizes
For the best student in the
subject of Building Construction.
C W von Düring

QUANTITY
SURVEYING
(Continued)

Stow 3/7/61 (138) (139)
Pay scales start fish plant row

About 900 workers at the Sea Harvest fish factory at Saldanha in the Cape, sent home yesterday after management refused to meet their wage demands, today expressed their willingness to return to work and hold negotiations.

Workers had demanded a minimum R50-a-week wage and rejected management's offer on Monday of increases.

The Food and Canning Workers

Union said the pay offer was unacceptable because of cost of living increases. It accused management of conducting a "lock-out".

The managing director of the company, Mr H E Kramer, has not commented on the dispute.

Women workers earn between 60c and 72c an hour depending on length of service, and men receive 70c to 74c.

Rise for fish factory workers

CT 6/7/81
139 138
186 177 152

Staff Reporter

WORKERS at the Sea Harvest fish factory in Saldanha Bay will receive across-the-board increases in terms of a settlement reached between management, workers and representatives from the Food and Canning Workers' Union

Mr Jan Theron, general secretary of the Food and Canning Workers' Union, said the minimum wage rate would be raised from R27,60 to R35,88, excluding a travel allowance

The managing director of the Sea Harvest fish factory, Mr H E Kramer, said last night that he could not recall the exact details of the new rates. But the wages agreed on were "substantially the same as those offered to workers before they walked out"

He said that less than 30 percent of the work force received the minimum wage, while the average wage before the settlement was R42

A joint statement issued by management and the union said it had been agreed that a further increase would be granted in January, 1982, bringing the minimum earnings to R40 a week

Workers earning above the minimum rate are to receive increases of between R8,28 and R9,20 a week, depending on their earnings. They will receive a travel allowance of between R2,50 and R5,50

Mr Theron said the encouraging thing about the negotiations was the support shown by workers at other fish factories

"Fish which could not be processed in Saldanha was sent to a major fish-processing factory in Cape Town, but workers there refused to work it until a pay settlement had been reached at the Saldanha factory." Workers at the Sea Harvest Fish factory return to work today

By SHELAGH BLACKMAN
UNDER the spotlight of Port Elizabeth Municipality's staff crisis, allegations have been made that the white municipal trade union, Saame, is blocking the hiring of blacks

According to the municipality's personnel manager, Mr M J Shand, the staff overall was 20% under complement and town planning operated on only half staff

Mr Shand said all jobs in the municipality were open to members of all race groups, but this contention has been queried by several officials

One, who asked not to be named, said the hiring of blacks for certain positions was being blocked by the South African Association of Municipal Employees (Saame)

Another informant said a recent proposal to employ coloured meter readers was opposed by Saame who opted for white women instead

Approached today, Saame's chairman, Mr J A Howcraft, described the job of meter reader as a "traditional white area job"

He said Saame was against the municipality taking on blacks at low salaries at the cost of white employees

"We have co-operated with the council in opening certain positions to blacks but not at the cost of our members. We have to protect the white mu-

Saame accused of job bias towards blacks

E. Post 13/7/81

138

nicipal staff," he said

Where whites could not be found to fill the positions, then Saame had no objection to blacks being taken on, he said

Mr Terry Herbst, a city councillor, said Mr Howcraft's statement about protecting whites was "most revealing" and was in "direct conflict with the council's declared policy that race plays no part in selection"

He believed the interests of Port Elizabeth would be well served if an urgent meeting between the council and Saame was called to thrash out "this ridiculous situation"

The deputy chairman of the Coloured Management Committee, Mr W J Dietrich, said that in theory blacks were supposed to be able to apply for any job in the municipality but

"they know they will encounter difficulties when they do so"

He cited the example of the Fire Department where no accommodation was available for blacks

"It is time that white organisations like Saame stopped trying to prevent the inevitable. A fifth of the population of South Africa cannot carry on providing essential services — the only answer to unemployment is to provide a large pool of experts by training blacks and having all jobs open to them," he said

The chairman of the Indian Management Committee, Mr R Bhana, said the efficient running of the city was the top priority

His committee was aware that Saame were the "chief

instigators" behind the blocking of black appointments

The chairman of the council's Policy and Resources Committee, Mr A Ward Able, said the council had a good working relationship with Saame

"Provided we satisfy them that we cannot get sufficient white staff, then they have no objection to our employing blacks," he said

The municipality was not a haven for whites wanting "sheltered employment," he said

Mr Ben Olivier, a councillor, said he was sure no adequately qualified blacks were available to apply for positions such as town planner or land surveyor

Fish workers in dispute over pay

Agms 15/7/81
126 127 138

Labour Reporter

ABOUT 80 workers at two small West Coast fish factories face the prospect of being 'signed off' in a dispute with management over wages

Workers at the white fish processing factory of Gourmet Fish Products (Pty) Ltd in Stompneus Bay stopped work on Monday. They were followed yesterday by workers at the firm's dried fish factory in St Helena Bay.

A management offer of a minimum wage of 68c an hour, or R31,28 a 46-hour week, has been rejected by workers as too low.

They want their wages brought into line with wages introduced at the Sea Harvest factory in Saldanha after a dispute there two weeks ago, according to a spokesman for the Food and Canning Workers' Union.

EXPENSIVE

Mr G de Gruchy, a director of Gourmet Fish Products, said he was prepared to discuss an increase with the workers as 'things have got very expensive'.

However, the market would not allow him to pay any more than he had offered. This amounted to a 13 percent increase in the minimum wage.

Mr de Gruchy said the workers, mainly women, were doing 'very rough work' which was less specialised than work done at Sea Harvest.

He was waiting to hear today what the workers wanted to do.

'If they don't accept the proposal, I am happy to sign them off and get another team of girls. There are a number of girls here who are unemployed and willing to fill in,' Mr de Gruchy said.

BY HAND

Mr Jan Theron, general secretary of the Food and Canning Workers' Union, said the workers believed other people would not take their jobs while the dispute continued.

He said the work being

done at Gourmet was relatively more skilled than at Sea Harvest as the operations were done by hand rather than machine.

Whereas Sea Harvest was now paying a minimum of R35,88 plus a travel allowance to unskilled labourers, Gourmet was offering a R31,28 a week minimum to skilled workers.

Sto 16/7/81
Dismissal
threat at
fish plant

Own Correspondent
CAPE TOWN — About 80 workers at two small west coast fish factories face the prospect of being signed off after a dispute with management over wages

Workers at the White Fish processing factory of Gourmet Fish Products (Pty) Ltd in Stompneus Bay stopped work on Monday. They were followed yesterday by workers at the firm's dried fish factory in St Helena Bay.

A management offer of a minimum wage of R31 28 for a 45 hour week has been rejected by workers as too low.

They want their wages brought into line with those introduced at the Sea Harvest factory in Saldanha after a dispute there two weeks ago, said a spokesman for the Food and Canning Workers Union.

MARKET

M. G. de Gruchy, a director of Gourmet Fish Products, said he was prepared to discuss an increase with the workers but the market would not allow him to pay more than he had offered. This amounted to an approximate 13 percent increase on the minimum wage.

He was expecting a reply from the workers today.

has been a marked decrease in the number of births to ... Town municipal residents, particularly for 'coloureds'

The operational efficiency of neonatal paediatric care has also been improved by MOUs. Neonatal examinations are provided in 3 places -

- babies born at MOUs are seen by the MOU staff - midwives and paedia
- babies born hospital to
- babies born

Well babies at problem cases hospital from specialists t

Labour Reporter

STRIKING workers at two small West Coast fish factories who walked out last week in a dispute over wages have been told they will be paid off on Friday

About 80 workers, mostly women, stopped work at the factories of Gourmet Fish Products (Pty) Ltd in Stompneus Bay and St Helena Bay after rejecting an increased minimum wage of 68c an hour, or R31,28 a week.

A spokesman for the Food and Canning Workers' Union said management called workers in and instructed them to hand in their overalls and sign a paper resigning from work

The workers refused to sign as they still regarded themselves as employees and wanted an answer on

Fish firm strikers told they will be paid off

their demand for higher wages.

A director of Gourmet Fish Products, Mr G de Gruchy, said he had asked workers to sign the resignation papers to 'cover' himself

He had since been advised by 'Government authorities' that this was unnecessary as the workers had 'signed themselves off on July 13 when they went on strike'

Mr de Gruchy said the workers would be paid any money owing to them on Friday if they chose not to return to work.

'We can't leave the impasse indefinitely. A lot of girls want to come back, but they have been intimidated'

OVERSUPPLY

The firm was busy enlisting workers at the new wages to start on Monday. It had an 'oversupply' of workers at the St Helena Bay factory and 12 had been brought to the fresh fish factory at Stompneus Bay

Mr de Gruchy denied an allegation by workers that he had threatened them with the police.

Nor is the aim of MOUs to do there will always be a need in the area, due to the number of Black women have pelvic disproportion. It is to the peri-natal mortality may still result in the need for specialist attention or

rate, a mortality rate which is accepted as being sensitive to the quality of obstetric care.

3. To provide a less clinical, more family atmosphere to reduce the psychological stress of childbirth. The patients get to know the sisters and midwives at the MOUs during the period of antenatal care. The system at hospitals is clinical and impersonal. Antenatal care is provided at outpatients departments and the delivery in the maternity wing.

The specific aim of the MOUs is not to reduce the peri-natal mortality rate or the maternal mortality rate - that is the aim of all obstetric care. However, since the establishment of the MOUs, the peri-natal mortality rate has declined. (See Table 5.1 - this excludes information about deliveries performed by independent midwives.) There has been no significant change in the maternal mortality rate since 1973 as modern medicine in Cape Town has advanced to the stage where maternal deaths are not common and are not usually clinically avoidable.

Under the auspices of JCT/CPA, no more home deliveries are now conducted. Table 5.2 shows the percentage of deliveries performed in institutions. This includes cases of born before arrival but transferred immediately to an institution after birth. (Institution refers to hospitals and MOUs.)

MOUs and associated clinics also provide the ideal environment for the introduction of the concept of family planning. In 1976, 81% of the patients discharged from MOUs were on some form of family planning. The Day Hospitals themselves also provide a family planning service. Since 1972, there

20 PERCENT INCREASE

OR GO-SLOW

CITY WORKERS

Agree
23/7/81
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TOTAL EXPENDITURE	3,712	12,59
sub-TOTAL	0,205	0,852
Transport - Goods	0,017	0,165
Repairs and Maintenance	0,077	0,073
Services	0,005	0,028
Miscellaneous	0,005	0,011

0,245	0,165	0,073	0,073	0,073	0,028	0,011
0,375	0,22	1,166	1,513	0,088	0,101	0,076
7,6						
0,6047						

ATTENDANCE B
Hospitals are categorized to limit what these hospitals in order of cost at the Day Hospitals is less than is the cost in each input category except higher than at Woodstock and Somerset West Hospitals are categorized to limit what

Petition
The petition was apparently signed by far more than the 100 members required by the constitution. The petitioners have asked for the meeting to be open and for invitations to go to the council's Executive Committee, councillors and the Press. The chairman of SAAME in Cape Town, Mr A J Uys, confirmed today that the committee had met on Tuesday and decided to accede to the petitioners' request for an open meeting.

Staff views
We want the executive and councillors to hear the views of the staff. Members feel that their salaries and wages are far lower than those in the private sector and that their working conditions are below those of other local authorities, Mr Uys said. He said the staff were 'in high dudgeon' and bitterly dissatisfied. I think the councillors are in for a shock when they see just how many staff members attend this meeting and support the demands,' he added.

Negotiation
The 20 percent increase which the SAAME members have asked for is believed to be slightly above what is being negotiated with the council. The demand from the members is for an interim 20 percent increase on August 1 until the council 'satisfactorily revises the present grading schedule.' They also want the increase in the 'A' scales for white collar workers to be as high as the increase in the 'F' artisan scales. Unless the demands are met, the members will call at the meeting for 'work to rule' and no overtime until the council agrees to the meeting's request.

are kept for outpatient departments, the

Municipal Reporter

CAPE TOWN'S white municipal employees are to hold an unprecedented 'open' meeting at which they will threaten to work to rule and stop all overtime unless they get an immediate 20 percent pay rise.

The City Council, already facing a crippling staff shortage, is negotiating a wage and salary agreement with the Cape Town branch of the South African Association of Municipal Employees (SAAME). But many SAAME members, angry and dissatisfied with municipal pay and service conditions, have drawn up a petition for a special meeting on Tuesday, the day before the scheduled annual meeting of SAAME.

(62)

HOLLAND
SOMERSET
ber, 1975.

(23)

City blacks join call for pay rise

Agus 26/7/81

268

138

Municipal Reporter

THE Cape Town City Council, faced with the threat of go-slow action by its white work force unless they get substantial pay increases is also facing new wage demands from its 10 000-strong black work force.

The Cape Town Municipal Workers' Association (CTMWA), to which the council's black workers belong, have successfully applied for a Conciliation Board hearing following new pay demands it made to the council eight months ago.

The hearing starts on Tuesday

The secretary of CTMWA, Mr J H Erntzen, said yesterday the council's coloured and black workers were extremely dissatisfied because no action had been taken on their wage demands made eight months ago.

INTERIM RISE

While the CTMWA recognised that the white union, SAAME, also had a case for higher salaries and wages, the association

felt that its claims required more attention

Angry SAAME members have called on their executive to hold a special general meeting on Tuesday at which they will demand an immediate interim 20 percent rise.

They say that if they do not get it they will 'work to rule' and refuse to do any overtime

The municipality, already hit by serious staff shortages, was in the process of negotiating a 15 percent pay hike with SAAME.

In an unprecedented move, the SAAME executive will allow Tuesday night's meeting to be open to outsiders including city councillors and the Press.

Workers firm on demands

Mail Correspondent

AT LEAST 1 200 angry white city council employees in Cape Town last night refused to water down their demand for a 20% pay increase — and they gave the council six weeks in which to make up its mind.

The workers, all members of the 4 200-strong Cape Town branch of the South African Association of Municipal Employees, agreed, however, that they would not resort to "work to rule" or refusal of overtime action.

Meanwhile, deadlock was reached between the Cape Town Municipal Workers' Association at a conciliation board sitting on a demand for an increase in the lowest pay grade from the present R37 to R58 a week.

The CTMWA demand will now go for arbitration by an Industrial Court.

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For the best student in the
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II : A R Low Ken

I : N D G Sessions

For the best student in each of
the courses of Building Economics I,
II and III in the third, fourth &
fifth years respectively.

LTA Prizes

P R Swift

Professional Practice.

For the student obtaining
the highest marks in

Surveyors' Prize

Cape Chapter of Quantity

The Committee of the Western

P C Key

For the best all-round student
in any year of study.

Bell-John Prize

URBAN &
REGIONAL
PLANNING

(Continued)

QUANTITY
SURVEYING

Amus 30/7/81 (138) (186) (157)

Union calls company 'cynical'

Labour Reporter
THE Food and Canning Workers' Union has described as 'cynical' the failure of a West Coast fish processing company to re-employ workers with long service after a strike over wages.

About 40 women employed by Gourmet Fish Products (Pty) Ltd were paid off last Friday after striking for nearly two weeks. They had rejected a new minimum wage of 68c an hour, or R31.28 a week, as too low.

Since Friday, management has selectively re-employed some workers. But the union says recent employees have been preferred to those with long service.

'It is completely shocking that an employer can have so little regard for people who have contributed over a period of years to the success of his business,' said Mr Jan Theron, general secretary of the union.

He said the objections of workers to the wage of R31.28 had been completely ignored, although it was 'far lower' than other employers were paying for work which was relatively skilled.

Mr G de Gruchy, a director of Gourmet Fish Products, has said the workers did 'very rough' work and that the market would not allow him to pay more than he had offered them.

He was not available for comment today.

Sugar strike spreads

Angus 3/9/81

~~300~~ ~~152~~
~~126~~ 13P

Angus Correspondent

DURBAN — The ripple strike which hit two of Huletts sugar mills in the past week spread to their second biggest plant at Darnall on the North Coast today.

The work stoppage by about 500 workers started at midnight over disputes on the new Pensions Bill.

Besides the mill being at a standstill, Huletts

transport operation, involving mainly sugar haulage, has also been affected by the disruption.

The Huletts public relations manager, Mr Ron Phillips, said worker demands were the same as those at Mount Edgecombe and Amatikulu.

REFUND

'The strikers were demanding the refund of their pension contributions. The main reason advanced for making this demand is the fear that proposed Government legislation might result in employees being unable to withdraw their money,' Mr Phillips said.

The workers were given until 10 a.m. today to return to work or consider themselves dismissed by their own action.

About 1,500 workers have so far gone on strike at Huletts three plants.

1. FASB 34: "Capitalisation of Interest Cost", October 1979, paragraph 233 (after 11am)
2. FASB DM: "An Analysis of Accounting for Interest Costs", paragraph 34.
3. Coopers & Lybrand: "Statement of Financial Accounting Standards - Capitalisation of Interest Costs", October 1977, paragraph 16.
4. Arthur Young & Co.: "Response to Discussion Memorandum - Accounting for Interest Costs", April 19, 1978.
5. Anthony, Robert N.: Accounting for the Cost of Interest, page 86.
6. Mr J. Vermooten of Picardi Investments Ltd.
7. Ernst & Ernst: "Letter of Response to the Exposure Draft, Capitalisation of Interest Cost", April 11, 1979.
8. Ibid.
9. Coopers & Lybrand: Op. cit.
10. Katugampola, B.: "Interest as a Construction Cost Element", Management Accounting, January 1977, page 15.
11. FASB 34: Op cit., paragraph 17.
12. Respondent to questionnaire: Mr T.K. Woolley, Chief Accountant of AECI Ltd.
13. Bierman, Harold Jnr.: "Interest During Construction", The Chartered Accountant in Australia, August 1975, page 10.
14. Arthur Young & Co.: "Letter in response to the Proposed Statement of Financial Accounting Standards - 'Capitalisation of Interest Cost'", April 9, 1979.
15. Ibid.
16. Guidance note on treatment of interest on deferred payments. Chartered Accountant (India), October 1979, page 393.
17. Ibid.

extension 233 (after 11am)
 EDM 2/9/79 (138) #1
 Natal sugar mill
 strike called off
 THE three-day work stoppage at Hulett's Mount Edgecombe plant ended yesterday, when the workers decided to call off their strike action "pending the outcome of discussions with management", union officials said. A union spokesman said workers had decided to accept terms of compromise offered by employers - Sapa

Threat of legal action over pension dispute

NM

12/9/81

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Mercury Reporter
SUGAR giant Hulett's has been threatened with legal action by an employees' union following recent work stoppages over pension payment disputes.

Mr Selby Nsibandé, secretary of the National Union of Sugar Manufacturers and Refining Employees, told the Mercury yesterday that the millworkers wanted to withdraw all their contributions and considered Hulett's answers to their demands to be 'totally unacceptable'. The matter had been handed over to the union's legal advisers and it was intended to take the matter to the Industrial Court.

Mr Nsibandé emphasised that the work stoppages at

the Mount Edgecombe, Amatikulu and Darnall mills had been aimed at the Government's Draft Pension Bill as well as the present Hulett's pension scheme. Workers were unhappy with the outcome of the stoppages because management had refused to let them withdraw their pension contributions, he said.

Trust account

Mr Dick Ridgway, managing director of Hulett's Sugar Ltd, said they had offered to deposit the employees' contributions plus interest in a trust account to be administered jointly by representatives of the trade unions and management.

"This money will be kept

in the trust account until it is possible to ensure that the final legislation of the Government's draft Bill cannot have the effect of preventing employees from withdrawing their contributions on leaving the company and until such time as negotiations take place in respect of black representation on the board of trustees, either of the current or any future pension fund."

Mr Ridgway added that they would not agree to refund pension contributions because of their long term obligation to ensure that all employees and their dependants were adequately covered in respect of death, old age and premature retirement.

According to Mr Nsibandé, Hulett's employees have been opposed to the pension scheme since it was introduced at the end of 1975.

"The old Works Committee questioned the new pension scheme when it was introduced, but Hulett's implemented the scheme even though several workers were not happy with it."

Mr Nsibandé said that, according to members of the old Works Committee, some workers had been forced to join the pension scheme in 1976.

"Workers are not opposed to the pension scheme as a whole, but felt in the past that they would have liked to have participated in designing the rules governing it. There have been no black representatives on the Pension Fund in the past, and it is only since the Mount Edgecombe stoppage that the idea of black representation has been considered."

Industrial Court

Mr Nsibandé said that the Government's draft Pension Bill had sparked off dissatisfaction with Hulett's pension scheme, and workers were determined to withdraw their money immediately.

"Workers returned to the mills after the stoppages because the union said the matter would be taken to the Industrial Court. They consider Hulett's proposals to be unacceptable."

Mr Ron Phillips, Hulett's group public relations manager, confirmed yesterday that the company had received a letter on Thursday saying the union intended to take legal action.

Militant unions have sewn up fish businesses

Star 17/9/81

By Drew Forrest

Two key food unions representing African and coloured workers have been recognised by the fish processing division of the food giant, Irvin and Johnson.

The Food and Canning Workers Union and its unregistered counterpart the African Food and Canning Workers Union,

have been recognised as representing about 1500 workers at three I and J plants on the Cape Peninsula.

With the signing of the agreement all major companies in the fish processing industry had been organised by the two unions, said their general secretary, Mr Jan Theron.

A wage agreement had

also been signed, he said. This raises the starting wage for most labourers at the three plants to R42 a week, effective from July 31.

In the past year 14 agreements had been reached at 34 factories, said Mr Theron, and negotiations on a recognition agreement with the I and J food processing plant in Benrose would be finalised this week.

CHOICE DEMAND

The union would, however, challenge the legitimacy of the recognition accorded to the Tucs-a-affiliated Trawler and Line Fishermen's Union by one I and J fish processing plant at the Cape Town docks.

Management had "given every assistance" to the latter in organising shore-workers, despite their stated preference for the AFCWU, he said.

The union would demand that workers be given a real choice.

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Call for
News 18/9/81
building law

to cover *(138)*
(137)
wind risk

The Building Workers' Union has called for legislation providing for work stoppages in inclement weather.

The call was made yesterday after the death on Monday of Mr B. Dangala, 36, of Guguletu, who was blown from scaffolding while working on the Wynberg Magistrate's Court.

Mr R. G. Simmons, general secretary of the union, said that existing safety laws did not cover weather conditions.

I would like the Government to legislate accordingly, or at least see a set of standards and a meter on site which would indicate to the foreman when work should stop due to weather conditions, he said.

Mr Simmons added that he knew of a number of other incidents in which workers had had scrapes with death because of adverse weather conditions - particularly in Cape Town.

VOLUME

A Department of Manpower spokesman said that while there was legislation covering various safety aspects, it would take several volumes to cover every eventuality.

The managing director of Murray and Roberts, Mr D. N. Fraser, said that highly qualified men in charge of sites were allowed to use their own discretion as to when it was safe for work to continue.

Paulus libel case: verdict reserved

Mail Reporter

JUDGMENT was reserved in the Pretoria Supreme Court yesterday on a defamation action involving the secretary of the Mineworkers' Union, Mr P J "Arrie" Paulus, and its former president, Mr Maurice Meiring. Mr Justice Melamet, who was on the Bench, said he would pass judgment next Friday.

Mr Paulus has instituted a R10 000 lawsuit against Mr Meiring for allegedly defaming him in May 1979 by making assault claims in the Press.

He claimed that he had not assaulted Mr Meiring and allegations Mr Meiring had made to the newspapers were libellous.

Mr Meiring had told the court in evidence he was assaulted by Mr Paulus after attending a mineworkers' meeting at the

Rustenburg Town Hall and that Mr Paulus had incited miners to attack him.

During argument yesterday, counsel for Mr Paulus, Mr S Reynecke, said Mr Meiring was an unreliable and a lying witness, and asked the court to award Mr Paulus a suitable amount for his claim.

Mr M de Klerk, counsel for Mr Meiring, argued that his client was a satisfactory witness and challenged Mr Reynecke's suggestion that other witnesses had contradicted themselves.

Mr Meiring had also alleged that other mineworkers present at the meeting had held him while Mr Paulus assaulted him, and that he had considered laying charges of assault and crimen injuria against the MWU secretary and others, according to Sapa.

MON statement.
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-1), it is not always

Although it is always possible to equivalence in an array past its end in an EQUIVALENCE

When two entities are equivalence, both entities must not appear in COMMON statements of the same program unit.

(8) Special considerations apply when a COMMON statement is involved. causes equivalence of A(3) and D(1), which is a logical contradiction.

EQUIVALENCE	(A(3), C(2), D(2), (A(2), C(2), D(2), (C(2), D(1))
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- (1) Each entity in a given list, k, is assigned the same storage or part of the same storage. The sequence of items in a list is unimportant.
- (2) The number of subscript expressions for an array element must be either the same number as in the array declarator or it must be 1. However, the number of storage units reserved by the array declarator must not be exceeded by the array element reference.
- (3) If a two-storage entity is equivalence to a one-storage entity, the one-storage entity will share storage with the first storage unit of the two-storage entity.
- (4) If one array element is equivalence to an element of another array, both arrays are equivalence. (See 2.7.4 for the order of the array elements.)
- (5) A dummy argument of a subprogram must not appear in an EQUIVALENCE statement.
- (6) When one entity of a list, k, has its value defined, all its associated entities of the same list are defined. For example, when D(2,1) in Figure 7-1 is assigned a value, the contents of K(1,2), K(2,2), L(4), L(5), and C are defined.
- (7) The programmer must avoid contradictions when referring to the same array more than once in an EQUIVALENCE statement. For example, the following statement

Rules:

Mr Paulus... allegations
false.

Strike row
STA 28/9/81
ruling on
Friday (138)

Own Correspondent

PRETORIA — Judgment will be passed next Friday in the R10 000 libel suit Mr P J "Arrie" Paulus, secretary of the Mine Workers' Union, has brought against the union's former president.

Mr Paulus claims in papers before the Pretoria Supreme Court that the assault allegations made against him by Mr Maurice Meiring in May 22 1979 were false and defamatory.

He alleges he never assaulted Mr Meiring after a MWU meeting in Rustenburg town hall where a miner's strike was being discussed.

Mr Justice D. A. Melamet yesterday postponed judgment for a week.

Mr M C de Klerk represented Mr Meiring and Mr S Reynecke appeared for Mr Paulus.

C. Herald 26/9/61

Unions recognised

Two ~~key~~ food unions representing black workers have been recognised by the fish processing division of the food giant, Irvin and Johnson (I and J).

The Food and Canning Workers' Union and its unregistered counterpart, the African Food and Canning Workers' Union have been recognised as representing about 1500 workers

Unions too

numerous to
Star 28/9/71 (151) (138)
increase strength

The proliferation of unregistered trade unions in the engineering industry presents a danger to union unity and strength, says the general secretary of the Amalgamated Engineering Union, Mr Tommy Neethling.

Writing in the union's journal *The Metalworker*, Mr Neethling says the basis of trade unionism is "strength in unity" and unions cannot grow in strength if they make up their "own rules" and continue to proliferate.

He suggests that all registered and unregistered unions be subject to the same regulations.

"Even the white unions would have been stronger and more unified today had it not been for individual groups following their own particular paths and ideologies and building their own empires," Mr Neethling writes.

When unions proliferate within an industry, this leads to poaching for members and union efforts are diluted, he adds.

An urgent programme of education and training for all races in South Africa is necessary to help resolve the current man-

LABOUR BRIEFS

power crisis, says an expert.

This is one of the views in a new book, "Labour Market Discrimination and Human Resources Management in South Africa," by Mr Benjamin Lombard, brought out in conjunction with the Government's "Manpower 2000" project.

The critical factor in combating the manpower crisis is seen as upgrading the level of employment and demand for labour.

Further research into issues such as career education, the role of trade unions in upgrading worker skills through training programmes, and developing a method to monitor manpower development programmes is also called for.

The Institute of Industrial Relations presents a talk on recent labour legislation at Braamfontein, Johannesburg, the afternoon of Friday, October 9.

New labour unrest flares on East Rand

By STEVEN FRIEDMAN

LABOUR unrest continued on the East Rand yesterday, with two new strikes reported in the Kempton Park area and the stoppage at Dorbyl Railway Products flaring again after workers had returned to work on Monday.

East Rand industries have experienced more than 20 strikes so far this year.

Yesterday, at-milling firm H Lewis and Company, a Tongaat group subsidiary in Kempton Park, about 560 workers, most of them members of the African Food and Canning Workers' Union, downed tools in protest at the dismissal of a colleague, according to an AFCWU spokesman

The spokesman said workers believed union members had been victimised by the company and had downed tools after a member of the union committee at the plant had been fired

Management had refused to negotiate with an unregistered union, but yesterday afternoon, a Tongaat group executive agreed to hold talks with the union and worker representatives if the workers returned, the spokesman said

'Threats'

"Workers have refused and want their demands met before they return. The company has now threatened to fire them, send migrant workers back to the homelands and call in police," the spokesman said. Company spokesmen could not be reached for comment

At SA Breweries' Isando plant, a management source confirmed drivers had struck briefly on Tuesday, but added "The problem has been sorted out"

At Dorbyl Railway Products' plant in Boksburg East, the 400 workers downed tools yesterday in support of demands for a 60c-an-hour increase

They had struck in support of this demand on Friday and part of Monday, but returned after management agreed to negotiate with shop stewards and officials of the Metal and Allied Workers' Union

Then negotiations broke down and workers downed tools again yesterday

Dorbyl's group industrial relations manager, Mr M S Beaumont, would not comment on yesterday's stoppage, although he confirmed it had occurred

But Mr Beaumont added Dorbyl had not been prepared to accede to demands for an increase. He said the company had already granted workers 15%-22% increases in July in terms of the metal industrial council agreement

Training

"We pay above the statutory minimum. In addition, the company provides extensive on-site training facilities, and this year more than 80 workers have won promotion and increased earnings from this scheme. We have therefore not acceded to the request for an increase," he said

A MAWU spokesman said last night that management was to address striking workers today and the union would ask that its officials be allowed to address workers, who are remaining on company property

White workers anxious over job proposal

Labour Staff

Leaders of South Africa's mining unions today agreed to confront the Chamber of Mines as one body to discuss the industry's problems.

The decision was taken at a meeting in Johannesburg and follows hard on the release of the sixth Wiehahn Commission report, tabled in Parliament yesterday, and the Government's White Paper.

The Government has accepted a report recommendation to scrap all existing job reservations in the industry but says it will not amend legislation until a number of safeguards for white workers were met.

The new union alliance included the industry's Federation of Mining Unions, representing artisan unions, as well as officials' associations and the all-white Mine Workers' Union.

While the meeting was going on there were rumours of widespread white mine worker anger over the Wiehahn report and White Paper response.

MWU officials in the Free State and Western Transvaal said workers felt that their jobs were seriously threatened and had called on the general secretary of the MWU, Mr Arrie Paulus, to call an urgent meeting of dissatisfied miners.

Safeguards

The Government's safeguards for white workers are:

● Standards of work are rigorously maintained.

● Adequate measures are taken to allay fears of white workers about future job security.

● All workers required to reach the same level of proficiency and training.

● The principle of equal pay for work of equal value.

● Adequate job security measures are incorporated in collective agreements.

● Adequate protection against racial discrimination for all groups.

● The Government also insisted that no decisions affecting the future of the industry be made unilaterally by employers.

Recommendations accepted by the Government propose the removal of the racial definition of "scheduled" workers and its replacement with a non-discriminatory definition of "competent" workers.

Entitled

In the past only whites and coloureds could obtain the certificates of competency which entitled them to a wide range of skilled jobs on the mines. There are some 18 job

Unions

Star 1/10/81

Unite for

mining talks

reservations in the industry covering 30 000 workers.

Mr Ben Nicholson, chairman of the Federation of Mining Unions, warned that unless unions and employees resolved their differences and instituted the proposed reforms they faced unilateral action by the Government.

The MWU is holding its elections next week which observers see will be an important indicator of union attitude in the light of the Wiehahn report.

● Page 31: All-race mining with safeguards. Wiehahn

Paulus's evidence *Star 2/10/87* 'untruthful' and he loses claim 138

Own Correspondent

The secretary of the Mine Workers' Union, Mr 'Arrie' P J Paulus, has lost a R10 000 libel claim in the Pretoria Supreme Court.

Mr Justice D A Melamet said he found Mr Paulus's evidence to be "untruthful and unacceptable".

Mr Paulus had launched the claim against Mr Maurice Meiring, former president of the M.W.U., after the latter alleged in several newspapers that he had been assaulted by Mr Paulus while being held down.

All the papers were sued for defamation Mr Paulus received R7 200 in total from them.

Today Mr Melamet said he found that Mr Paulus did strike Mr Meiring during the struggle.

He said: "It is not necessary to find whether the reports were defamatory. The money Mr Paulus received from them is sufficient reparation."

He said a stage could

sometimes be reached where more than enough damages could be paid.

The incident occurred on May 21 1979 after a miners meeting at the Rustenburg Town Hall.

The two men argued about the latest Wiehahn labour report during the meeting and again after the meeting was prematurely adjourned.

Mr Meiring was struck outside the hall during the second row.

Mr Melamet said Mr Meiring was also not an impressive witness.

"Luckily for him his evidence was supported by two independent witnesses," the judge said.

One of these witnesses was Rand Daily Mail labour reporter, Mr Riaan de Villiers, whom Mr Melamet praised as an honest witness.

An order was made that the claim be rejected with costs.

Mr M C de Klerk represented Mr Meiring and Mr Sias Reynecke appeared for Mr Paulus.

Country hit by wave of strikes

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Union leaders have recommended that about 2 600 striking workers in East London should return to work on Monday, according to management spokesmen

The workers were among at least 5 000 who brought production to a halt at six strike-hit factories in various centres of the country yesterday

A statement released last night by the management of Car Distributors Assembly in East London said the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers had re-

commended a full return to work. Union spokesmen could not be reached for comment on the management statement.

Dismissal

Management announced yesterday that 2 600 workers had brought the plant — which employs 3 300 — to a standstill and that those not back at work on Monday would face dismissal

A joint committee representing management and the NUMRW sat all yesterday to hear appeals against disciplinary measures taken after five recent instances of

violence at the plant

At the start of the session, CDA Managing director, Mr Leo Borman, announced that after examining the records in the five cases, he had decided to dismiss a white worker originally suspended for attacking a black colleague, and to commute another black worker's dismissal to suspension

And at the Hulett's Amatukulu, Darnall and Mount Edgecombe sugar mills, about 1 100 workers are still on strike in a demand for the immediate return of their pension contributions

After a meeting in Durban yesterday, the industrial council for the sugar industry decided to appoint a sub-committee to discuss the dispute on Monday.

Management at Telephone Manufacturers of SA (Temsa) in Springs yesterday reversed an earlier ruling that the 1 400 workers on strike at the plant had "dismissed themselves" by ignoring return-to-work deadlines.

A Temsa spokesman said the plant would open on Monday, and that talks would be held with the Electrical and Allied Workers Union, and the Tucsa-affiliated Radio, Television, Electronic and Allied Workers Union

APPEAL

At the H Lewis food company in Kempton Park, where 560 strikers were dismissed on Thursday, the unregistered African Food and Canning Workers Union is still seeking talks with management

Stressing that the workers still considered themselves in the employ of the company, an AFCWU spokesman appealed to management to follow up on the offer

other milling companies by negotiating conditions for a return to work

Thirteen workers dismissed after the recent strike at Cobra Brassware in Luipaardsvlei appeared in the Krugersdorp Magistrate's Court yesterday charged with incitement to strike under the Industrial Conciliation Act

Govt 'favours black miners

Star 3/10/81. 138 MWU
Labour Reporter

The Nationalist Government has shown that it is no friend of the white worker, says Mr Arrie Paulus, general secretary of the Mine Workers' Union.

Referring to the Wiehahn Commission report and the Government's White Paper on the mines which was tabled in Parliament this week, Mr Paulus says in a statement the Government has again shown its willingness to violate established policy in order to win favour with "money power" and blacks.

The Government had accepted the commission's recommendation that existing statutory job reservation on the mines be scrapped, though only after certain safeguards had been met for white mineworkers.

"Under the pretext that there are few whites to man the mines, the

Government is throwing the industry open to blacks," Mr Paulus states.

The Mine Workers' Union (MWU) rejected that there was a shortage of skilled white workers in the industry and quoted statistics to back this claim.

He states that many white mineworkers were unhappy about the proposed legislation and that telegrams had been sent to members of Parliament representing mining constituencies, asking them to explain to workers why blacks should obtain blasting certificates and to defend promises made during this year's election campaign.

Mr Paulus also states that in the Government White Paper a "reasonable time" is being allowed for workers to reach agreements with employers.

"I want to make it clear that my union will not be intimidated"

Paulus loses his libel action

RDM 310 87
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135

THE secretary of the Rightwing Mine Workers Union, Mr Arrie P. J. Paulus, yesterday lost his R10 000 libel claim in the Pretoria Supreme Court.

Mr Justice D. A. Melamet said he found Mr Paulus' evidence to be "untruthful and unacceptable". Mr Paulus had launched the claim against Mr Maurice Meiring, former president of the MWU, after Mr Meiring had alleged in newspapers that he had been assaulted by Mr Paulus.

All the papers were sued for defamation. Mr Paulus received a total of R7 200 from them.

Yesterday Mr Justice Melamet said he found Mr Paulus did strike Mr Meiring.

He said a stage could sometimes be reached where more than enough damages could be paid.

The incident occurred on May 21, 1979, after a miners' meeting at the Rustenburg Town Hall, where the miners were being given the latest information on their strike at the time.

Altercation

While Mr Paulus was addressing the meeting, Mr Meiring had arrived and an exchange of words took place about the latest Wiehahn labour report and whether the meeting was unconstitutional or not. When the meeting was prematurely adjourned another altercation had taken place outside during which Mr Meiring was struck.

Mr Justice Melamet said Mr Meiring was also not an impressive witness.

"I got the impression that he did not always tell the truth and sometimes twisted the truth," he said. "Luckily for him his evidence was supported by two independent witnesses."

One of the witnesses was the Rand Daily Mail labour reporter Mr Riaan de Villiers, whom Mr Justice Melamet described as an honest witness.

An order was made that the claim be rejected with costs — Sapa

Unregistered unions blamed for increase in strikes

RPM 6 10 87

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134

UNREGISTERED trade unions have been blamed by the Department of Manpower for the sharp increase in illegal strikes last year.

In its annual report for 1980, tabled in Parliament yesterday, the department said: "Unregistered trade unions were in practically all instances involved in these illegal strikes"

It said "there was unfortunately a sharp increase in the number as well as the extent, intensity and duration of illegal strikes and work stoppages during the year, which were concentrated markedly in the larger industrial centres and which were responsible for an undesirable loss of man-hours and production

Political

"There was also a substantial increase in the number of black workers involved in these strikes," the department said.

There were indications that "the trade union movement was in certain instances being used to promote political objectives

"The rising cost of living and the resultant effect on material living conditions, as well as dissatisfaction with existing levels of remuneration, were, however, contributory causes of illegal strikes

"In certain instances an atmosphere of discontent was created where workers refused

Political Staff

to continue their work but did not make specific demands or where work was stopped as a first step and the employer was then confronted with grievances and demands

"There were instances of objectives that were not always of a purely economic nature, of poor or defective channels of communication between employers and employees, and especially of the generation, in certain instances, of unrealistic expectations coupled with excessive and even irresponsible wage demands that were above the employers' ability

Trend

"This trend should, nevertheless, gradually become normalised especially where the full statutory machinery is used in an orderly fashion to settle disputes and where only a legal strike, as a last resort after all other attempts to find a solution by way of negotiation have failed and where there is no other way out, is the final step in the process of negotiation between employers and employees," the department said

It said there were 134 strikes involving 42 981 black workers in 1980 compared to 51 strikes involving 10 515 blacks in the previous year.

There were also 70 work stoppages involving 13 305 blacks compared to 45 disputes involving 4 979 blacks in the previous year.

Council workers say wages are 'inadequate'

CT 13/10/81 ~~263~~ ~~138~~ ~~249~~

Staff Reporter

MEMBERS of the 10 000-strong Cape Town Municipal Workers Association (CTMWA) have expressed dissatisfaction with the new wage scales introduced by the city council last month.

In a statement released after a meeting in the City Hall on Sunday, the CTMWA hit out at the wages paid by the council, describing them as "an inadequate living wage".

The association said the recent increases had not met its demand for a minimum wage of R60 a week for all

municipal workers. It expressed "complete dismay at the way the council is treating its employees".

The CTMWA has instructed its executive committee to "look into the matter afresh to enable it to take up the struggle for a living wage," the statement said.

Two weeks ago the city council introduced a new wage scale, effective from September 1, which provides for a minimum wage of R44,16 a week for labourers. Other employees would earn up to R58,42 a week plus a two-notch increase of between 12 and 15 percent.

Approached for comment yesterday, the Town Clerk, Mr H G Heugh, said the council felt the CTMWA demands to be "unreasonable and extortionate".

He said the council was "satisfied that it has more than matched the general average wage throughout the country".

Mr Heugh said the council introduced the new wage scales after a thorough assessment of wage rates in the public and private sector and upon the recommendation of the Municipal Services Commission, an independent body appointed by the Administrator

"The council is doing everything within its financial capacity regarding the wages of its employees," he said.

● The secretary of the CTMWA, Mr John Erenzhen, said in a statement yesterday that the wage dispute would no longer be heard before an industrial court. The dispute was scheduled to come before the industrial court later this month or early in November after a conciliation board meeting between the city council and the CTMWA ended in deadlock in July this year.

Strike-hit PE bans union meetings

By STEVEN FRIEDMAN

ALL meetings by members of two trade unions in Port Elizabeth this weekend have been banned, and yesterday there were unconfirmed reports that more striking workers in the city had been detained.

In other developments

- Seven workers appeared in court in Port Elizabeth in connection with a recent strike at the General Post Office
- 36 workers who were detained by the Ciskeian Central Intelligence Service earlier this year in a dramatic swoop in Mdantsane township near East London yesterday had Riotous Assemblies Act charges against them withdrawn

The Ciskeian authorities had maintained they were holding a "riotous assembly" in an unruly manner while alighting from a bus in the township. All 36 were fired from Wilson-Rowntree after a strike at the plant some months ago.

They had been held under Ciskeian Proclamation R252, which provides for three months' detention without trial.

In Port Elizabeth, the Chief Magistrate has banned all weekend meetings by members of the Motor Assembly and Compo-nents Workers Union (Macwusa) and the General Workers Union of SA (Gwusa) whose members have been involved in several strikes recently, including one at the General Post Office.

Order

Brigadier S J van Rensburg, Divisional Commissioner of Police in the Eastern Cape, told Sapa the order had been issued in terms of Section 2 of the Riotous Assemblies Act.

A Mail correspondent in Port Elizabeth reported that both Macwusa and Gwusa officials said they had no meetings planned for the weekend.

Meanwhile, seven Gwusa members appeared in court in Port Elizabeth yesterday on charges connected with the strikes. Two other union members appeared in court earlier this week.

They are among 23 union members detained by Port Elizabeth police this week. A union organiser, Mr Thembu Dusa, was also detained but has since been released.

A Gwusa spokesman said yesterday that the nine workers who appeared in court were still being held in police custody. He added that there had been more detentions of General Post Office strikers and that the union was trying to establish how many were being held.

200 Grabouw workers stop work

CT 20/10/81
Staff Reporter

1350

ABOUT 200 workers at the Appletiser factory in Grabouw are said to be on strike over a wage dispute, but factory management is keeping silent on the issue.

According to the Food and Canning Workers' Union, worker representatives met management yesterday, but no agreement over new wage rates was reached. Negotiations would continue today.

The labourers had been on strike since Friday last

week, and represented a "substantial majority" of the factory workforce, a spokesman for the union said.

He said workers had been granted an increase in October, but many were not satisfied with the rise.

The employers had offered a minimum rate of 96 cents an hour, but workers had rejected this and had asked for R1,50 an hour.

Last week they had requested a meeting with factory officials to discuss the

issue. No agreement had been reached at the meeting on Thursday and the workers had come out on strike the next day.

The factory manager, Mr C W Viljoen, said yesterday he would not comment on the strike nor wage negotiations. There was no one else from the factory who could make any statement, he said.

Most of the workers at the factory are said to be employed in semi-skilled categories of work.

DD 30/16/P1 (180) (186) (157)
**Accord signed
with 2 unions** (138) (139)

JOHANNESBURG — The giant Premier Milling group signed a recognition agreement yesterday with two trade unions, which unionists believe contains a "groundbreaking" procedure for handling strikes over alleged unfair dismissals

And it is likely that the agreement will lead to similar ones in other Premier plants

The agreement is also seen as significant because it provides for direct bargaining on wages and work conditions at a time when there are moves afoot to set up an industrial council in the milling industry

Yesterday SA Milling, a Premier subsidiary, signed an agreement with the unregistered African Food and Canning Workers Union and the registered Food and Canning Union, providing for full negotiation on wages and work conditions

The agreement covers two plants — one in Isan-

do, which employs about 300 workers, and one in Cape Town, which employs about 200

Premier's chairman, Mr Tony Bloom, said the agreement had followed "lengthy negotiations" and added "The unions adopted a very responsible attitude"

He said the company's policy was to recognise unions wherever they proved they were representative

The unions' general secretary, Mr Jan Theron, said the agreement was "our best thus far"

He said a key aspect was agreement by management that, where workers struck over an alleged unfair dismissal, the worker concerned would be reinstated pending a full inquiry into the case

Mr Theron said the union already had "majority representation in two other plants — one in East London and one in Johannesburg and we expect to sign similar agreements there" — DDC

RDM 5/10/81 (138) (13/10) (1/10)

Journalists' pay rise talks reach a deadlock

THE Southern African Society of Journalists — representing 780 journalists and other editorial employees on 19 newspapers throughout South Africa — yesterday reached a deadlock in their pay increase talks with their employers

The president of the SASJ Mr John Allen said in a statement released last night that a deadlock was reached in the talks, which began in early October, when the employers did not meet an offer of settlement put forward by the society

"The SASJ's offer provided that all senior journalists should receive increases of 25% on their January 1981 salaries

"This year the salaries of junior journalists were increased by an average 43% to bring them up to the levels comparable with those of teachers. It would require a 38% increase for senior journalists next year to put them on a similar footing

"The employers' offer of a minimum 18% increase for senior journalists barely covers the rise in the cost of living. Employ-

By JAYNE LA MONT

ers also offered an additional 7% on salary bills to be distributed at the discretion of editors

"But the SASJ told employers that any discretionary increases should be awarded over and above the 25%

"In the six month period to August this year, the Argus Company lifted earnings attributable to ordinary shareholders by 74% from R4,4-million to R7,6-million

Dividend

"The company's interim dividend was raised by 33% and its share price doubled in the last year. The projected after tax operating profit of SAAN for 1981 is R9,5 million

A statement by the employers said "It is with considerable regret that we have to record that attempts by the proprietor members of the South African Newspaper Press (editorial) Conciliation Board and the SASJ to reach a new agreement for 1982 have failed

"The employers went into the talks with the intention to focus on the salaries of senior journalists. Close attention had been paid in the 1981 agreement to the remuneration of those entering journalism on the initial salary grades

"The final offer by the employers was for an increase of approximately 15% in the salaries of journalists in those grades and an increase of 25% of the total salary bill for senior journalists, made up of a minimum increase of 18% for each individual journalist and a further 7% of the salary bill applied in the form of merit increases above that minimum, at the discretion of editors, in recognition of skill and effort

"Some senior journalists would therefore have received increases considerably in excess of 18%

"This was not acceptable to the SASJ which demanded an increase of 25% across the board while individual chapels had recorded their intention to negotiate additional increases above this figure in individual establishments

George firm locks out 220 workers

CAPE TIMES
6/11/81

138

1152

186

Staff Reporter

ABOUT 200 women and 20 men at Table Top in George were locked out by the factory management when they tried to return to work yesterday after a walk-out on Wednesday afternoon

The workers — all members of the Food and Canning Workers' Union (FCWU) — were threatened with arrest by police, who arrived at the factory gates when the workers gathered to discuss the lock-out

Late yesterday, representatives of the Cape Town-based FCWU arrived in George in an attempt to open negotiations with management, but details of whether the talks would take place were not available last night

Police action

The general manager of the factory, Mr P D du Toit, refused to comment when asked about the lock-out yesterday, and would neither confirm nor deny management involvement in the police action. Police spokesmen for the area could not

be reached last night

A union organizer said in Cape Town yesterday that officials of the Department of Manpower Utilization had been called in by Table Top while management refused to negotiate

The dispute began in September when Table Top evidently refused to re-employ 14 workers who walked out in support of the resignation of the union secretary in the area. She had refused to train a new quality controller whom it was feared would make the jobs of other workers redundant

Management evidently told her that if she was not prepared to train the new person, then "there was no place for her in the factory", the union official said

They also told the workers they would be re-employed when the peak season began. When it became apparent management would not honour their re-employment undertaking, the workers staged the walkout, it is claimed

A workers' committee member said from George yesterday that they were waiting to hear the response from management to approaches from the union, but in the meantime "the workers will stand firmly together"

In a statement issued yesterday, the union said "the FCWU had represented workers at Table Top and have done so for a number of years

"Table Top had a wage agreement with the FCWU but after it was taken over by Fedfoods, one of the largest employers in George, they were not prepared to formally recognize the union

"We are extremely distressed that the employers are prepared to call in the Department of Manpower Utilization and the police to resolve this dispute particularly as it is a problem that has arisen from management going back on an undertaking given to workers, the union committee as well as union officials," the statement said

STAR 9/11/81

Ilanga journalists join work-to-rule action

Own Correspondent

DURBAN — Journalists at the Durban-based Ilanga newspaper, published in Zulu, today joined colleagues at five English-language newspapers on a work-to-rule over a pay dispute.

The Sunday Tribune chapel instituted a work to rule 10 days ago and it has since been joined by

chapel at the Sunday Times, the Sunday Express, the Rand Daily Mail and the Daily News

When pay talks reached deadlock on November 4, management left its offer of 18 percent across the board with a seven percent discretionary increase open for two weeks. The SASJ's demand was for 25 percent across the board for seniors

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10/11/81
138
101

Journalists at seven newspapers join work-to-rule

TWO Natal newspapers, Ilanga and Post (Natal), joined a work-to-rule campaign by a number of newspapers yesterday in support of pay-demands by the Southern Africa Society of Journalists (SASJ)

The father of the Ilanga chapel, Mr France Xolo, confirmed in Durban that all journalists on the newspapers were affected

The SASJ is demanding a 25% across-the board increase for senior journalists. The society declared a dispute with employers when the demand was not met last week

Ilanga and Post, the first newspapers for blacks to join the campaign are Argus group publications

By yesterday afternoon at least newspapers were working to rule

The Sunday Tribune (Argus) editorial staff started working to rule the week before last. They were joined by another Argus paper, Durban's Daily News and three South African Associated Newspapers (SAAN) publications in Johannesburg, the Sunday Times, Sunday Express and the Rand Daily Mail last week

Post and Ilanga yesterday became the sixth and seventh papers to join the action

Argus group staff-members on The Star and The Argus agreed in principle last week to join the work-to-rule but the decision was not immediately implemented

A Cape Times chapel committee is investigating the possibility of joining the work-to-rule

The general manager of SAAN, Mr Raymond Louw said the decision by the SASJ to work-to-rule has not seriously affected publication of the group's newspapers, although 'it does present some problems'

The work-to-rule means that while newspaper production goes ahead, sub-editors and reporters will not do extra shifts

Mr Louw said his management was still waiting for the SASJ to respond to an offer of an 18% increase for senior journalists with an additional 7% at the discretion of editors — Sapa

Ciskei: Warning on 'reign of terror'

Cape Times

11/11/81

1013 (527)

138

By TONY WEAVER

THE three major trade unions operating in Ciskei have challenged the South African Government to intervene and end the "reign of terror" of the ruling Sebe brothers. They said the Ciskeian authorities were "taking on the unions in the most vicious way possible", and warned that unless the South African Government intervened to curb the growing power of the Ciskeian police, South African authorities would be directly implicated in the "reign of terror".

The statement — released jointly yesterday by the South African Allied Workers' Union, (Saawu), the General Workers' Union (GWU) and the local branch of the African Food and Canning Workers' Union (AFCWU) — follows the alleged killing of a 20-year-old woman by a Ciskeian paramilitary unit on Sunday.

The head of the Ciskeian National Intelligence Service, Major General Charles Sebe, said last night that he was not prepared to release details of the shooting.

"There is no special reason for this — there are things that are classified as news, and in our organization we have decided not to classify this as news."

One of mourners

Miss Deliswe "Sweetness" Roxiso of Zone 5A, Mdantsane, was one of a crowd of over 3 000 mourners who had attended the funeral of the mother and uncle of Mr Thozamile Gqweta, Saawu national president.

As mourners alighted from buses at the Highway bus terminus in Mdantsane, singing trade union songs and giving clenched fist salutes, a van-load of para-military men warned them to disperse.

Eye-witnesses say that at least eight more vans arrived on the scene and five workers were arrested.

"When we told the police to release the five people, they just opened fire on us and they killed Sweetness," one member of Saawu said. He said he heard at least six shots fired.

"People were terrified and began to run in all directions. Some of us tried to fight back with bottles and sticks but it was no use because we were fighting against guns.

Things are very heavy be-

tween the Ciskei and the workers, but it is going to get worse," he said.

Senior members of the Ciskeian Central Intelligence Service had earlier tried to arrest a man at the funeral. When mourners gathered around the policemen and demanded his release, Mr Gqweta climbed on the back of a truck and spoke to them, defusing the situation.

Mr and Mrs Gqweta were burnt to death last week when their hut was set alight. Reacting to allegations that the fire was the work of the Ciskeian National Intelligence Service, Major General Sebe said "It would be naive of me to say we did not do it. If any allegations are made, they should be taken up with the Supreme Court."

He said Saawu was a "so-called" trade union acting as a "front for a subversive organization". He would not specify which organization he meant, "as they can choose for themselves which



General Charles Sebe

subversive organization they wish to be a front for."

In yesterday's statement, the three unions said the shooting marked "a sinister new stage in relations between the workers and the State in South Africa."

"We have constantly pointed out that legislative reforms and progressive initiatives by management are severely undermined by detentions and police harassment of the workers' leaders."

The unions said the "wanton" police action on Sunday had rendered these reforms "absolutely meaningless."

Spokesmen for the Department of Co-operation and Development could not be reached for comment last night.

August 12/11/81 (138)

Labour dispute still unresolved

Labour Reporter

A MEETING between the management of Table Top and representatives of the Food and Canning Workers' Union in George yesterday failed to resolve a week-long dispute involving about 300 workers at the plant.

A spokesman for the union, Mr Jan Theron, said the management was 'not unsympathetic' to the dismissed workers but had employed new workers in their places.

The company faced practical problems in reinstating the workers, but would give the union an answer on Wednesday.

We pointed out that they had delayed meeting us in the first place and appointed casual labour on

a permanent basis during that time," Mr Theron said.

"We were given an assurance they would not employ further casual labour from today."

Mr Theron said management records showed 177 workers had been dismissed. The company regarded others as still employed.

The workers decided at a meeting yesterday to wait until a solution was reached before returning to work.

A public meeting is to be held in George on Monday.

The dispute began after the management allegedly broke an undertaking to

re-employ 14 workers, who had resigned, as jobs became available. About 150 workers struck last Wednesday and were locked out when they arrived at the plant the next day.

Table Top management had no comment on the negotiations.

CAPT HERARD 14/11/81

Unions condemn security raids

TWO Cape Town trade unions have condemned the security police raid on their offices on Friday as a 'flagrant intervention in our internal affairs'.

The offices of the General Workers' Union, the Food and Canning Workers' Union and the Churches' Urban Planning

Commission (CUPC) were searched by teams of security policemen on Friday morning.

CUPC are the employers of banned Mitchell's Plain community leader, Mr Johnny Issel who was detained last Monday under Section 22 of the General Law Amendment Act which allows for '14 days' detention without trial.

A GWU official said on Friday seven security policemen searched the offices from 9.15 am to 12.15 pm.

RUDE

'They were rude and abusive and refused to allow more than one union official to be present while they searched. When we all insisted on being present, we were manhandled and thrown out of the offices physically. One of our officials is a woman and she received the same treatment.'

'They even refused to listen to our lawyer before he complained to the head of the security police, Brigadier Henne Kotze,' he said.

He said the police confiscated a video tape and documents.

WORKER

The offices of the other union and the CUPC were searched for more than two hours each.

A worker for CUPC said the policemen searched the handbags of all the staff members and confiscated many documents.

A joint statement issued by the GWU and Food and Canning Workers' Union said 'We are open and democratic worker organisations with nothing to hide. The security police had no legitimate reason to search our offices.'

'The search warrant was worded in the vaguest possible manner. Such harassment of all unions again exposes the hollow nature of the Government's new approach to trade unions for black workers.'

Clothing unions rule against amalgamation

STAR
17/11/81

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Labour Reporter

Two of the country's largest clothing unions have decided against amalgamation

In an as yet unreported move, the Tucsa-affiliated National Union of Clothing Workers and the Garment Workers Union decided against amalgamation at a conference held in Johannesburg late last month

The Garment Workers Union, whose president is Dr Anna Scheepers, has about 6 000 white

and coloured members, while the National Union, with general secretary Mrs Lucy Mvubelo, has about 20 000 black members

At an earlier meeting in the year the two unions had agreed to accept amalgamation in principle but had since found it not to be feasible at present, according to an article in the "Garment Worker," a union publication

"Conference felt that now that black workers have won their rights, and achieved recognition,

they should have the opportunity to exercise the rights and prove their responsibility," the article states

The issue of amalgamation of unions in one industry has proved to be a "touchy" subject for a number of Tucsa

The issue was raised earlier this year by the two distributive unions and more recently by the two textile unions

At Tucsa's annual conference in East London in September there was open rivalry between the textile unions as the

"white and 'coloured' union was accused of trying to "poach" black textile union members

It was felt that the National Union of Clothing Workers was opting out of any amalgamation so that its black members could "enjoy the fruits" of being a registered union with a strong membership.

Although the National Union only allowed registered trade union status after 1979 it had been an active union for the last 20 years.

Cape Times
Pay talks
 19/4/81 (138)
continue

JOHANNESBURG -- South Africa's newspaper management is considering compromise proposals put forward by the Southern African Society of Journalists on Tuesday to break the dead lock over pay demands.

SASI president Mr John Allen said last night journalist and management representatives had met yesterday for the second time since negotiations broke down and the SASI declared a dispute.

The meeting yesterday was inconclusive.

The negotiations continued today.

Other

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EXAMPLE 13

The @RUN statement provides the RUNID, account number and the project field. The file DATAFILE is assumed to be a catalogued file residing on mass storage that is being assigned to the run with the @ASC,A statement. The assembler places the RB element into TPF\$ and the execution of the absolute element will be performed from TPF\$. The data to be read by the executing program will follow the @XQT card, but in this instance the data is being supplied from the file, DATAFILE, rather than having the actual card images immediately following the @XQT card. When the run @FIN's, both elements will be released. However, the data file will still reside on mass storage as a catalogued file.

@FIN

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RUNID,174408,PROJFL

DATAFILE

EXAMPLE 12

The @COPY statement will then transfer this file from FILEA to tape. The @COPY,F is used because a data file is not in program file format and no processor procedure tables, etc., need to be transferred. The @FIN statement releases both IPI\$ and the tape file. To place the data back into mass storage, the file on tape will have to be @COPY'ed from tape to mass storage.

Data Images which make a complete Run Stream with no @FIN statement.

Council workers union IS attacked

By NEVILLE FRANSMAN
Municipal Reporter

THE South African Association of Municipal Employees' (Saame) — trade union of the Cape Town municipality's 5 000-plus white workers — came under fire from several quarters yesterday.

Speaking during the City's budget debate, a city councillor Mr Herbert Hirsch attacked Saame for being "too powerful" and for supporting labour legislation based on race.

And in an interview later Mr J H Ernstzen, secretary of the 11,000-strong Cape Town Municipal Workers' Association (CTMWA), which represents coloured and African employees, accused Saame of obstructing the appointment of blacks in vacancies previously held by whites.

Their criticism follows an attack by Dr John Sonnenberg, another city councillor and Opposition spokesman on health matters in the Provincial Council, who described Saame as a white union which opposed the lifting of job reservation in ambulance, fire and traffic services.

Elaborating on his budget speech, Mr Hirsch said "Government interference, aided and abetted by the Province, is one of the primary causes of grave shortages of personnel resulting from crippling job-reservation provisions in the ambulance and traffic departments."

He added that, although he was totally in favour of trade unions, another factor in the manpower shortage was the "immense power of Saame. He felt the white union was "too powerful."

He said Saame's support for labour legislation based on race had "aggravated the manpower problem" and called for the formation of a single trade union.

Mr Ernstzen said "We often have a person of colour suitable for a vacant post but then Saame intervenes on the basis that the post had previously been occupied by a white. We often wonder who the appointing authority is — Saame or the City Council? Meanwhile, the CTMWA has never objected to any appointment on merit."

Commenting on the criticism, the Saame Cape Town branch secretary Mr D Archer, said "If we are accused of being powerful, thank goodness for that! If we had a single trade union, we would be even more powerful. But this can only come about if the national body decides so at its congress."

STAR 27/11/81

Agreement reached on journalists' pay increases

Newspaper managements and the Southern African Society of Journalists yesterday reached agreement on salary increases.

A statement issued by the SA Newspaper Press (Editorial) Conciliation Board in Johannesburg read: "Agreement was reached on substantial salary increases for more than 1,000 journalists employed by newspapers throughout the country."

"The agreement between newspaper companies owning the country's major daily and Sunday English-language newspapers and the Southern African Society of Jour-

nalists was concluded after an offer from the companies was accepted by the journalists.

"The agreement provides that the total salary bill for senior journalists, who remained with the same employer for the year, shall increase at least 25 percent in January 1982 over its January 1981 level.

"All senior journalists who have remained with the same employer for the year January 1981 to January 1982 will get across-the-board increases on a sliding scale ranging from 18 to 22 percent. The balance of the 25 percent

increase will be awarded at the discretion of editors.

"The board also agreed on increases for journalists in their first years of service. Next year matriculants' starting salaries will rise to R400 and graduates' starting salaries to R600 a month. After four years' service a journalist who began with matric will earn at least R800 a month.

"The work-to-rule action initiated by journalists on seven newspapers is now at an end. The last newspapers still on a work-to-rule suspended the action yesterday" — Sapa.

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Argus 27/11/81

Thirteen detained, cleric's homes raided

145 145A 145B 145C 145D 145E 145F 145G 145H 145I 145J 145K 145L 145M 145N 145O 145P 145Q 145R 145S 145T 145U 145V 145W 145X 145Y 145Z

Argus Correspondent
JOHANNESBURG —
THIRTEEN leading trade unionists, students and labour experts were detained early today in a nationwide security police swoop.

They were detained in terms of Section 22 of the General Laws Amendment Act which allows for them to be held for up to 14 days without being charged.
Those known to have been detained are Mrs

Emma Mashumi, general secretary of the Commercial, Catering and Allied Workers' Union (Ccaawusa) and Mr Sam Kikine, general secretary of the South African Allied Workers' Union (Saawu)

EDITOR

Mr Samson Ndou president of the General and Allied Workers' Union and his organising secretary, Mrs Rita Nzanga; and Mr Nicholas 'Fink' Haysom, a labour consultant and

brother of the Argus's New York bureau staffer, Cheetah Haysom

Also held are Mr Neil Agate, regional secretary of the Food and Canning Workers' Union, Mr Firoz Cachalia, a former Wits student presently serving a five-year banning order; and Miss Merle Favis, editor of the Labour Bulletin in Durban. Miss Debbie Elkon, a University of the Witwatersrand medical student and former girlfriend

of Terrorism Act detainee, Mr Alan Fine — she recently had bricks thrown through her car and home windows, Miss Liz Floyd of the Industrial Aid Society, Miss Renee Roux, a former researcher at the Institute of Race Relations, and Mr Pravin Gordham and Mr Unus Mohamed, executive members of the Natal Indian Congress.

Also detained was Mr Colin Purkey, a Wits University graduate now doing an MA in psychology with the University of South Africa.

Police in camouflage uniforms kept guard while security police searched the homes of prominent

Continued on Page 3, col 9.

Argus 27/11/81
Swoop

(Continued from Page 1)

ones here, including the Greenside home of the Rev Bevers Naude, who is still banned.

Police stopped the Press legal representatives and friends from entering the houses during the search.

The first search completed was at the home of Dr W Kistner, director of the justice and reconciliation division of the SA Council of Churches (SACC).

Dr Kistner said police had taken private letters and documents. They had been polite.

At the Melville home of the Rev Geoff Davies, his attorney, Mr William Lane, attempted to see Mr Davies but was prevented by a security policeman who told him 'You are wasting my time'.

Mr Davies, the director of the department of mission at the Anglican Church, said the police had shown signs of aggression.

At one stage they had threatened to arrest Mr Lane, who had insisted on seeing him.

After Mr Davies intervened, Mr Lane left without interviewing him.

BANNED ANC

Mr Davies said the search warrant mentioned banned organisations, including the African National Congress. He said the police seemed especially interested in documents involving strikes and conscientious objection.

They took 13 documents including drafts of articles he was planning to publish.

Police also searched the house in Loch Avenue, Parktown, occupied by a Catholic women's religious group known as the Grail.

See Page 7

Unions deplore detentions

Argus 27/11/81

339
138 147

Labour Reporter

TRADE unions in Cape Town have reacted angrily to the wave of detentions of union officials and others around the country today

The Food and Canning Workers' Union, whose Johannesburg acting secretary, Mr Neil Agate, was among the detainees, called for the immediate release of all those held

'These arrests are not only an attack on our union, but on the trade union movement in general,' the union said in a statement

'It is also another example of human rights being trampled

STRUGGLE

'No amount of detention without trial will deter the trade union movement in its struggle on behalf of the workers'

The General Workers' Union said it was outraged at the recent detentions

'There are currently a large number of people from various organisations in detention,' the union said

'It appears that once again the State is choosing a path of confrontation in its continuing attempt to counter the growth and popularity of progressive trade unions and community organisations

'These measures do not go unnoticed by workers, both nationally and internationally

'This wide sweep on workers' leaders, commu-

nity leaders and other supportive individuals will not stop continuing organisation

'We call for the unconditional release of all those detained'

The editorial board of the SA Labour Bulletin 'condemned utterly' the detention of people involved in the democratic labour movement

'In particular, we object in the strongest terms possible to the detention of our managing editor, Miss Meile Davis

'Her detention completely hampers the production of the Labour Bulletin, a journal committed to frank and open inquiry into labour matters

'We demand that she be released forthwith so that she can resume her legitimate activities'

GRIEVANCES

The board warned that harassing organisations through which workers expressed their grievances could only be harmful and dangerous to the country.

The Association of Distributive and Allied Workers' Unions called for the detainees to be immediately charged or released

'The spate of detentions of trade unionists leads to the conclusion that there is a deliberate attempt to undermine the reforms and rights for black and other workers recently inserted in labour legislation,' the association said

One-way rule

on mines is

unfair — court

STAR
3/12/81

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By Drew Forrest

An eight year battle involving the South African Technical Officials Association two rival mining unions and the Chamber of Mines ended yesterday with a judgment in the Industrial Court

The court found that the so called 'one way traffic' rule — allowing members to leave SATOA to join the rival Underground Officials and Mine Surface Officials Associations, but not the reverse — was unfair labour practice

The chamber has enforced 'one way traffic' on its mines since SATOA's formation and recognition in 1973

The practice has restricted the union's membership its officials say, and threatened its financial

stability. At an Industrial Court hearing in September the chamber argued that it was bound by an accord with the older associations which had insisted on the restriction as a "quid pro quo" for the recognition of SATOA

Before 1973 the Underground Officials and Mine Surface Officials Associations had exclusively enjoyed a closed-shop agreement with the chamber

But SATOA said the "one way traffic" rule applied only to those who were members of the older associations before 1973 — and not those recruited afterwards

This was accepted by the court which determined that from January 1981

① All mine officials except those recruited before 1973 should have freedom to move between the three associations

② Mine officials should have the right to pay dues by stop order to the association of their choice

The SATOA general secretary, Mr Harry Maliet Veale, welcomed the judgment yesterday. He claimed that the chamber had backed the one way traffic rule because it weakened SATOA — the most militant officials association

The chamber said in a statement that the dispute was essentially between the officials associations themselves, adding that it had tried to bring the bodies together, but failed

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and where added...
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Durban Municipal Employees' Society unhappy with police appointment

N. M. MURRY

3/12/81

~~2/12/81~~ ~~1/12/81~~ 138

Municipal Reporter

THE Durban Municipal Employees' Society is unhappy with a council decision to appoint Salisbury's chief superintendent of police as the city's Deputy Chief Constable.

The council approved Mr A N Taylor's appointment on condition he obtains the Diploma of the Institute of Traffic Officers within six years and has asked him to take a course in Afrikaans.

Yesterday Mr H W Weber, the society chairman, said 'We can't understand how they can insist that all other members of the police force have to have the diploma before they can be promoted to officer level and then the council appoints a deputy chief who doesn't have one and gives him such a long time to get it.'

There had been two other instances in which suitably qualified employees within the department had been overlooked in favour of an outsider.

He said 'I believe Mr Taylor is only about 39 years old. This means the men could have to wait for the next 20 years for promotional opportunity to his post.'

Mr Weber also felt the post of Deputy Chief called for a bilingual man.

All five municipal employee representatives at a Joint Advisory Board meeting had voted against the appointment while the five councillors present had voted in favour.

Because of the even split the decision was left to the council to decide at a closed session.

Afterwards Management Committee chairman Mr Neil MacLennan, said Mr Taylor was a very experienced officer and had passed many police exams.

Cape Herald 5/12/78

Confusion at union meeting

138

100% dismissed

THE meeting that never was ended with officials and members of the Electrical and Allied Trade Union trading accusations across the floor — and a member being threatened with violence — at their aborted annual meeting last week.

Not enough members turned up at the Garment Workers' offices in Salt River — where the meeting was to be held — on Wednesday and, although officials tried to get the meeting going, they were forced to adjourn for two weeks.

The union, which has had a recent history of wrangles between the members and the officials,

also failed to circulate a balance sheet and instead invited members to view the financial records at the union's offices — during working hours.

Then a member of the sacked branch executive — which has had a number of violent confrontations with the national officials — was threatened with physical violence, but luckily other members defused the situation.

[Handwritten scribble]

The department on the

2 EL firms in wage accord with unions

138
DAILY GAZETTE
11/12/81
132

EAST LONDON — Two local companies — subsidiaries of the giant Tiger Oats group — have negotiated a substantial wage increase with the South African Allied Workers Union (Saawu) and the African Food and Canning Workers Union (AFCWU)

The companies are KSM Milling, which recognises Saawu, and Meadow Feeds, which recognises the AFCWU. Both unions are unregistered

Mr Gordon Minkley, the managing director of KSM, was tight-lipped yesterday on the details of the wage package and would only comment "We have had wage negotiations and reached an agreed wage for the next 12 months"

Union sources said the minimum wage had risen in the region of 100 per cent and added they were very pleased with the outcome of the talks

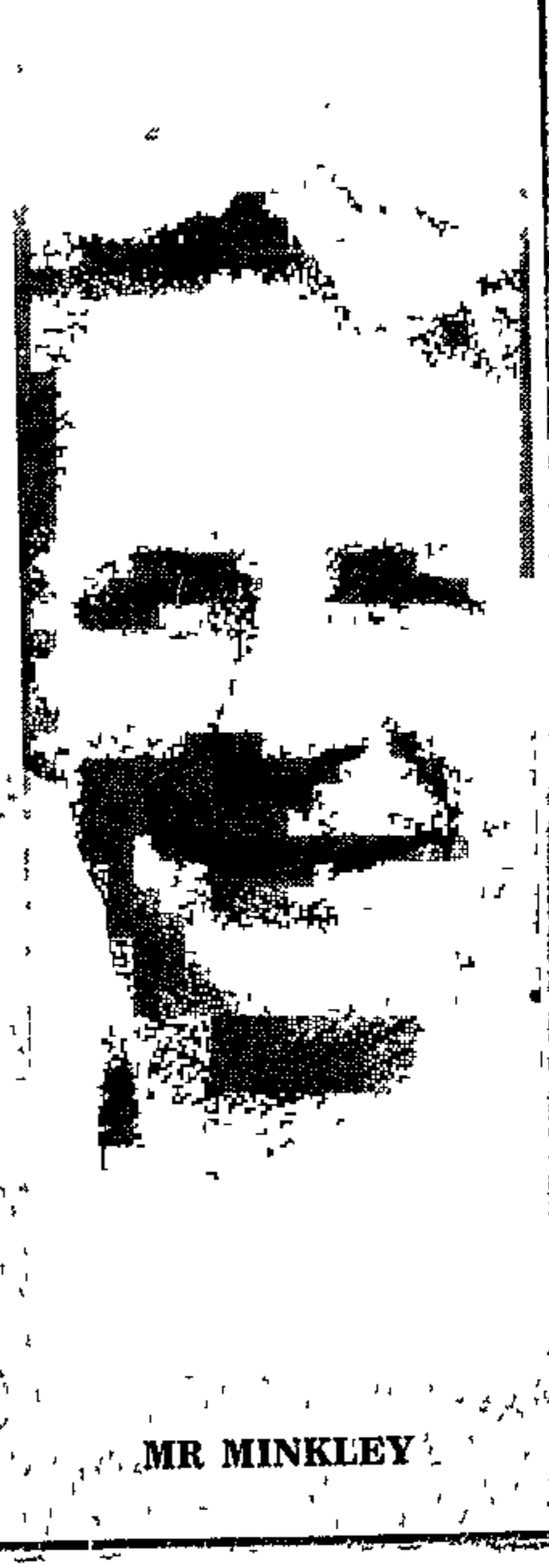
A spokesman for Tiger Oats in Johannesburg said the wages of employees in the two companies had been brought into line with the rest of the country

"The basis of the negotiations was to close the gap between wages in the rest of the country and the Eastern Cape — where, for some reason, the wage structure has always been lower"

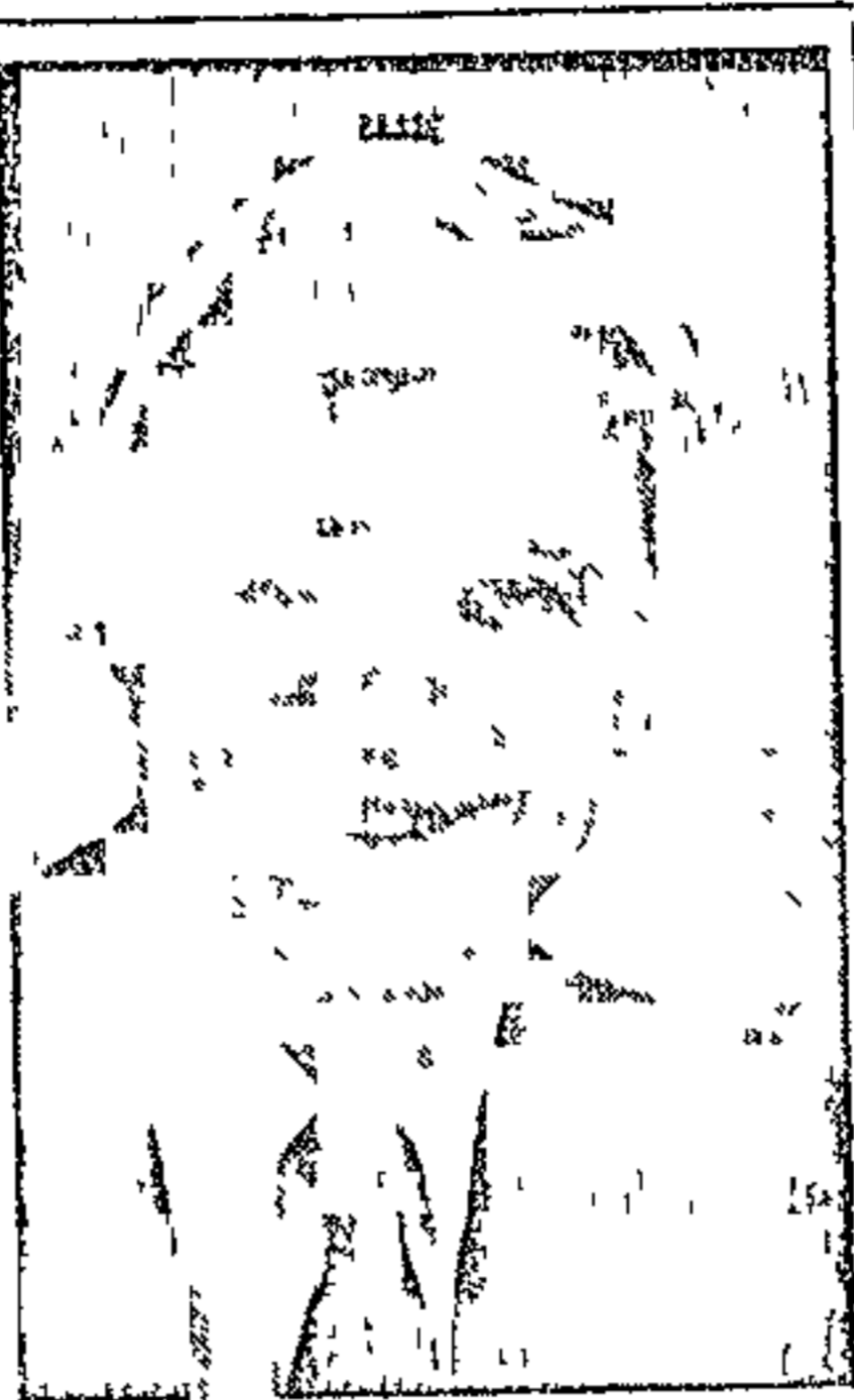
He would not comment further, saying it was a delicate, domestic matter

KSM has been hit by three work stoppages in recent months, two of which were reportedly over the wage issue. A spokesman for Saawu praised the management of the company for arriving at this settlement and said it would go a long way towards ensuring industrial peace at the factory

He said the agreement proved that it was only through representative trade unions that workers could gain their rights and improve their living conditions — DDR



MR MINKLEY



Dr Alex Boraine

Call for 'gift' ^{S. Times} lifting ^{10/12/81} of City ¹³⁸ job bars

Political Correspondent

AN opposition spokesman yesterday called on the Prime Minister, Mr P W Botha, to make a special Christmas present to Cape Town — abolition of job reservation in the City's emergency services.

Dr Alex Boraine MP for Pinelands and chief opposition labour spokesman, referred to the recent controversy about the crisis in the ambulance service because of a shortage of white drivers.

Part of the blame is being placed on job reservation, which is being abolished in most of the country. It is still in force, however, in Cape Town's ambulance and fire services and traffic police.

White union

The City Council wants the employment colour bar lifted but the South African Association of Municipal Employees a white union has opposed the scrapping of job reservation in these areas.

"With the stroke of a pen, the Prime Minister could give a long overdue Christmas present to the people of Cape Town," Dr Boraine said yesterday.

"He has the power to say to the City Council: You employ the best people for the job, irrespective of race, colour or sex and the government, if necessary, will introduce legislation outlawing discrimination."

Job reservation had largely been abolished by the central government.

"The tragedy is that it is alive and well in essential areas affecting the welfare, safety and possibly even the lives of the people of Cape Town," he said.

Outmoded

Dr Boraine called on the people of the City to voice their disappointment and strong opposition to these outmoded and racialistic controls.

The tragedy is compounded by the fact that there are large numbers of people who have no jobs and would be in a position to fill the vacancies if only the colour bar were lifted.

Mr Botha did not need another conference to tell him what the problem was. Job reservation was part of the sad history of Nationalist government and Mr Botha had the power to change it.

INDUSTRIAL RELATIONS
WORKERS ORGANISATIONS
UNAFFILIATED UNIONS

1977 - 1978

137

Railwaymen to demand 22 pc rise

The 21 000-member Railway Artisan Staff Association is to have a close look at economic developments, including the recent fuel price hike, before negotiating for a 22 percent wage increase.

Mr Jimmy Zurich, president of the association, said today his union would demand a 22 percent wage increase to meet the rise in the cost of living since July 1974.

"Since that time the cost of living has gone up 32 percent. Last July we received a 10 percent wage increase and this means we are still owed a 22 percent increase," he said.

The president said negotiations would not be started before his union had a clear picture of economic development.

The working man was bearing the brunt of the fight against inflation. He could no longer afford to buy a house and his standard of living had dropped.

"I am coming under some pressure from my members who cannot get on their wages," Mr Zurich

138 139

POPULATION - Vital Statistics

File here births, deaths, marriages, divorces, life expectancy rates, illegitimacy rates, infantile mortality rates as well as material on family planning.

POPULATION - Migration

Reserve for material on arrivals and departures from the Republic and white immigration/emigration. See also MIGRANT LABOUR

See also GROUP AREAS HOMELANDS URBAN AFRICANS

File here data and comment on size, distribution, urbanization, language, religious affiliation, etc. For economically active persons See MANPOWER & specific sectors

mandate to change the constitution of the presently Whites-only newspapermen's trade union to admit Blacks

If the SASJ does indeed open its ranks to Africans, it will be a significant step forward in SA labour relations — and provide a challenge to all other registered unions to do likewise.

This could, of course, involve forfeiting registration under the Industrial Conciliation Act.

Black journalists, however, are likely to greet the SASJ's "go go go" with a yawn, yawn, yawn. The saga of the SASJ's moves towards becoming a non-racial society has been going on for at least three years. Back in May 1974 (FM May 30, 1974) there was talk of a referendum, and a threat that the society's large Southern Transvaal branch would break away and form a non-racial union on its own if the society as a whole didn't get moving on the issue.

The SASJ has now finally got round to drawing up a new constitution. Hardly surprisingly, however, in view of the repeated delays on the issue, the Union of Black Journalists (UBJ) has not yet responded to an invitation from the SASJ to participate in drafting the constitution.

If the new ballot wins a "yes" vote from SASJ members, the new society could hold its first congress in May — or so says *The Journalist*.

POPULATION

POLITICS

POLICE

PHYSICS

PERI-W

PENSION

PRESS]

PARAGU

ENVIRONMENT

HOMELANDS

CRIME

POLICE

PUBLIC SECTOR - Government

MANPOWER - General

ENVIRONMENT

FIN-MAIL 4/3/77

JOURNALISTS' UNION
Slow, slow, slow

"It's go, go, go for society open to all!" proclaims the headline on the front page of the latest issue of *The Journalist*, official news-pamphlet of the SA Society of Journalists (SASJ). The article underneath it says ballot papers are currently going out to SASJ members, seeking a

PARAGUAY - General

Paper Industry

MANUFACTURING - Paper & products

OWNERSHIP & CONTROL

O.E.C.D.

O.A.U.

Old-age homes

SOCIAL SECURITY - Pensions

File material on conglomerates, mergers, etc., here.

See

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STAR 12/4/77

Breakaway unions to stay out

Labour Reporter

The 30 000-strong railway trade unions which broke away from the white Confederation of Labour in recent years will not rejoin after the confederation's rejection of one of its most conservative affiliates.

Both the 21 000-strong Artisan Staff Association and the 10 000-strong Footplate Staff Association are pressing on with efforts to form a "central" labour organisation.

Spokesmen for the unions were asked to comment on the decision of the confederation's management committee to turn down applications for affiliation by the ultra-conservative White Building Workers' Union and the Association of State Saw Mill and Forestry Workers.

They are the only trade unions whose applications for membership of the confederation have been turned down, and both are led by Mr Gert Beetge, confirmed Mr Attie Nieuwoudt, president of the confederation.

But he declined to reveal the reasons behind the move.

Mr Beetge sees the move as being directed against him personally and describes it as a blow to the interests of white workers.

The confederation had rejected the application of his unions to avoid a debate on job reservation, he claimed.

He said he had raised the issue late last year when he was still in the confederation by virtue of his union's membership of the Co-ordinating Council of Trade Unions which was later dissolved.

2 The Cape Times, Monday, May 9, 1977

Builders' group to act on 'disgraceful' unionist sackings

Staff Reporter

THE Cape Master Builders and Allied Trades Association is to intervene in what has been described as the "disgraceful and unpatriotic" axing of two trade union organizers in the Peninsula for agreeing to drop a new cost of living increase.

Mr Richard Beech, general secretary of the 14 500-member Amalgamated Union of Building Trade Workers (AUBTW), has said his Cape Town organizer, Mr A Lennox, will be replaced, and the secretary of the smaller Amalgamated Society of Woodworkers (ASW), Mr H B Bull, says his local man, Mr D Dagman, "will also have to go"

Both said the two organizers, who sit with three other trade unions on the Industrial Council for the

industry in Cape Town, had gone against the instructions of their unions.

Yesterday the president of the Cape Master Builders and Allied Trades Association, Mr W J Lea, told the Cape Times that he took a serious view of the move and proposed to take action on behalf of the men

"When we put the proposal to the trade union leaders we explained that because of the present economic situation, it would be in the best interests of the workers to drop the

increase.

"There was a unanimous decision on the issue. To interfere now is both disgraceful and unpatriotic. I consider it grossly unfair that these men should become scapegoats, and I think the Government should take steps to put a stop to this sort of action."

The new Col increase, affecting 6 000 artisans, was due on July 1. Artisans in the industry in the Peninsula are sacrificing extra income amounting to R2 470 000 a year, employers have confirmed - sufficient money to build 490 low cost houses.

There was more criticism from the chairman of the Industrial Council for the Building Industry in the Western Province, Mr David Allan; who described the action as "highly irresponsible."

Mr Allan said yesterday "I submit that the union heads haven't given close consideration to the economy of the country."

The decision to forego the increase had been taken after three meetings over one month, and there was adequate time for consultation, he said

Mr Allan emphasized that important concessions had been granted to the trade unions regarding the control of artisans admitted to the industry

The agreement could be considered as a compromise, he said. It was in the best interests of the building industry and the trade unions

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JOURNALISTS' UNIONS

Black rebuff

FIN MAIL 27/5/77

138

For the first time since the 1956 Industrial Conciliation Amendment Act outlawed African membership of registered trade unions, a registered union has de-registered and opened its doors to Africans. But the move isn't likely to make much impression on the labour scene.

Firstly, the union concerned is one of SA's few "white collar" unions, the SA Society of Journalists (SASJ). Secondly, the SASJ's attempts to forge links with the blacks-only Union of Black Journalists (UBJ), and thus bring the majority of

black journalists under its own wing, seem likely to fail.

In a ballot held last week, 74% of the SASJ's 600-odd members voted for an open union. The Society has now disbanded and re-formed as the Southern African Society of Journalists. But its attempts to meet UBJ leaders for informal talks have failed, and the UBJ has turned down an invitation to send observers to the SASJ's conference in Cape Town this week.

UBJ officials Mike Norton and Jubie Mayet tell the *FM* that they aren't interested in co-operating with SASJ "for the foreseeable future."

"The SASJ has been around for some time and has done little to assist black journalists. We're a black-orientated organisation and we feel we ought to help ourselves. Black journalists have different problems from their white counterparts and we prefer to go it alone."

SASJ Southern Transvaal Chairman Clive Emdon replies that the new society already has a number of black members, and expects more. He adds that it has secured recognition from the International Federation of Journalists and "while we don't want to antagonise the UBJ, we are now in a position to decide whether they gain international recognition. They are now the closed organisation."

SASJ's bargaining relationship with employers will not be affected by de-registration, says Emdon. "We have a written undertaking from employers that our status is unchanged". SASJ has also asked for the right to bargain for journalists at four black-circulation papers — *The World*, *Cape Herald*, *Post* and *Ilanga*.

Emdon insists that this will not "undercut" the UBJ. "We will simply negotiate wage minima for our members at these papers. The UBJ's right to negotiate in-house agreements will not be affected".

SHAN'S

SUN TIMES (LXK) 29/5/77

NINE rebel members of the Coloured Railway Staff Association who formed an action committee to revolt against the present leadership of the association, were expelled this week.

The expulsion orders were signed by Mr Jeff Leonard, general secretary of the Coloured Staff Association which has a membership of 7 000 out of the 20 000 coloured people employed by the SAR & H.

By **NORMAN WEST**

REBELS EXPELLED

Those who received expulsion orders were the leader of the rebel group, Mr F J Hendrickse, senior clerk at the Athlone station and his eight lieutenants, Mr Matlam, D Lukas, E Booysen, C McDillon, J G Arendse, A D Carstens, H van Wyk and A Wilschutte. So far, the action committee has held three meetings to generate support to give the present leadership.

One meeting was held in the Cape Town docks on Saturday, another at the Culemborg goods yard on Wednesday and the last one in the St John's hall on the Cape Town station on Wednesday night. According to loyalists to the present leadership who attended these meetings, the campaign is directed at the

I understand that the rebel group have grouses about the alleged incompetence of the president, Mr Haywood, and also claim that the officials are being led by the nose by Mr Leonard. They also claim that Mr Leonard is paying too many visits to the branches. Mr Leonard confirmed yesterday that he had signed the expulsion notices. He said that the constitution of the association makes provision for the expulsion of members deemed by the executive to be involved in acts in a manner which is detrimental to the association. He said that the expelled members had a right to appeal provided they gave notice in writing within 30 days of the date of the letter of expulsion.

Mr Leonard said that he was acting on the instructions of the president, Mr Haywood, and the vice-president, Mr Hendrik Esau.

(Handwritten initials)

(Handwritten number 138)

RDM 31/5/77

Blacks reject

SASJ 'ploy'

THE Southern Transvaal branch of the Union of Black Journalists (UBJ) has endorsed its national council's decision to have no contact with the newly-deregistered Southern African Society of Journalists.

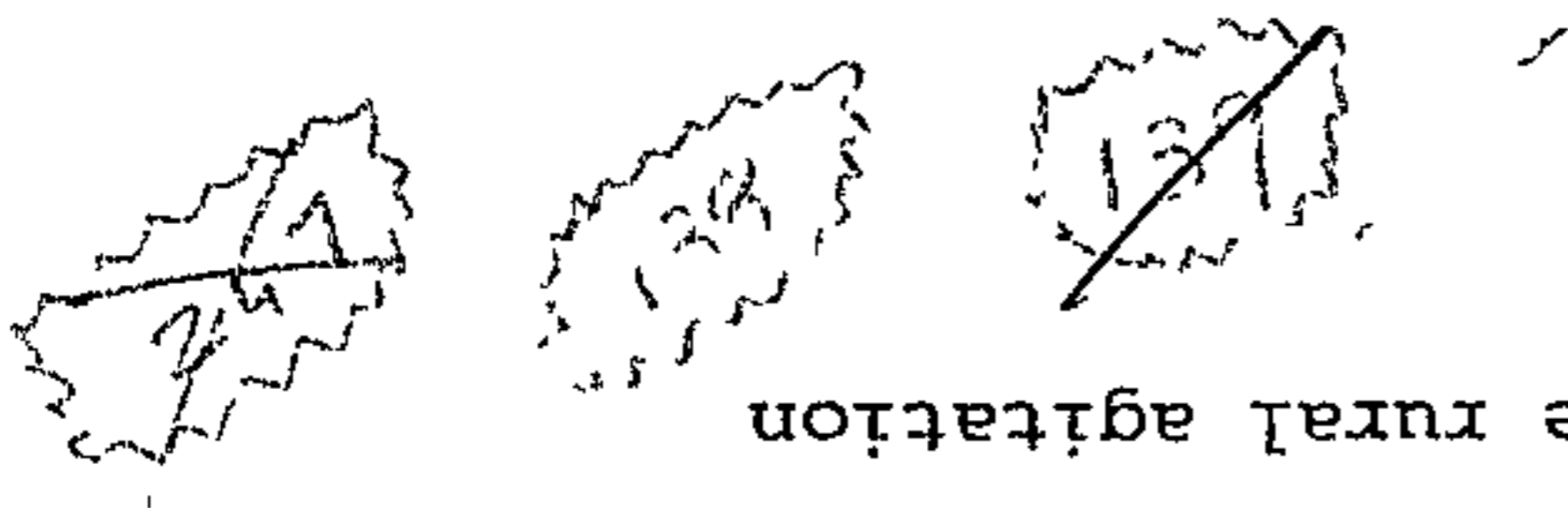
The UBJ branch vice-chairman, Mr Mike Norton, said in Johannesburg yesterday that members felt the SASJ suggestion that black journalists have dual membership of the SASJ and UBJ was a ploy.

"This is another attempt by whites to enter the international arena."

Meanwhile the SASJ said yesterday that it would continue to seek contact despite the UBJ decision. "We understand their problems and we do not want to fight with them," said the SASJ president, Mr John Patten — Sapa

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The Cape Times, Tuesday, May 31, 1977 3

SASJ will press for closer UBJ contact

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Staff Reporter

THE Southern African Society of Journalists will continue negotiations with the Union of Black Journalists to seek closer contact - in spite of the UBJ's decision to have no contact with the now deregistered SASJ

"We understand their problems and we do not want to fight with them," the SASJ's newly-elected president, Mr John Patten, said in Cape Town yesterday

Mr Patten said the SASJ had deregistered as a trade union and its break with the Trade Union Council of South Africa (Tucsa) was specifically aimed at re-opening the society's membership to blacks. The decision followed a ballot among members

Yesterday Mr Patten said that the SASJ would seek a greater level of co-operation with both black and Afrikaans-speaking journalists, as it believed there were areas of common interest among all journalists - particularly in the present situation, where greater restrictions were being

imposed on the profession. The SASJ was committed to finding avenues of contact between journalists and a body through which all journalists could express themselves. It would also seek affiliation with the International Federation of Journalists to give the society a more professional image, as opposed to the purely trade union image it had gained since affiliating to Tucsa five years ago

"We wish to be multiracial and we will seek recruitment of black members, but not on a cut-throat basis against the UBJ," Mr Patten said

The primary aim was to

create more power for the body in order to achieve specific objectives, particularly those connected with greater participation in methods of press control

Mr Patten said it was evident that black journalists suspected the SASJ's motives. The SASJ would seek consultation with the UBJ to clarify the matter and to establish contact

At a weekend meeting of the UBJ at the Orlando YMCA in Soweto, the vice chairman of the Southern Transvaal Region, Mr Mike Norton, said his region supported the national council's decision not to have contact with the SASJ.

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for a legislative solution to the squatting

As a result of these policies on land

42 in Bechuanaland (252,146 acres) (55).

(1,034,225 acres), 5 in the Orange Free State (33,495 acres) and

capital of £1 million and acquired 162 farms in the Transvaal

Marks established the Union Land Settlement Company with a nominal

it out to African tenants. In 1913, for example, Lewis and

encouraging white settlement on their land as opposed to leasing

In addition, some land companies began to realise the potential of

Black-white newsmen to keep talking

CAPE TOWN — The Southern African Society of Journalists will continue to talk to the Union of Black Journalists to seek closer contact despite the IRL's decision to have no contact with the newly deregistered SASJ, the SASJ's new president, Dr John Patten, said in Cape Town yesterday.

"We understand their problems and we do not want to fight with them."

Mr Patten said the SASJ had deregistered as a trade union and its break with the Trade Union Council of South Africa (TUCSA) was specifically aimed at reopening the society's membership to blacks. The decision followed a ballot among members.

COOPERATION

Mr Patten said the SASJ would seek a greater level of cooperation with Black and Afrikaans journalists as it believed there were areas of common cause among all journalists — particularly in the present situation where greater restrictions were being imposed on the profession.

The SASJ was committed to find ways of contact between all journalists and a vehicle through which journalists could express themselves jointly.

We wish to be multi-racial and we will seek recruitment of black members but not a cut-throat basis against the IRL board. Sap

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FIN. MAIL 8/7/77
BLACK UNION FEDERATION
Progress, but . . . 138

Efforts to form a black trade union
federation (FM, June 3) continue
Though it's by no means certain that all
major unions will opt to join, the pro-
posed federation could soon become the
most representative union body in SA.
Durban motor unionist Brian Fre-

dericks, who heads the feasibility com-
mittee charged with setting up the federa-
tion, tells the FM the unions will meet in
early September to attempt to launch the
new body. A draft constitution will be
presented for debate

The committee appears however, to be
some way from achieving consensus
among all independent unions Fre-
dericks concedes. "We're still having
problems getting people together, particu-
larly in the Transvaal" But "all the
groups are trying very hard to resolve
their differences," and he's optimistic that
the federation will get off the ground in
September.

Nevertheless, problems on the Reef are
still immense. The main stumbling block
is the relationship between the Consulta-
tive Committee — a loose grouping of
some 10 unions — and the Council of
Industrial Workers for the Witwa-
tersrand (CIWW).

The differences are the result of the
CIWW's decision to begin organising
chemical workers — despite the ex-
istence of the SA Chemical Workers'
Union, which is attached to the Consulta-
tive Committee.

CIWW claims that because the Che-
mical Workers' Union's resources are
limited, there's a need in the industry for
another union. Consultative Committee
men retort that the move "is a blatant
attempt to fragment unions."

A second issue is the Committee's
objection to union advisory and service
bodies joining the proposed federation
"We want to use these bodies' resources,
but they shouldn't be confused with
unions," says a Committee man.

How both issues are resolved will
decide the success of the September
meeting. "We'll probably be going there,
but we'll have certain demands and won't

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African workers . . . No easy road to union unity

A great leap backwards

All the talk these days about big changes in SA's labour relations must sound rather hollow to the blacks working at Smith & Nephew's Pinetown plant

They have just been told that S & N will not renew its agreement with their union, the unregistered National Union of Textile Workers (NUTW) — an agreement which has rightly been hailed as an example of how SA managements should deal with African unions. When it signed the agreement three years ago, this British company showed how foreign investors could, if they wished, be positive forces in SA.

It is not only African workers who are affected by S & N's change of heart. The plant's Indian workers have recently resigned from their union, the registered Textile Workers Industrial Union, (TWIU) to join NUTW, which now has membership of all races at S & N.

In place of union recognition, Smith and Nephew are offering to negotiate a binding agreement with a works or

company's own explanation seems somewhat confused.

S & N men will not talk to the press. MD Kenneth Lunn says that only the group's London head office can do so. A London spokesman, however, will not say anything other than that the firm "has merely refused to renew an agreement which has lapsed. This does not close the door to future agreements."

However, the firm has tried to explain its actions to its own workers in conflicting ways. According to TWIU general secretary Norman Daniels the decision is linked to a dispute between his union and NUTW (FM March 18 and May 20). "Lunn told us that until we settle our differences, he's not in a position to talk about an agreement."

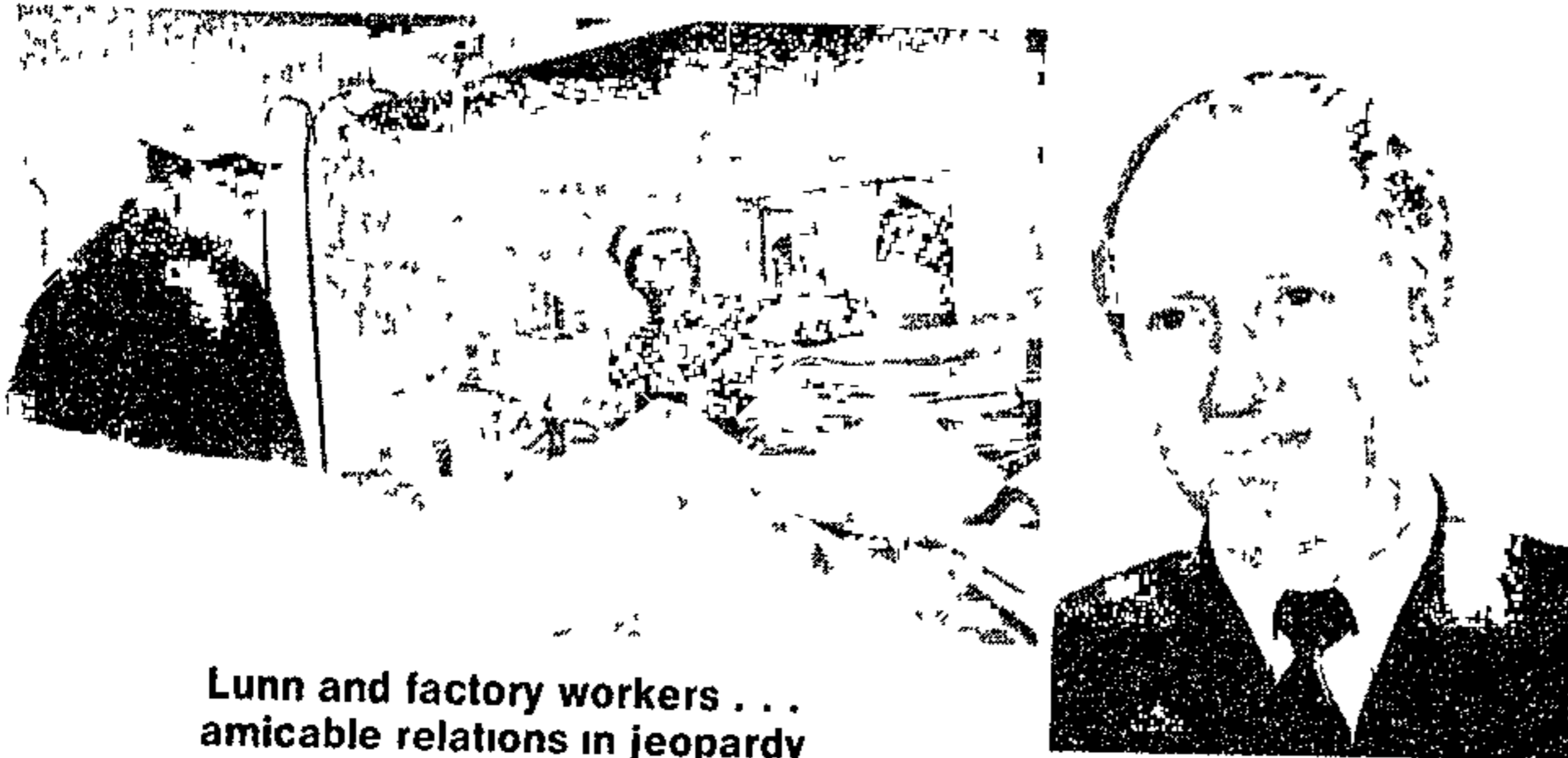
But this explanation conflicts with what Lunn told NUTW men at a meeting this week.

Says NUTW secretary Obed Zuma: "He told us that they can't communicate directly with their workers if a third party

sides in an inter-union dispute" as one textile man puts it, "is eminently sensible". No doubt. Particularly if your own union has no members in the plant and your rival has the vast majority of them.

In any event, the union dispute appears to be something of a red herring. After all, S&N were talking about dropping the agreement before the dispute began.

Whatever the reasons, the fact remains that one of the few hopeful lights in SA labour relations has just been put out.



Lunn and factory workers . . . amicable relations in jeopardy

also a committee, and to improve benefits such as housing.

NUTW bitterly rejects this. It says S & N wants separate liaison committees for each race, which the workers also bitterly reject.

The union adds that the committee system doesn't afford workers the protection of union membership, and that housing is hardly a substitute for giving workers a real say in wages and conditions. "The company's actions are comprehensible to workers and can only be seen in the worst possible light by them. Regrettably S & N seem determined to take a step backwards," says the union.

The firm's workers agree, it seems they met of their own accord on Wednesday to protest against the decision.

Why has S & N taken this step? The

is involved and that the law doesn't allow them to recognise unregistered unions. I asked them when they realised this and they said they had known it all along and they have only recognised us because there was a registered union here."

There may, however, be something else behind S&N's decision. A document issued by unregistered unions in Durban this week hints at government pressure on the firm to drop the agreement.

According to the document, S&N first raised the idea of introducing the works committee after last November's trade union bannings. Management reportedly said then that "this would reduce pressure being applied by the State, which was a major market for them, particularly for surgical dressings, plasters, etc." The document also refers to pressure by the State "at the highest level".

Daniels says the firm's "refusal to take

Firm lashed for rejecting black union

By CLIVE EMDON
Labour Correspondent

THE decision by the British company Smith and Nephew to no longer recognise the black trade union operating in its South African factory came under fire at the weekend.

The Council for Industrial Workers of the Witwatersrand (CIWW) described the decision as retrogressive "at a time when bold and progressive moves in labour are vitally necessary."

The CIWW said in a statement that workers did not want to be treated as children to whom orders could be given. "They wish to enter into meaningful negotiations over grievances and to reach solutions satisfactory to both sides."

The CIWW said it was for these reasons that Smith and Nephew should heed the workers' call for the recognition of their union and avoid the friction that management is bringing to their factory by refusing to accede to the workers' requests.

Last week, the three-year agreement between Smith and Nephew and the National Union of Textile Workers — the first agreement negotiated by any

company with a black trade union — came to an end.

The Pinetown-based company told its workers it was not prepared to recognise the union and wanted to deal with them through a liaison committee.

The CIWW, which represents 1500 to 2000 worker members of the Metal and Allied Workers' Union and the Industrial Aid Society, said the liaison committee system which Smith and Nephew was "foisting on workers" had been shown to be inadequate and unrepresentative of workers.

In all factories where the system has operated worker members of the committees were aware of their dependent position in the firm and in practice were unable to realistically oppose the demands of management. "As a result, the liaison committees are one-way channels of communication with no real powers of negotiation," it said.

The CIWW said workers in the liaison committees were "dependent on the whim of a paternalistic management" to be able to discuss any grievances meaningfully.

SAR & H staff body gives executive 24 hours' notice

①138

SUN. TIMES (EXTRA)
21/8/77

By NORMAN WEST

THE president, vice-president and general secretary of the 7 000-strong South African Railways and Harbours Coloured Staff Association have been axed and replaced by a caretaker executive committee of 12 railway employees.

The president, Mr Manie Haywood, and vice-president Mr Hendrik Essau are both railway employees, while Mr Jeff Leonard is employed by the association.

Mr Haywood was later retained as a member of the committee of 12 and Mr F J Hendrickse, a senior clerk with the railways stationed at Athlone, was appointed in the place of Mr Essau as vice-president and took over from Mr Leonard as acting secretary.

The Divisional Inspector of Labour, Mr G D van der Berg, has given Mr Hendrickse written instructions, following a directive from the Industrial Registrar, to form an interim caretaker executive committee

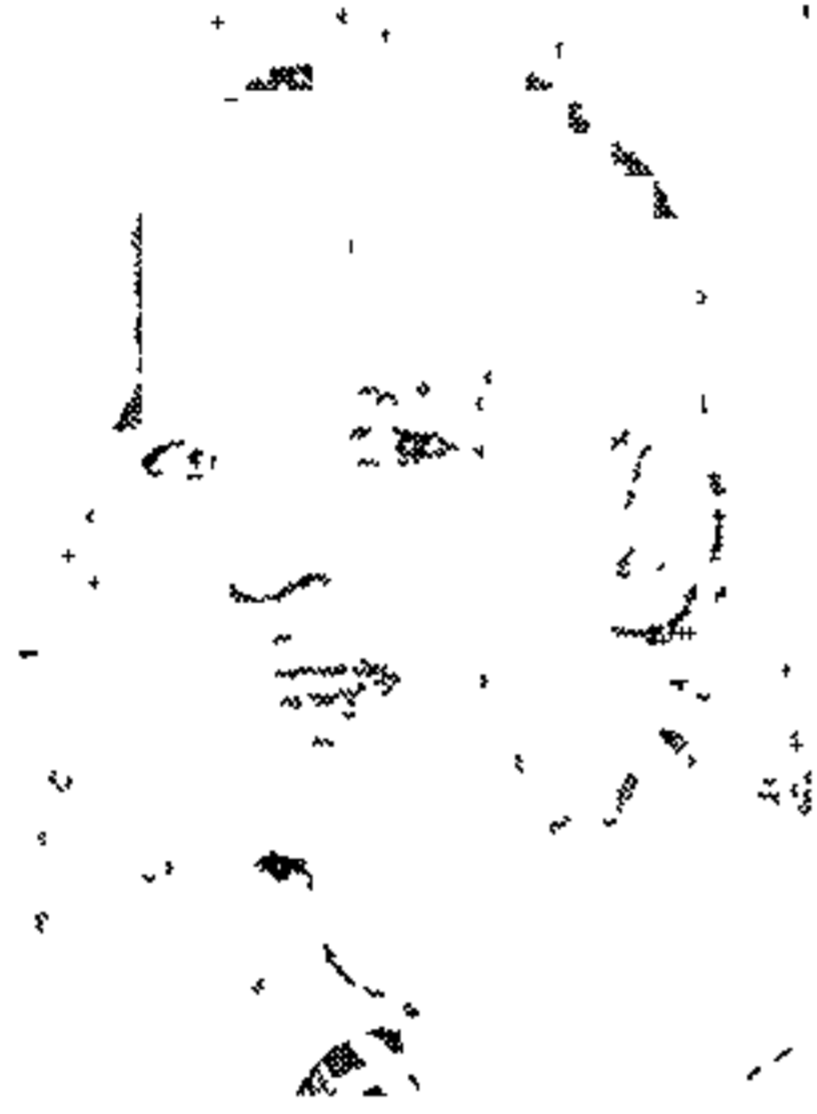
Committee

According to these instructions, the following are members of the Committee of 12.

Mr M Haywood, Mr F J Hendrickse, Mr D Lucas, Mr E Booysen, Mr A Carstens, Mr A Wildschut, Mr J D Viljoen, Mr W Granfield, Mr M Maatjan, Mr C McDillon, Mr F van Wyk and Mr J Arendse

Mr Van der Berg gave them instructions to make arrangements for the annual congress of the association to be held in October and for the election of a new executive committee

Mr Leonard was told of his dismissal by Mr F J Hendrickse in Mr Leonard's



Mr Hendrik Essau, the vice-president

office in the Association's new station building and was confirmed in writing by a firm of attorneys acting on behalf of the new caretaker committee

No reasons were given

His dismissal followed a meeting by a deputation of 17 railwaymen led by Mr Hendrickse with Mr Van der Berg

The Staff Association represents the interests of 7 000 railway workers from 22 branches affiliated to it. These branches are spread all over the Western Cape, Southern Cape, the Eastern Cape and the Midlands

I understand, however, that there are already moves afoot to campaign for the reappointment of Mr Leonard at the annual congress

Mr Jeff Leonard enjoys support from the branches outside Cape Town and it is



Mr Jeff Leonard, secretary of the association.

possible his removal from office may be a very brief one.

Mr Leonard said his dismissal came as a complete surprise to him.

"The deputation of men, who had earlier had a meeting with Mr Van der Berg, arrived at my office Mr Hendrickse told me Mr van der Berg had appointed a new executive on the instructions of the registrar of the Industrial Council and that I, Mr Haywood and Mr Essau, had been replaced by a new executive.

"We were then ordered to take our personal possessions with us and leave the office immediately, which we did," Mr Leonard said

"I have, for a long time, been aware there was a certain clique of men campaigning for my removal and which culminated in the establishment of their action committee early in May this



Mr Manie Haywood, the president of the association.

year

"My executive suspended these men, but they went ahead with their tactics

"Then, while I was away on union business in East London in June, inspectors from the Department of Labour, following certain allegations, raided my offices and removed minute books, cheque books, tape recordings of meetings, transcripts of tapes and other documents which were never returned to me

"On my return, the president, vice-president and myself were called to Mr Van der Berg's office where we were questioned about certain technicalities and constitutional matters"

Mr Van der Berg said he was not directly responsible for the termination of the services of Mr Leonard and added that he would give no further comment

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FM 7/4/78

SMITH AND NEPHEW Back to the table

Pinetown firm Smith and Nephew has finally backed down from its earlier refusal to bargain with the unregistered National Union of Textile Workers.

Last year S&N (a British subsidiary) refused to renegotiate or renew the formal recognition agreement it signed with the union in July 1974.

Now, however, it seems as if S&N has finally recognised the need to get round the bargaining table with the union again

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Workers in its factory rejected S&N attempts to supplant the union with an in house "works council" last year

A joint statement issued this week by S&N and the union says that the two parties are "presently negotiating alterations to certain clauses" in the 1974 agreement. It adds that the parties "have agreed to review the position in the light of any legislation enacted after the Wiehahn Commission reports"

S&N MD Kenneth Lunn tells the *FM* that the old agreement is still in force and that any changes "will be binding on both parties" -- possibly through an exchange of letters. He stresses, however, that the new agreement "will not be a formal one" and will be reviewed after the commission reports

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ever, is its relations with the union UAW has a membership of around 200 out of a 1 500-strong black workforce but, says Sauls, membership is on the increase as a result of an organising drive which the union has just got underway.

A telling point in the union's favour with the workforce is the fact that wage levels in the industry tend to be higher in regions where the union is strongest.

Sauls "Obviously employer attitudes to wages play a part. But pay levels are highest in Port Elizabeth where the unions are strongest and lowest in Pretoria where we're weakest. In East London, both union strength and wages lie somewhere in between."

Griffith confirms this trend, but says that Sigma doesn't believe its "related to union activity." He adds that Sigma's own pay levels are "equal to the highest for industry in the Pretoria area — the minimum for a sweeper is R26 a week and the next grade up earns R31 a week on average."

Certainly this week's meeting seems to have cemented a structure for sound labour relations. Management is pressing on with its liaison committee — "it's the only fully elected body in the plant" — but, if the union can sustain its growth, its future could be bright.

More so since Sigma is committed to parent Anglo American's industrial relations guidelines. "Action at Sigma is completely in accordance with the guidelines," says Griffith. These provide for staggered union recognition, starting with limited recognition when the union is fairly small leading up to full recognition when it represents the majority of the workforce. X

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SIGMA STRIKE FM 12/5/78
Now for the union (138)

The Sigma strike is over. But industrial relations issues at the Pretoria motor plant are still very much alive.

Sigma is still negotiating a wage agreement with its liaison committee. (Chairman Chris Griffith tells the FM it will be announced "shortly".)

But at the same time, Sigma management met National Union of Motor Assembly and Rubber Workers secretary Fred Sauls this week to discuss the firm's relations with the unregistered African United Auto Workers.

Sauls' union represents coloured workers at Sigma. But it also co-operates closely with UAW and Sauls met management this week in his capacity as adviser to the unregistered union.

At the meeting, Sigma told Sauls that it "reiterated its view that its door is open to both unions," despite their small representation in the plant at present. As they don't represent a majority of the workforce, union recognition is not on the cards at this stage. But the unions, says Sigma, are welcome to discuss problems with management. Sauls, says Sigma, was happy with this arrangement.

The discussions are given added impetus by union suggestions that last week's strike was caused by a communication breakdown between the committee and the workers.

Griffith rejects this, branding it "incorrect speculation." He adds that Sigma believes the strike was caused by "teething problems associated with management's efforts to introduce bilateral wage negotiations" — in this case with the committee.

Whether the liaison committee on its own is adequate is, however, a moot point. Sauls tells the FM there is growing enthusiasm for the union at Sigma. "Even some liaison committee members have indicated dissatisfaction with the committee system — though they haven't been specific about grievances."

Sauls is not opposed to the plant-level committee in principle. He told Sigma this week that committees and unions could complement each other. Sauls' members will continue to participate in the committees, as a number have done up to now.

The key issue facing Sigma now, how-

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PHS BY: RONNIE LEVITAN

order of court restraining their employer from dismissing them unlawfully

Handing down the rule nisi in the Pretoria Supreme Court, Justice Preiss ordered the employer, Bosman Transport of Vereeniging, to show cause by August 1 why the order should not be made final.

The urgent application to court was made jointly by eight Bosman drivers, their works committee, and the (unregistered) Transport and Allied Workers' Union, of which they are members.

One of the crucial - and ground-breaking - points which is likely to be at issue when the merits of the application are considered is whether the court will accept the claims of the committee and the union that they have *locus standi* as representatives of the workers.

The urgent application arose out of alleged victimisation of workers' spokesmen who have been trying to have grievances over log-books, overtime pay, and other matters redressed.

One of the applicants is Shadrack Sello, a Bosman driver who is also chairman of the works committee and a member of the union. He alleges in an affidavit filed in court that Bosman is in breach of an industrial agreement by failing to issue all its drivers with log books and failing to pay drivers the overtime which is their legal right.

Sello also claims that Bosman has acted illegally by dismissing employees on the grounds that they are involved in trade union and works committee activities and in trying to resolve their grievances - or those of others.

Sello states that the men are regularly required to drive extra heavy duty trucks for long hours at a stretch. One driver, for instance, had to drive from Vereeniging to Cape Town in 25 hours with stops of not more than 15 minutes at a time.

Furthermore, the absence of log books means that proper records of overtime driving cannot be kept. Instead of paying overtime as laid down in the agreement, the company gives the men an "arbitrary" bonus.

Drivers' requests for log-books have been repeatedly and, says Sello, illegally rebuffed. At one stage, Bosman eventually agreed to issue 10 drivers with log books, but they were allegedly still not paid overtime, receiving the bonus instead.

The affidavit also claims that Bosman put up a notice stating that the drivers had agreed not to get log-books or overtime pay, despite the fact that a meeting of drivers convened at the company's instruction had voted for log books.

Hearing by word of mouth that there was a trade union which might be able to help them, the drivers approached Cle-

F.M. 30/6/78
LABOUR DISPUTE

Log-book jam

In a move which might be unprecedented in recent SA labour history, black workers last week obtained an interim

ment Montsho, general secretary of the Transport and Allied Workers' Union (some 60 of the 85-odd Bosman employees are now members of the union).

Montsho advised them to approach the relevant industrial council. They did so in February but, states Sello, their complaints have still not been rectified five months later. The drivers also elected a works committee to represent them, and advised the Department of Labour accordingly.

They also approached the Wiehahn Commission, which referred them to the Department of Labour. The department's head office told them to go to its Vereeniging office. But they did not do so, arguing that the industrial council, not the Department of Labour is responsible for enforcing the industrial agreement.

On May 16 the secretary of the works committee, Sidwell Voyi, was dismissed. He was, he claims, given no reasons, but Sello says in his affidavit that Bosman subsequently said that if anyone else took up the question of log-books with the authorities, he would be dismissed.

The affidavit also says that one Bosman employee was offered R40 to give information to management on union members, the works committee, and the identity of people who had approached attorneys to take up their grievances. It

adds that a member of management admitted that the man had been asked to obtain information but denied that he had been offered money for doing so.

On June 13, according to Sello's affidavit, a second works committee member, Petrus Sebetoane, was dismissed after having admitted that he was a member of the union. He was allegedly told "Jou werk is klaar. Jy moet maar loop. Ek werk nie met 'n union nie." The applicants claim that this dismissal is in breach of Section 25 of the Wage Act.

The company has given notice that it will oppose the interim interdicts being made final.

New trade

ARGUS
union

24/10/78

(38)

federation

DURBAN. — A new non-racial trade union federation, representing more than 60,000 workers, is to be established in South Africa.

Groundwork for the new organisation was laid at a meeting here when representatives of 12 trade unions agreed on a final draft constitution for a new federation of trade unions.

The trade unions represented at the meeting were the Metal and Allied Workers' Union, Transport and General Workers' Union, National Union of Textile Workers, Chemical Workers' Industrial Union, National Union of Motor Assembly and Rubber Workers' Union (registered trade union), United Automobile and Rubber Workers' Union, Chemical and General Workers' Union, Eastern Cape Sweet Food and Allied Workers' Union (registered union), Western Province Motor Assembly Workers' Union (registered union), Paper Wood and Allied Workers' Union, Glass and Allied Workers' Union and Engineering and Allied Workers' Union — Sapa.

Off the track?

Minister of Transport Louwrens Muller statement this week estimating that claims by railwaymen would amount R125m hasn't quelled the men's dissatisfaction. A key railway union, the Artisan Staff Association (ASA), will be going back to Muller next Wednesday in an attempt to resolve the pay deadlock.

A statement issued by the ASA this week says the association is not satisfied with Muller's statement which, it says, fails to come to grips with the falling living standards of its members. It is going back to him in an attempt to

at least a few more concessions.

The ASA is in the forefront of the pay dispute at present as a number of its branches have passed motions of no confidence in Muller and in railways administration. ASA president Jimmy Zurich has warned that some ASA members have warned of strike action.

It's unlikely that any strike will materialise. Strikes by railwaymen are illegal and the union has urged members not to do anything rash. The ASA statement this week urges artisans to remain "calm and patient." A wildcat strike is not likely to materialise — yet. "When people are desperate they do desperate things. But they aren't that desperate yet," says one railway unionist.

Nevertheless, the ASA leadership argues that Muller isn't making it any easier for them to keep their members calm. General secretary Wallie Grobler points out that the union has watered down its demands to only 10%.

He adds that the ASA leadership suggested a way out of the impasse by suggesting that Muller lop 12 minutes off the artisan's working day making it a round 9 hours. Muller refused. Says Grobler "We wanted something to take back to our members to hold them back. We didn't get it." Grobler believes that union anti-strike discipline is holding up now — but he's not sure whether it will continue to do so.

With railway finances looking better, couldn't Muller give something? He's basing his argument on both wages and hours on the theory that he is bound to give all railwaymen what he gives the artisans — which, of course, he is. The SAR could probably afford the artisans' claim comfortably — but Muller argues it couldn't afford a commensurate hike throughout the SAR.

It's a moot point whether next Wednesday's meeting will break the deadlock. If it doesn't, the railwaymen's only remaining hope is a pending arbitration tribunal investigation into a similar pay claim by the Footplate Staff Association (a tribunal rejected an ASA claim earlier this year). However, a spokesman for Footplate Staff says it's unlikely that any decision will be reached by the tribunal before early next year.

So, while there's no strike danger at present, Muller may be forced to come up with something soon. If he doesn't, the ASA men are going to have a tricky time keeping their men in line.

20/10/78 (138)

freehold lands, which comprise only 4% of the population, deliver half to Traders and speculators, and co-own the remaining 25% of the supply of cattle lands. The latter despite the fact that Botswana and that tribal grazers have control of much of the state land, are sinking boreholes. Only 25% of the land. The evidence suggests a larger number of cattle speculators by buying in stock from tribal grazers. BMC. In contrast to the average BMC in the mid-1970s, other sales of potential wealth in the countryside and in commercial ranching suggests that

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RAILWAY WAGES

Still steamed up

Railwaymen are still agitating for salary increases despite the news that they will get a small bonus in January. Railway unionists are quick to point out that last week's bonus award had more to do with the SAR's internal staffing policies than with wage demands.

What the men will be getting is their share of the savings effected by SAR in a staff rationalisation process which has been going on for some time. The SAR has been aiming at a smaller, more efficient workforce this year *inter alia* by not filling non-essential vacancies and the workers will get a share of the surplus generated as a result.

Johan Benade, general secretary of the railwaymen's Federal Co-Operative Committee (FCC), which represents the various SAR staff associations, tells the *TM* railwaymen will get 20% of the savings achieved by the new staffing policy. He won't put a figure on that as the exact figure will only be known in December. It is a multiple of the 1977 than R^{15m}.

What ever figure is a multiple of 100. December will be shared out among the men both up to and below on the basis of a sliding scale which will reward workers at the bottom of the scale.

do receive just over 4% and those at the top around 2% on basic pay.

The 20% which will not be distributed among SAR workers will be held back because, explains Benade, "some of the vacant posts may have to be filled later so it's impossible to plough everything back to us."

The idea of ploughing the money back into a bonus has been in the air for some time and it is seen by SAR management as a means of encouraging staff to participate in the streamlining process initiated by GM Kobus Louber. Benade tells the *TM* that some staff members were unhappy about the new staffing policy and the bonus is intended as a way of showing them the benefits of the new approach.

So the bonus has as much to do with SAR management's own need to win labour over to its new approach as with the men's salary demands.

Railway unionists also point out that the bonus is a once only award - although other sorts of awards could be made next year. And it is certainly very different from a pay increase.

The dispute between two railway unions - the Footplate Staff Association and Benade's Running and Operating Staff Union - will thus continue. And the Artists Staff Association whose members have been adopting no confidence votes in Transport Minister Lourens Muller, aren't satisfied either.

We welcome the move because it helps to shift railways away from the erroneous 'sheltered employment' image it sometimes has - but it has nothing to do with our wage demands," says general secretary Willie Grobler.

These demands may well be met in the future. Nurses look set to receive a rise soon and there is talk of the entire public service getting 10% next year. But if there're not the railwaymen's demands, the action will continue unabated.

family groups. Through informal links through what might be corruption of cattle it may be possible for large rural their traditional homes and thereby report on Rural Development does touch satisfactory answers. The reason for the anarchistic nature of the methods proposed. In reference to the large number of people at position simply to be accepted for may be that the extensive discussions now in the White Paper proposals will educate the proposals so that the public itself in the of the arrangements. Thus far nothing

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1. The freehold farms are largely owned by non-citizens. In recent years wealthy Botswana have bought many of these farms with the aid of a steeply differential transfer tax on sales to non-Botswana.

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(138)
Food workers' union stalls on SA action

LONDON — The organisers of the threatened world-wide action to pressure Unilever in South Africa into recognising the black Sweet Food and Allied Workers' Union yesterday admitted with "shame" that they had let their South African colleagues down.

"I am ashamed to have to admit that we have neglected the Unilever action," said Mr. Horst Stasius, secretary-treasurer of the Geneva-based International Union of Food and Allied Workers' Associations.

He said this was because the small secretariat in Geneva was dealing with two major international conferences and was overloaded with work.

Asked whether this meant that the threat of international "solidarity actions" to support the SFAWU claims for recognition had come to

nothing he said: "Certainly not."

"Unilever workers in Holland, Scandinavia and Germany have started actions, and we have decided to give top priority to the Unilever case next week."

He said the Scandinavians, particularly Unilever's 2 000 Swedish workers, were determined to support the South African workers and had not backed down on their threat to stage full "solidarity strikes".

The Swedes staged two-hour stoppages on Wednesday and were discussing plans for more action yesterday.

Unilever workers in Holland, Denmark and Germany have confined their action to meetings with the management and distributing leaflets condemning the company for not recognising the union in Durban and Boksburg.
— DDC.

UNIONS

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All gelling FM 27/10/78

Not one, but two new trade union groupings are due to hit the SA labour scene shortly. Besides the Federation of SA Trade Unions, which approved a draft constitution over the weekend, the SA Association of Black Trade Unions is likely to be formed soon.

The Federation will be open to all SA trade unions — it will boast at least three registered unions but the bulk of its member unions will be unregistered. It has grown out of discussions lasting over a year between one registered union and a number of their unregistered counterparts. (*Current Affairs* October 6).

A formal congress to launch the Federation is planned within the next few months. February is the most likely date.

The Federation is likely to differ from other umbrella bodies in that it will not only seek to give its members a common platform, but aims to actually involve itself in helping them to organise and use their resources.

Says spokesman Alec Erwin "We are running a day-to-day regional co-operative as well as policy issues. We will not interfere in the affairs of individual unions but we see the Federation as a means of building up their strength and

co-ordinated effort of the sort the envisages is likely to give the union movement a considerable boost. It is obvious that by pooling their resources the unions can vastly increase their effectiveness and influence.

The Association will be open to all unions only. It will be formed on the ranks of the Consultative Association of Black Trade Unions, a body on which eight Reef black representatives sit. The Consultative Association was originally included in plans to form a national union, but withdrew.

The idea of the Association, says a Consultative man, is to give the Consultative unions a more formal umbrella structure and to help them to establish their unions on a national basis — most are now weak outside the Reef. The Consultative man, is "inevitable" But not at present.

STRIKES

Switched off

FM 10/11/78
 Moves to boycott battery manufacturer Eveready are gathering momentum — and other moves are likely against the company as a result of a labour dispute at its Port Elizabeth plant (*Current affairs* last week)

The action against Eveready is the result of a union recognition dispute at the plant which led to a legal strike by the registered National Union of Motor Assembly and Rubber Workers, in which striking women workers were fired. Union organiser Brian Fredericks tells the *FM* the consumer boycott will get under way towards week's end, and has already received substantial support.

Fredericks says a number of PE shopkeepers have already indicated that they will refuse to stock Eveready products until the dispute is settled. Much of their clientele are union members and they are boycotting Eveready as a gesture to their customers, he says.

The 12 trade unions who plan to form the Federation of SA Trade Unions have also issued a statement supporting the union. They will send funds to assist the workers fired by Eveready and will assist the boycott if their legal advisers give the okay. Fredericks says his union's legal

advisers say a consumer boycott is legal. Support has also been forthcoming from the SA committee of the International Metalworkers' Federation, which includes a number of prominent registered (white and coloured) unions. The IMF committee's affiliates will each write individually to Eveready, demanding that it recognise the union. If it does not, they too may join the boycott.

International action is also on the cards. The IMF's Geneva office has asked its UK affiliate to take action and they are due to give their response this week. A delegation of Swedish metal unionists which is in SA at present has visited strikers to pass on their support.

Fredericks says women fired from Eveready as a result of the strike will run the boycott in PE, and he expects other unions to make personnel available for boycott publicity and the like in other centres. Strikers have already begun distributing pamphlets and have been accosted by police, says Fredericks.

Eveready MD and chairman Ron Allen is non-committal about the boycott. He says he can't comment on whether it will succeed but says "any boycott stands to put scores of workers out of jobs." Despite this he says he is "not too worried" and says he knows of no retailers who are planning to boycott Eveready.

Allen says Eveready workers are well paid — 92% of coloured women earn above 78c an hour, 43,5% above R1 an hour. The union has stressed, however, that it is recognition — it represented 80% of Eveready's coloured workers at the time of the strike — that lies at the core of the dispute.

It is the recognition issue which unions backing the PE strikers are focusing on. Says the statement issued by the 12 Federation unions: "We are amazed and appalled that a British company can be so intransigent as to force a legal strike, a rare event in SA over the recognition of a registered union."

Allen says Eveready is waiting for the Wiehahn Commission which it hopes will provide for multiracial unions. The union dismissed this as a ploy.

BOYCOTTS

Not so ready

UK based battery manufacturer Eveready could be faced with a consumer boycott of its products as well as international solidarity strike action as a result of the sacking of striking workers at its Port Elizabeth plant

The workers — all of them women — are members of the registered National Union of Motor Assembly and Rubber Workers whose members at Eveready struck this week in protest at the company's refusal to recognise the union. The union (which represents coloured workers at the plant) says around 260 of the company's workforce of 450 are on strike. The company says it has fired 160 strikers.

Union organiser Brian Fredericks tells the *FM* the union has responded to the sackings by calling for a national and international consumer boycott of

Eveready products. It will call on registered and unregistered unions with which it has been working to form a new trade union federation, to assist the boycott.

Calls are also likely to be made to the International Metalworkers' Federation, of which the union is a member, and the equivalent international union secretariat for chemical workers, to organise solidarity strikes overseas.

The dispute between Eveready and the union is virtually unprecedented. While unregistered unions tend to encounter

massive employer resistance to recognition, instances of employers resisting recognition of a union registered with the Department of Labour are few and far between — particularly in recent years.

While Eveready has been quoted as saying it is prepared to deal with the union, but that negotiations between it and the union broke down because of "excessive" union demands, the union insists that the company is "not bargaining in good faith."

If a consumer boycott does take place, Eveready could be hard hit. It does a good part of its business in the black market and it is here where a boycott would be likely to take root.

Union infighting becomes war over 'poaching'

By Sleg Hannig
Labour Reporter

Bitter infighting flared into open war today when the leader of South Africa's biggest white trade union, Mr Wessel Bornman, attacked the 17 000 strong Mineworkers' Union and its leader, Mr P J "Arrie" Paulus.

Mr Bornman is general secretary of the 38 000 strong Iron, Steel and Allied Industries Union and secretary of the 200 000-strong white Confederation of Labour.

In the first counter-offensive since the MWU's

recent recruitment drive among steel workers and Escom employees, Mr Bornman accused Mr Paulus of:

● Using the white worker as a political playball;

● Stirring up bad blood among white workers and trade unions in industries which he did not know or understand;

● Poaching members of other trade unions to strengthen the dwindling ranks of the MWU.

"I am not going to allow any worker to be used as a political playball by the leadership of this union or anybody else.

The MWU was offering workers in other indus-

tries a "white home" while it was selling its own members down the river," Mr Bornman said.

It had accused the 10 metal unions of having endangered the white worker by signing an agreement on non-racial employment security.

"While we firmly believe in job-reservation, we are not dealing with job reservation in this agreement.

"What we are dealing with here is job protection, job security and job opportunity for our members. With job reservation we are dealing on another level," Mr Bornman said.

Mr Paulus was not available for comment.